

## Report of Directors 董事會報告

### ENVIRONMENTAL POLICIES AND PERFORMANCE

The Company is committed to environmental protection and promoting corporate social responsibility and best corporate governance practices for the sustainable development and take up responsibilities as a corporate citizen. The Company has established ESG policies in accordance with the standards of Appendix C2 (formerly Appendix 27) to the Listing Rules, which outlined, among others, (i) appropriate risk governance on ESG matters, including climate-related risks and opportunities; (ii) identification of key stakeholders and the communication channels to engage with them; (iii) ESG strategy formation procedures; (iv) ESG risk management and monitoring; and (v) the identification of key performance indicators, the relevant measurements and mitigating measures.

Details of environmental policies and performance of the Company will be disclosed in the Environmental, Social and Governance Report contained in this annual report.

### PROPERTY, PLANT AND EQUIPMENT

Details of the movements in property, plant and equipment of the Group during the Reporting Period are set out in note 13 to the financial statements.

### SUBSIDIARIES

Particulars of the Company's subsidiaries are set out in note 1 to the financial statements.

### AUDITOR

The consolidated financial statements of the Group for the year ended December 31, 2023 have been audited by Ernst & Young, the auditor of the Company, who shall retire and, being eligible, have offered itself for re-appointment as auditor of the Company at the 2024 AGM. A resolution will be proposed at the 2024 AGM to reappoint Ernst & Young as the auditor of the Company and to authorize the Board to fix the remuneration of the auditor. There was no change in the auditor of the Company in the preceding three years.

### COMPLIANCE WITH LAWS AND REGULATIONS

During the Reporting Period, the Group had not been and were not involved in any non-compliance incidents that led to fines, enforcement actions or other penalties that could, individually or in the aggregate, had a material adverse effect on the Group's business, financial condition or results of operations. As far as the Company is aware, the Group had complied with all relevant laws and regulations in the jurisdictions which the Group operated in during the Reporting Period in all material respects.

### 環保政策及表現

本公司致力於環境保護以及促進企業社會責任及最佳企業管治常規，以實現可持續發展及承擔作為企業公民的責任。本公司已根據上市規則附錄C2(前稱附錄二十七)的標準設立環境、社會及管治政策，當中概述(其中包括)(i)有關環境、社會及管治事宜的適當風險管治，包括氣候相關風險及機遇；(ii)識別主要利益相關者及與彼等接觸的溝通渠道；(iii)環境、社會及管治策略制定程序；(iv)環境、社會及管治風險管理及監控；及(v)識別關鍵績效指標、相關計量方式及緩解措施。

有關本公司環保政策及表現的詳情將於本年報所載的環境、社會及管治報告披露。

### 物業、廠房及設備

本集團於報告期內的物業、廠房及設備變動詳情載於財務報表附註13。

### 附屬公司

有關本公司附屬公司的詳情載於財務報表附註1。

### 核數師

本集團截至二零二三年十二月三十一日止年度的綜合財務報表已由本公司核數師安永會計師事務所審核，其將於二零二四年股東週年大會上退任並符合資格及願意續聘為本公司核數師。於二零二四年股東週年大會上將提呈一項決議案，以續聘安永會計師事務所為本公司核數師，並授權董事會釐定核數師酬金。本公司核數師於過去三年概無變動。

### 遵守法律及法規

於報告期內，本集團並無且未有涉及任何導致我們面臨罰款、執法行動或其他處罰的不合規事件，從而可能個別或整體對本集團的業務、財務狀況或經營業績產生重大不利影響。據本公司所知，本集團於報告期內已於所有重大方面遵守本集團營運所在司法權區的所有相關法律及法規。

## Report of Directors

### 董事會報告

#### PRINCIPAL RISKS AND UNCERTAINTIES

#### 主要風險及不確定因素

The Group's business may be materially and adversely affected by these risks, including the following:

本集團的業務或受該等風險的重大不利影響，包括以下各項：

| Risk Category<br>風險類別 | Risk Description<br>風險描述  | Response to Risk<br>風險應對  |
|-----------------------|---|---|
| Operational Risk      | <p>The Group's business relies on a limited number of customers, and the Group derived a significant portion of the revenue from the Group's top five customers. Changes of customer demand, business model or strategy may result in the decrease or loss of business with customers, which could adversely affect the Group's business.</p> <p>The Group is exposed to credit risk related to defaults of the Group's customers. If the relationship between the Group and any of its customers is terminated or deteriorated, or if any of the Group's customers experience financial difficulties in settling the trade receivables, the risks for uncollectible receivables may increase, which might cause working capital pressure for the Group and could adversely impact the Group's financial condition and results of operations.</p> | <p>The Group has been actively improving the after-sales service system, protecting the rights and interests of customers to maintain good customer relations, and continuing to upgrade technology, exploring a variety of diversified business development models to achieve the diversified development of our businesses.</p> <p>By establishing a risk control plan, the Group will strengthen the management of trade receivables, conduct daily supervision, and continue to track long – aging trade receivables to ensure that risks are effectively controlled.</p> |
| 經營風險                  | <p>本集團的業務依賴少數客戶，本集團的大部分收益來自五大客戶。客戶需求、商業模式或戰略變化均可能導致減少或失去與客戶進行的業務，對本集團的業務產生不利影響。</p> <p>本集團面臨有關本集團客戶違約的信貸風險。倘本集團與任何客戶之間的關係終止或變差，或者任何本集團客戶在結算貿易應收款項時出現財務困難，則無法收回應收款項的風險可能會增加，可能會對本集團的營運資金構成壓力，繼而可能對本集團的財務狀況及經營業績產生不利影響。</p>   | <p>本集團將不斷積極完善售後服務體系，保障客戶權益以維持良好客戶關係，同時不斷升級技術，探索多種多元化業務發展模式，以實現業務多元化發展。</p> <p>本集團將通過建立風險管控計劃，加強對貿易應收款項的管理，進行日常監督，持續跟蹤長賬齡應收賬款，以確保有效控制風險。</p>   |

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| Risk Category<br>風險類別 | Risk Description<br>風險描述   | Response to Risk<br>風險應對  |
|-----------------------|--|---|
| Compliance Risk       | <p>The Group could be adversely and materially affected as a result of business activities with certain entities or in countries or territories that are, or may become subject to, sanctions administered by the United States, the European Union, the United Kingdoms, the United Nations, Australia and other relevant sanctions authorities. Moreover, in the event that any of the Group's customers becomes subject to economic sanctions in the future, the Group may have to discontinue its business with such customers due to potential economic sanctions liability risks. In such events, the Group's financial results may be materially and adversely affected.</p> <p>If any of the Group's subsidiaries, employees or other persons engage in fraudulent, corrupt or other unfair business practices or otherwise violate applicable laws, regulations or internal control policies, the Group could become subject to penalties, fines or sanctions and in turn adversely affect its reputation, business, financial condition and results of operations.</p> | <p>The Group has established a dedicated team of overseas risk control to monitor the uncertainties and potential risks in relation to international sanctions. Moreover, to ensure the effective implementation of the internal risk management policies and procedures, the Group will review and update on a regular basis based on the opinions of the external legal counsel. The Group will strategically choose cooperative partners to avoid possible sanctions risks, for instance, the Group has ceased its business activities in Russia after completing all existing contractual obligations with its Russian distributor in December 2022.</p> <p>The Group will strengthen training on anti-corruption, anti-money laundering, anti-bribery and other relevant laws and regulations for the Group's directors, senior managers and employees. The Group will also implement a whistleblowing mechanism to encourage staff to report any irregularities to their supervisors and if their legitimate concerns are ignored or covered up, they can report directly to the Board.</p> |
| 合規風險                  | <p>本集團可能會因與遭受或可能遭受美國、歐盟、英國、聯合國、澳大利亞及其他相關制裁機構實施制裁的若干實體進行或在受制裁國家或屬地的業務活動而受到重大不利影響。另外，倘本集團的任何客戶未來受到經濟制裁，本集團將會因潛在的經濟制裁責任風險而被迫終止與該客戶的業務。在此等情況下，本集團的財務業績可能會受到重大不利影響。</p> <p>倘本集團的任何附屬公司、員工或其他人士參與舞弊、貪污或其他不公正的商業行為，或以其他方式違反適用法律、法規或內部控制政策，本集團可能會面臨處罰、罰款或制裁，繼而對本集團的聲譽、業務、財務狀況和經營業績造成不利影響。</p>  | <p>本集團已成立專門海外風險控制小組，監察與國際制裁有關的不確定性及潛在風險。同時，本集團將根據外聘法律顧問的意見，定期審閱及更新本集團內部風險管理政策及程序，並確認其行之有效。本集團將戰略性地選擇合作夥伴以避免可能發生的制裁風險，例如本集團在完成現有合約責任後，已於二零二二年十二月終止與俄羅斯分銷商的合作。</p> <p>本集團將加強對其董事、高級管理人員及員工進行反貪污、反洗錢、反賄賂及其他相關法律及法規的培訓教育。本集團亦將實施舉報機制，鼓勵員工向上級舉報任何違規行為，如員工的合理關注被忽視或掩藏，可直接向董事會舉報。</p>  |

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| Risk Category<br>風險類別 | Risk Description<br>風險描述  | Response to Risk<br>風險應對  |
|-----------------------|---|---|
| Strategic Risk        | <p>The Group operates in a rapidly evolving industry and 5G technologies are expected to be iterated by the next generation of cellular technology. If the Group fails to continuously upgrade its technology and provide useful services and products that meet the expectation of its customers, the Group may fail to retain existing customers and attract new customers in sufficient numbers, and its business, results of operations and prospects may be materially and adversely affected.</p> <p>The Group's success depends on the continuing efforts of its senior management and key personnel. If the Group's senior management is unable to work together effectively or efficiently or if the Group fails to recruit, retain, train and motivate its personnel, the Group's business may be severely disrupted, and its financial condition and results of operations may be materially and adversely affected.</p> | <p>The Group will continue to capture the market opportunities, increase investment in research and development and make other efforts in response to market constant changes.</p> <p>The Group will improve its continuing ability to attract, recruit and train a large number of qualified employees and retain existing key employees. What's more, the Group will strengthen the training of employees, especially the research and development team, improve the salary and welfare system, and provide effective promotion channels, so as to motivate the employees of the Group.</p> |
| 戰略風險                  | <p>本集團營運所在的行業日新月異，5G技術預計將被新一代的蜂窩技術取代。倘本集團無法不斷升級技術並提供有用的產品和服務以滿足客戶的期望，則可能無法留住現有客戶並吸引足夠數量的新客戶，其業務、經營業績及前景可能會受到重大不利影響。</p> <p>本集團的成功離不開高級管理人員和主要員工共同努力。倘本集團高級管理層無法有效或高效地合作，或倘本集團無法招聘、挽留、培訓及激勵其人員，則本集團業務可能會受到嚴重干擾，其財務狀況及經營業績可能會受到重大不利影響。</p>  | <p>本集團將繼續把握市場機會，加大對研發的投入，並作出其他努力來應對市場不斷的變化。</p> <p>本集團將提高持續吸引、招聘及培訓大批合格員工及留住現有關鍵員工的能力，同時加強對員工（尤其是研發團隊）的培訓，完善薪資福利體系，提供有效晉升渠道，以激勵本集團員工。</p>   |



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| Risk Category<br>風險類別 | Risk Description<br>風險描述   | Response to Risk<br>風險應對   |
|-----------------------|--|--|
| ESG Risks             | <p><b>Resources and energy management</b></p> <p>Ineffective resources and energy management may potentially lead to excessive energy usage, which leads to increased operational cost.</p>  | <ul style="list-style-type: none"> <li>Promoting energy conservation and environmentally friendly procurement practices</li> <li>Reviewing and accounting for greenhouse gas emissions and resource consumptions</li> <li>Performing overall waste management in the office and testing and assembly center</li> </ul>   |
|                       | <p><b>Impact of climate change</b></p> <p>Climate change may lead to risks of more frequent extreme weather conditions. Such risks may lead to potential injuries to employees and increase in insurance premiums in long term.</p> <p>Regulators may require increasing disclosure on emission and tighten environmental regulations. Such transitional risks which require the Group to move towards a sustainable business model may potentially lead to impacts such as increased operational cost from change of operational practices.</p> | <ul style="list-style-type: none"> <li>Providing work arrangements for bad weather and/or extreme conditions to mitigate potential injuries to employees and increase in insurance premiums</li> <li>Monitoring the changes in ESG-related regulatory requirements and market trend</li> <li>Assessing the energy consumption proportion in our operation comprehensively and optimizing the corresponding procedures</li> </ul> |
|                       | <p><b>Human capital development</b></p> <p>Insufficient resources devoted towards the development of human capital, such as lack of training and promotion opportunities, may put the Group at risk of higher turnover rates and less competent workforce in medium and long term. Strong human capital development and the provision of competitive remuneration packages may improve employee retention and dedication.</p>  | <ul style="list-style-type: none"> <li>Providing employees with competitive social benefits and career development opportunities</li> </ul>  |
|                       | <p><b>Privacy and data security</b></p> <p>Ineffective privacy and data protection policies may put the Group at risk of data leakages and privacy breaches, leading to increased costs in addressing regulatory actions, involving litigations and potential fines, and also potentially tarnishing the Group's reputation.</p>   | <ul style="list-style-type: none"> <li>Requiring employees to sign non-disclosure agreement to mitigate privacy and data security risks</li> </ul>   |

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| Risk Category<br>風險類別 | Risk Description<br>風險描述  | Response to Risk<br>風險應對   |
|-----------------------|---|--|
| 環境、社會及管治風險            | <b>資源及能源管理</b><br>低效的資源及能源管理可能會引致過度能源使用，導致營運成本增加。   | <ul style="list-style-type: none"> <li>倡導能源節約及環保的採購做法</li> <li>檢討及核算溫室氣體排放及資源消耗量</li> <li>於辦公室以及測試及組裝中心進行全面廢物管理</li> </ul> |
|                       | <b>氣候變化的影響</b><br>氣候變化可能會引致更頻繁出現極端天氣狀況的風險。長遠而言，該等風險可能會導致僱員遭遇潛在傷害及保險費增加。                                   | <ul style="list-style-type: none"> <li>規定惡劣天氣及／或極端狀況下的工作安排，以減少對僱員的潛在傷害及保險費的增加</li> </ul>                                   |
|                       | 監管機構可能要求增加對排放的披露，並收緊環境法規。該等過渡性風險要求本集團轉向可持續發展的商業模式，可能會導致改變營運方式使營運成本增加等影響。                                  | <ul style="list-style-type: none"> <li>監察環境、社會及管治相關監管要求及市場趨勢變動</li> <li>全面評估我們營運中的能源消耗比例並優化相應程序</li> </ul>                 |
|                       | <b>人力資本開發</b><br>投入人力資本開發的資源不足(如缺乏培訓及晉升機會)可能會使本集團於中長期內面臨更高離職率及更少勝任員工的風險。大力開發人力資本及提供具競爭力的薪酬待遇可提高僱員留任率及積極性。 | <ul style="list-style-type: none"> <li>為僱員提供具競爭力的社會福利及職業發展機會</li> </ul>  |
|                       | <b>隱私及數據安全</b><br>低效的隱私及數據保護政策可能使本集團面臨數據泄露及隱私泄露風險，導致應對監管行動的成本增加，涉及訴訟及潛在的罰款，甚至可能損害本集團的聲譽。                  | <ul style="list-style-type: none"> <li>要求僱員簽署保密協議以減低隱私及數據安全風險</li> </ul>   |

## Report of Directors 董事會報告

### RELATIONSHIPS WITH STAKEHOLDERS

The Group acknowledges the importance of stakeholders to corporate development and pays attention to matters of concern to stakeholders including the government and regulators, shareholders and investors, employees, business partners, suppliers, customers and the community. The Group maintains transparent and bilateral exchange, strengthens mutual trust and cooperation and establishes harmonious relationship with its stakeholders. The Group's success depends on the support from key stakeholders which comprise the Directors and senior management, employees, customers and suppliers.

For details on the Group's relationships with employees, customers and suppliers during the Reporting Period, please refer to the Environmental, Social and Governance Report contained in this annual report.

By order of the Board  
**Howkingtech International Holding Limited**  
**Chen Ping**  
Chairman

Hong Kong, March 25, 2024

### 與利益相關者的關係

本集團深明利益相關者對公司發展的重要性，並關注政府及監管機構、股東及投資者、僱員、業務合作夥伴、供應商、客戶及社區等利益相關者所關心的事宜。本集團與其利益相關者保持雙向透明的交流，加強互信合作，建立和諧關係。本集團的成功取決於主要利益相關者（包括董事及高級管理層、僱員、客戶及供應商）的支持。

有關本集團於報告期內與僱員、客戶及供應商關係的詳情，請參閱本年報所載的環境、社會及管治報告。

承董事會命  
**濠暎科技國際控股有限公司**  
主席  
陳平

香港，二零二四年三月二十五日

## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 1 ABOUT THIS REPORT

This report is the Environmental, Social and Governance (ESG) Report (the “Report”) for the year 2023 of Howkingtech International Holding Limited (“Howkingtech”, the “Company” or “We”). During the preparation of this Report, we endeavor to ensure the information contained herein meet the requirements of the Stock Exchange in terms of materiality, quantification, balance and consistency, and to give a comprehensive interpretation of the Company’s management approach and performance with respect to ESG in 2023. We will continue to strengthen our information collection for the Report to enhance our performance and disclosure on sustainability, and facilitate the understanding and communication between stakeholders and the Company such that the Company shows improvement continuously.

#### 2 SCOPE OF THE REPORT

The policy documents, statements and information contained in the Report cover the Company and its subsidiaries and consolidated affiliated entities for the relevant period, and its content covers a period from January 1, 2023 to December 31, 2023 (the “Reporting Period”) and its scope is consistent with that of the annual report of the Company. For details of the Company’s compliance with the requirements of the corporate governance, please refer to the “Corporate Governance Report” in the Company’s annual report for the year ended December 31, 2023.

#### 3 STANDARD OF THE REPORT

This Report has complied with the Environmental, Social and Governance Reporting Guide (the “Guide”) as set forth under Appendix C2 (formerly Appendix 27) of the Listing Rules of the Stock Exchange of Hong Kong and discloses the Company’s contribution to the Sustainable Development Goals (SDGs) of the United Nations (UN).

#### 1 關於本報告

本報告是濠暉科技國際控股有限公司（「濠暉科技」、「公司」或「我們」）的二零二三年年度環境、社會及管治(ESG)報告（「本報告」）。本報告撰寫過程中，我們力求報告涵蓋的信息滿足聯交所對本報告重要性、量化、平衡、一致性的原則要求，全面詮釋了公司二零二三年度在ESG方面的管理方針及績效表現。我們將持續加強報告資訊收集工作，以提高我們在可持續發展事項上的表現和披露情況，促進各利益相關方對公司的了解和溝通，從而推動公司持續進步。

#### 2 報告範圍

本報告所載政策文件、聲明及數據涵蓋公司及有關期間的附屬公司及併表聯屬實體，內容涵蓋二零二三年一月一日至二零二三年十二月三十一日期間（「報告期內」），與公司年報範圍保持一致。有關公司遵守企業管治規定的詳情，請參閱公司截至二零二三年十二月三十一日止之年報之「企業管治報告」。

#### 3 報告標準

本報告遵守香港聯交所《上市規則》附錄C2（前稱附錄二十七）《環境、社會及管治報告指引》（「指引」），並披露公司對聯合國可持續發展目標(SDG)的貢獻。



## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 4 DATA SOURCES AND RELIABILITY DESCRIPTION

All data in the Report are extracted from the Company's statistical reports and relevant documents. The Company undertakes that there is no false information or misleading statements herein and is liable for its authenticity, accuracy and completeness.

The Board and senior management team of the Company monitor the content of the Report to ensure that it is free from any false information, misleading statements or material omissions.

This Report has been approved for publication by the Board on March 25, 2024.

#### 5 THE BOARD STATEMENT

In order to carry out the sustainable development concept and integrate it into the Company's business development, the Company has established a top-down ESG management structure. As the highest ESG decision-making body of the Company, the Board is fully responsible for managing and supervising matters relating to the Company's ESG, reviewing and approving ESG policies, performance and information disclosures, directing and reviewing the formulation of the main ESG objectives of Company. The Environmental, Social and Governance Working Group ("ESG Working Group") is responsible for assisting the Directors in implementing the agreed ESG policies, objectives and strategies, making objective evaluation on the results and effectiveness of the ESG work on a regular basis, participating in the identification of key ESG risks and the formulation of countermeasures, and making recommendations and reporting to the Board regarding the ESG matters. All relevant business departments are responsible for daily ESG management and report to the ESG Working Group on a regular basis to ensure that all work is carried out properly.

During the Reporting Period, the Company attached importance to the expectations and demands of all stakeholders, identified and evaluated important ESG issues through interviews and questionnaires. The evaluation results were discussed and reviewed by the Board and disclosed in the sections headed "Communication with Stakeholders" and "Analysis on Material Issues" in this Report. Material issues have also been responded to in the Report, including the Company's risks in relevant ESG issues (including risks on climate change).

#### 4 數據來源及可靠性說明

本報告內所有數據均來自公司統計報告及相關文件。公司承諾不存在任何虛假記載或誤導性陳述，對其內容真實性、準確性和完整性負責。

公司董事會和高級管理人員團隊對本報告內容進行監督，以確保其內容不存在任何和虛假記載、誤導性陳述或重大遺漏。

本報告於二零二四年三月二十五日獲得董事會批准發佈。

#### 5 董事會聲明

為貫徹可持續發展理念，將其融入公司的業務發展中，公司成立了自上而下的ESG管治架構。董事會作為公司ESG最高決策機構，全面負責公司ESG相關事宜的管理和監察，審閱和批准ESG政策、表現及信息披露工作，指導公司ESG主要目標的設定並進行檢討。環境、社會及管治工作小組（「ESG工作小組」）負責協助董事執行協定的ESG政策、目標及策略，定期對ESG工作的成果和有效性進行客觀評估，參與識別ESG關鍵風險並制定應對措施，並就ESG事項向董事會進行建議與匯報。各業務相關部門負責開展日常ESG管理，定期向ESG工作小組匯報，確保將各項工作落到實處。

報告期內，公司重視各利益相關方的期望與訴求，通過訪談與問卷調查識別和評估ESG重要議題，評估結果經董事會討論和審核，並在本報告「利益相關方溝通」和「實質性議題分析」章節進行披露。同時，本報告對重大性議題均進行了回應，包括與公司在ESG相關議題方面的風險（包含氣候變化風險）。

## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 6 RESPONSES TO THE ESG REPORTING PRINCIPLES OF THE STOCK EXCHANGE

**Materiality principle:** In compliance with the relevant regulatory requirements such as the ESG Reporting Guide of the Stock Exchange, the Company communicated and exchange ideas with various stakeholders by different means, with benchmark analysis on the issues disclosed in the ESG reports of its industry peers and conducted an in-depth analysis of the highlights and characteristics of the Company to ultimately identify and select its material issues on sustainability.

**Quantification principle:** In accordance with the ESG Reporting Guide, the Company has prepared statistics for and summarized the quantitative key disclosure indicators under the entire “environmental” scope and part of the “social” scope, disclosed the standards and methods used in the statistics and calculation, and formulated the environmental and social performance table so that key indicators could be evaluated and verified.

**Balance principle:** The Report aims at reviewing and disclosing the Company’s management practices and performance in ESG from an objective and fair perspective.

**Consistency principle:** Compared with the annual report of the Company, the Report made no significant adjustment to the scope of disclosure, and the standards and methodologies used in calculating the quantitative key indicators were consistent to ensure the comparability of the content of the Report.

#### 6 聯交所ESG報告原則回應

**重要性原則：**公司按照聯交所《環境、社會及管治報告指引》等相關監管要求，通過與各類利益相關方不同形式的溝通與交流，對標分析同行業企業環境、社會及管治報告披露議題，深度剖析公司亮點與特色，最終識別並篩選出公司可持續發展重大性議題。

**量化原則：**公司依照《環境、社會及管治報告指引》對所有「環境」範疇及部分「社會」範疇的量化關鍵披露指標進行統計匯總，披露了統計、計算採用的標準和方法，並制定環境及社會績效表，使得關鍵指標可被評估及驗證。

**平衡原則：**本報告內容力求以客觀、公平的視角審視與披露公司在ESG方面的管理措施及績效表現。

**一致性原則：**本報告的披露範圍相對於公司年報並無重大調整，且計算量化關鍵指標均採用一致的口徑、方法，以保證報告內容的可比性。

## Environmental, Social and Governance Report

### 環境、社會及管治報告

## 7 ESG GOVERNANCE

### 7.1 ESG Governance Structure

The Company has established an ESG governance structure comprising the Board, the ESG Working Group, and business and functional departments to meet the needs of the Company in sustainable development, strengthen the research and planning of sustainable development strategies, and improve its capability to deal with and manage ESG risks.

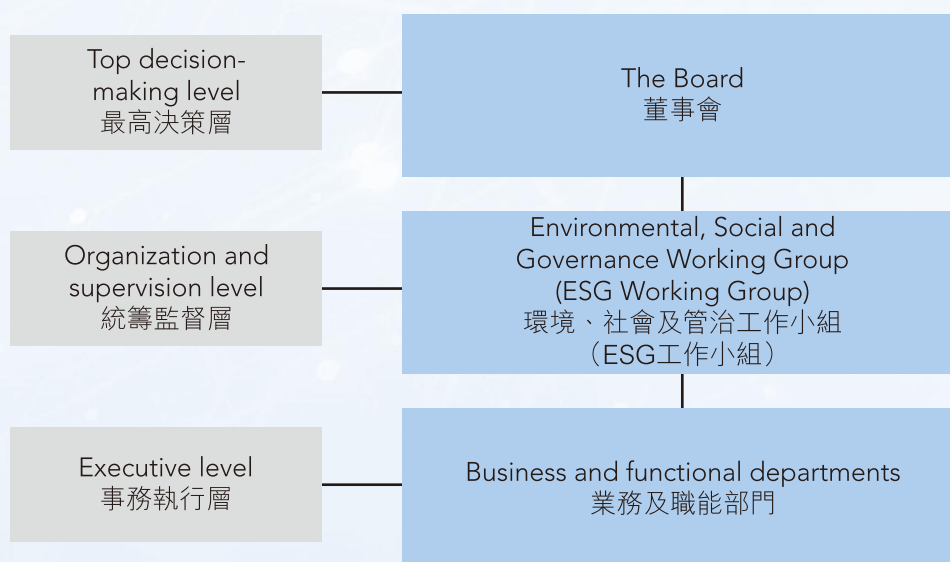


Figure: ESG governance structure of the Company  
圖：公司ESG管治架構

The Board, comprising four executive Directors and three independent non-executive Directors, is the Company's top decision-making body on ESG-related matters and is fully responsible for the Company's ESG policies, initiatives and performance. The Board is responsible for guiding the management and supervision of ESG-related issues, assessing the Company's key ESG risks and the effectiveness of response measures on a regular basis; reviewing the materiality assessment and prioritization of ESG issues and reviewing the Company's performance on ESG-related objectives; reviewing and approving ESG disclosures to ensure compliance with the requirements and expectations of regulators and investors at all times.

## 7

## ESG管理

### 7.1 ESG管治架構

公司已構建由董事會、ESG工作小組、業務及職能部門組成的ESG管治架構，以適應公司可持續發展需要，加強可持續發展戰略的研究和規劃工作，提高ESG風險應對及管理能力。

董事會由4名執行董事及3名獨立非執行董事組成，是公司ESG相關事宜的最高決策機構，對公司的ESG政策、舉措及成效負有全面責任。董事會負責指導ESG相關事宜的管理及監察，定期評估公司ESG關鍵風險及應對措施的有效性；檢視ESG議題的重要性評估以及優先級判定，並就ESG相關目標檢討公司表現；審閱和批准ESG公開披露資料，確保始終與監管機構和投資者的要求和期望保持一致。

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### 環境、社會及管治報告

The ESG Working Group consists of three members, namely the General Manager, Finance Manager and Administration Manager, and is primarily responsible for assisting the Directors in implementing the agreed ESG policies, objectives and strategies. Its responsibilities and authorities mainly include: developing and reviewing the Company's ESG-related visions, goals and strategic plans and monitoring their implementation on an ongoing basis; assessing the importance of key ESG risks and how the Company adapts its operations to climate change and developing countermeasures; formulating the Company's ESG-related management system; reviewing the Company's annual ESG report to ensure that it is prepared in accordance with the Environmental, Social and Governance Reporting Guidelines and complies with the relevant regulations; conducting objective assessment on the results and effectiveness of the Group's ESG efforts periodically and making recommendations and reporting to the Board of Directors.

Each of the relevant business and functional departments is responsible for developing and implementing relevant strategies in their respective areas in accordance with the ESG management policies and objectives formulated to ensure the implementation of all work, and shall regularly report to the ESG Working Group.

ESG工作小組由總經理、財務經理及行政經理三名成員組成，主要負責協助董事執行協定的ESG政策、目標及策略，其職責權限主要包括：制訂與審議公司ESG相關願景、目標、戰略規劃，並持續監察公司實施情況；評估ESG關鍵風險重要性及公司如何根據氣候變化調整其業務，並制定應對措施；制訂公司ESG相關管理制度；審議公司ESG年度報告，確保其根據《環境、社會及管治報告指引》編製並符合有關規定；定期對集團ESG工作的成果及有效性進行客觀的評估，並向董事會進行建議與匯報。

各業務及職能相關部門負責根據制定的ESG管理方針及目標，分別制定及執行各自領域內的有關策略，確保將各項工作落到實處，並定期向ESG工作小組匯報。



## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 7.2 Awards

During the Reporting Period, with its technological innovation and market-competitive products and services, Howkingtech was awarded the title of “2023 National specialized, Sophisticated, Unique and Innovative little giant Enterprises (2023年度國家級專精特新小巨人企業)”, becoming a representative outstanding enterprise in the industry.

#### 7.2 社會榮譽

報告期內，濠暉科技憑藉技術創新和具市場競爭力的產品及服務，榮獲「2023年度國家級專精特新小巨人企業」的稱號，成為業內的傑出企業。



Picture: the Company obtained certification of “2023 National specialized, Sophisticated, Unique and Innovative little giant Enterprises”

圖：公司獲「2023年度國家級專精特新小巨人企業」證書

## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 8 ACTIVE SUPPORT FOR THE SUSTAINABLE DEVELOPMENT GOALS

The UN Sustainable Development Goals (SDGs) aim to guide countries around the world in addressing development issues in the three major areas of economy, society and environment, and to encourage all parties, including enterprises, to actively contribute their own efforts to achieve sustainable development. Based on its business characteristics, Howkingtech has identified a series of priorities within the SDGs framework that are most important to the development of the Company and has integrated ESG management concepts to guide the Company's ESG efforts.

While pursuing business growth, we actively seek the common development of commercial value and social value, and have taken a number of actions in the identified key areas of SDGs as set out below.

#### 8 積極支持可持續發展目標

聯合國可持續發展目標(SDG)旨在指引全球各國解決經濟、社會、環境三大領域的發展問題，並鼓勵包括企業在內的各方積極貢獻自身力量，實現可持續發展。濠暉科技基於公司業務特點，在SDG框架內識別了對企業發展最重要的一系列優先事項，並融合ESG管理理念，以指導公司ESG工作的開展。

在打造業務增長點的同時，我們積極尋求商業價值與社會價值的共同發展，在識別出的SDG重點領域，採取了以下一系列行動。



Figure: 17 UN Sustainable Development Goals

圖：聯合國17項可持續發展目標

## Environmental, Social and Governance Report

### 環境、社會及管治報告

| UN Sustainable Development Goal<br>聯合國可持續發展目標 | Description of Goals<br>目標描述  | Our action<br>我們的行動  |
|---|---|--|
| 3 Good health and welling<br>良好的健康與福祉         | Ensure healthy lives and promote well-being for all at all ages<br>確保健康的生活方式，促進各年齡段人群的福祉  | <ul style="list-style-type: none"> <li>We care about the health and safety of our employees, and pay medical insurance and arrange annual physical examinations for them</li> <li>我們關注員工健康和 safety，為員工繳納醫療保險，並組織員工開展年度體檢</li> <li>We provide badminton and table tennis venues for employees, and encourage employees to participate in hiking and marathon activities</li> <li>我們為員工提供羽毛球及乒乓球場地，鼓勵員工參加遠足及馬拉松活動</li> </ul> |
| 4 Quality education<br>優質教育                   | Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all<br>確保包容、公平的優質教育，促進全民享有終身學習機會 | <ul style="list-style-type: none"> <li>We provide pre-job and on-the-job training programs for employees, focusing on the improvement of employees' professional ability</li> <li>我們為員工提供崗前和在崗培訓計劃，注重員工職業能力的提升</li> </ul>  |
| 5 Gender equality<br>性別平等                     | Achieve gender equality and empower all women and girls<br>實現性別平等，為所有婦女、女童賦權  | <ul style="list-style-type: none"> <li>We firmly oppose gender discrimination, create a fair and equitable work environment and provide equal employment and promotion opportunities for women</li> <li>我們堅決反對性別歧視，營造公平公正的工作環境，為女性提供平等的就業和晉升機會</li> <li>We prepared a gift for each female employee on International Working Women's Day</li> <li>我們於婦女節為每位女性員工準備禮物</li> </ul>   |

## Environmental, Social and Governance Report

### 環境、社會及管治報告

| <b>UN Sustainable Development Goal</b><br><b>聯合國可持續發展目標</b> | <b>Description of Goals</b><br><b>目標描述</b>  | <b>Our action</b><br><b>我們的行動</b>   |
|---|---|---|
| 8 Decent working and economic growth<br>體面工作和經濟增長           | Ensure decent working in all regions and drive regional economic growth<br>確保各區域體面工作並帶動區域經濟增長   | <ul style="list-style-type: none"> <li>• We are actively involved in local development, provide quality jobs in the industry and drive economic development</li> <li>• 我們積極參與地方發展，提供優質的工業崗位，促進經濟發展</li> <li>• We are committed to building a competitive career development platform and offering reasonable remuneration and benefits</li> <li>• 我們致力於打造有競爭力的職業發展平台，提供合理的薪酬福利</li> <li>• We have established and improved the recruitment and leave system, and employees are encouraged to use annual leave and time off in lieu to balance work and life</li> <li>• 我們建立健全招聘、休假制度，鼓勵員工使用年假和調休以平衡工作與生活</li> </ul> |
| 9 Industry, innovation and infrastructure<br>產業、創新和基礎設施     | Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation<br>建造具備抵禦災害能力的基礎設施，促進具有包容性的可持續工業化，推動創新 | <ul style="list-style-type: none"> <li>• We insist on innovation and development, constantly expand our R&amp;D department, and focus on the R&amp;D and production of communication equipment and 5G technology</li> <li>• 我們堅持創新發展，不斷擴大研發部門，專注於通信設備和5G技術的研發與生產</li> <li>• We actively promote the implementation of IoT in industrial and smart city scenarios to improve the efficiency and security of data transmission</li> <li>• 我們積極推動物聯網在工業和智慧城市等應用場景的落地，提高數據傳輸的效率和安全性</li> </ul>  |



## Environmental, Social and Governance Report

### 環境、社會及管治報告

| UN Sustainable Development Goal<br>聯合國可持續發展目標          | Description of Goals<br>目標描述   | Our action<br>我們的行動  |
|--|--|--|
| 10 Reduced inequality<br>減少不平等                         | Reduce inequality within and among countries<br>減少國家內部和國家之間的不平等        | <ul style="list-style-type: none"> <li>We advocate gender equality and equal employment, prohibit the employment of child labor, and protect the legitimate rights and interests of employees<br/>我們倡導性別平等和平等僱傭，禁止使用童工，保障員工合法權益</li> <li>We actively participate in public welfare activities and care for the education development in rural areas<br/>我們積極參與公益活動，關愛鄉村地區教育發展</li> <li>We have established and improved our staff training system, so as to support the development and growth of our employees<br/>我們建立健全員工培訓體系，支持員工發展與成長</li> </ul>  |
| 12 Responsible consumption and production<br>負責任的消費和生產 | Ensure sustainable consumption and production patterns<br>確保可持續消費和生產模式 | <ul style="list-style-type: none"> <li>We have clarified the quality management process and system with the suppliers, and set up the product inspection and recall mechanism to ensure the product quality is qualified<br/>我們與供應商明確了質量管理流程和體系，並設置了產品檢驗和召回有關機制，確保產品質量合格</li> <li>We have established a data security management system to ensure customer privacy<br/>我們建立了數據安全管理體系保障客戶隱私</li> <li>We continue to perfect pre-sale and after-sales services, strengthen the communication mechanism with customers, and maintain customer satisfaction<br/>我們不斷完善售前和售後服務，完善與客戶溝通機制，維護客戶滿意度</li> </ul> |

## Environmental, Social and Governance Report

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#### UN Sustainable Development Goal 聯合國可持續發展 目標

#### Description of Goals 目標描述

#### Our action 我們的行動

13 Climate action  
氣候行動

Take urgent action to combat climate change and its impact  
採取緊急行動應對氣候變化及其影響

- We actively create a low-carbon and environmentally friendly corporate culture and raise the environmental awareness of employees, for example, reminding employees to save water and electricity in office area, and setting the operating temperature of air conditioners
- 積極營造低碳環保的企業文化，提高員工環保意識，如在辦公區域提示員工節水節電，設定空調使用溫度
- We identify and actively respond to climate change risks
- 識別氣候變化風險並積極應對

16 Peace, justice and strong institutions  
和平、正義與強大機構

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels  
創建和平、包容的社會以促進可持續發展，讓所有人都能訴諸司法，在各級建立有效、負責和包容的機構

- We strictly abide by and operate in compliance laws and regulations
- 我們嚴格遵守法律法規，合規經營
- We have established a bottom-up anti-bribery, anti-fraud and anti-corruption reporting mechanism
- 我們建立了由下至上的反貪污、反舞弊、反腐敗舉報機制

## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 9 STAKEHOLDERS COMMUNICATION

Howkingtech attaches great importance to the participation of stakeholders and is committed to building a good cooperative and mutually beneficial relationship with internal and external stakeholders. The Company actively establishes and expands communication channels, maintains regular and close communication with stakeholders such as the government and regulators, shareholders and investors, customers, employees, suppliers and partners, society and the public, listens and responds to the expectations and demands of different stakeholders, and integrates them into the daily operation and future planning of the Company, in a bid to join hands with stakeholders to achieve win-win results and maximize comprehensive value.

#### 9 利益相關方溝通

濠暉科技高度重視利益相關方的參與，致力於與內外部利益相關方共同構建良好的合作關係、互惠關係。公司積極建立與拓展溝通渠道，保持和政府及監管機構、股東及投資者、客戶、員工、供應商與合作夥伴、社會公眾等利益相關方的常態化、緊密化溝通，傾聽和回應不同利益相關方的期望和訴求，並將其融入公司的日常運營和未來規劃中，攜手利益相關方實現共贏與綜合價值最大化。

| Stakeholders<br>利益相關方                   | Expectations and Demands<br>期望與訴求   | Communication and Response<br>溝通與回應  |
|---|---|--|
| Government and<br>Regulators<br>政府及監管機構 | Comply with laws and regulations<br>Pay tax in accordance with the laws<br>Commercial ethics<br>遵守法律法規<br>依法納稅<br>商業道德        | Compliance operation<br>Full tax payment<br>Daily communication and reporting<br>合規運營<br>足額納稅<br>日常溝通與報告   |
| Shareholders and investors<br>股東及投資者    | Financial results<br>Information disclosure<br>Business development<br>Communication channels<br>財務業績<br>信息披露<br>業務發展<br>溝通渠道 | Regular financial and operational disclosures<br>Regular convening of general meetings<br>Company official website<br>Investor relations email<br>定期披露財務及經營信息<br>定期召開股東大會<br>公司官網<br>投資者關係郵箱 |
| Customers<br>客戶                         | Information security<br>Product quality<br>Quality services<br>信息安全<br>產品質量<br>優質服務   | Protection of customer information and privacy<br>Product quality testing and recall mechanisms<br>Customer service system<br>保護客戶信息和隱私<br>產品質量檢測和召回機制<br>客戶服務體系                             |

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| Stakeholders<br>利益相關方              | Expectations and Demands<br>期望與訴求   | Communication and Response<br>溝通與回應   |
|------------------------------------|---|---|
| Employees<br>員工                    | Labor rights<br>Salaries and benefits Health and safety<br>Career development and advancement<br>勞工權益<br>薪資福利<br>健康與安全<br>職業發展與晉升 | Staff Handbook<br>Internal meetings and notices Safe work environment<br>Annual staff physical examination<br>Performance evaluation<br>Training and team building activities<br>員工手冊<br>內部會議及通告<br>安全工作環境<br>年度員工體檢<br>績效評估<br>培訓及團建活動 |
| Suppliers and partners<br>供應商及合作夥伴 | Integrity in cooperation<br>Commercial ethics and reputation<br>誠信合作<br>商業道德與信譽   | Supplier evaluation<br>Daily meetings and communication<br>Perform contracts in accordance with the laws<br>供應商評估<br>日常會議與溝通<br>依法履行合同  |
| Society and the public<br>社會及公眾    | Support social welfare<br>Engagement in community development<br>支持社會公益<br>參與社區發展   | Encourage staff to engage in volunteer services<br>Focus on community investment and contribution<br>鼓勵員工參與志願者服務<br>關注社區投資與貢獻   |



## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 10 ANALYSIS ON MATERIAL ISSUES

In order to accurately locate the focus of ESG management practice and comprehensively deepen the practice of ESG issue management, Howkingtech has established an analysis process for material issues to define material ESG issues that are relevant to the sustainable development of the Company and stakeholders.

**Identifying material issues:** a total of 22 material issues that can affect the Company's business development, or affect the stakeholders' assessment and decision-making of the Company are identified by conducting external policy research, benchmarking analysis of industry peers, industry development trend survey, referencing to other relevant documents and taking into account the Company's development strategy, business characteristics and its own characteristics.

**Conducting interviews and market research:** third-party experts and consultants are invited to conduct relevant work, prepare and distribute questionnaires on ESG substantive issues and conduct benchmarking of ESG performance of comparable companies in the industry combined with interviews with the Company's management and other stakeholders.

**Determining the rank of issues:** importance of issues are ranked based on the stakeholder evaluation and questionnaire data, and we confirm the rank of issues for the year after submitting to the management for review.

**Verification and reporting:** materiality analysis matrix is established according to the assessment results of the issues and we emphasized the disclosure in the report on issues of high importance.

During the Reporting Period, we analyzed and sorted the materiality of ESG issues from two dimensions, being the importance to the Company's operation and stakeholders, through policy research, enterprise interviews, questionnaires and industry benchmarking to gain full understanding of expectations and suggestions from each stakeholder, and to provide basis for the formulation of long-term ESG development strategy. We identified 16 issues of high importance, 2 of moderate importance and 4 of low importance in total.

#### 10 重大性議題分析

為精準定位ESG管理實踐的重點，全面深化ESG議題管理實踐，濠暉科技建立了重大性議題分析流程，以界定與公司和利益相關方可持續發展切實相關的重大性ESG議題。

**識別重大性議題：**通過開展外部政策研究、同行對標分析、行業發展趨勢調查及查閱其他相關文件後，結合公司發展戰略、業務特點和自身特色，識別影響公司經營發展，或影響利益相關方對公司評估和決策的重大性議題共計22項。

**開展訪談及市場調研：**邀請第三方專家顧問主持開展相關工作，製作並發放ESG實質性議題調查問卷，結合與公司管理層、其他利益相關方等訪談，並進行同行業可比公司ESG表現的對標工作。

**確定議題排序：**根據利益相關方評價及問卷調查數據，確定議題重要程度順序，提交管理層審閱後，確定本年度議題排序。

**確認與報告：**根據議題評價結果構建重大性分析矩陣，對屬於高度重要議題在報告中進行重點披露。

報告期內，我們通過開展政策研究、企業訪談、問卷調查、行業對標，從對公司運營以及利益相關方的重要性兩個維度，將ESG議題的重要程度進行分析與排序，充分了解各利益相關方的期望與建議，為制定長遠的ESG發展戰略提供依據。我們共識別出16項高度重要議題、2項中度重要議題及4項低度重要議題。

## Environmental, Social and Governance Report

### 環境、社會及管治報告

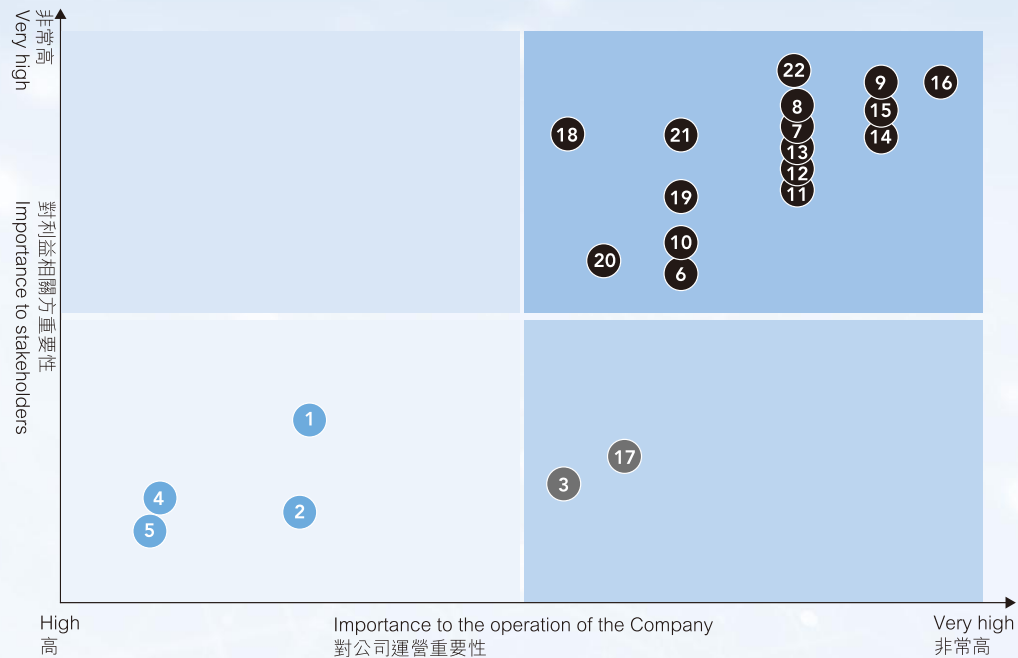


Figure: materiality matrix of Howkingtech

圖：豪景科技重大性議題矩陣圖

| Materiality<br>重要性                      | No.<br>序號 | Issue name<br>議題名稱   |
|---|-----------|--|
| Issues of high importance<br>高度重要議題     | 16        | Innovative research and development 創新研發                   |
|   | 9         | Information security and privacy protection 信息和隱私保護        |
|   | 15        | Product quality and reliability 產品質量和可靠性                   |
|   | 14        | Intellectual property protection 知識產權保護                    |
|   | 22        | Compliance operation 合規運營                                  |
|   | 8         | Supply chain sustainable development management 供應鏈可持續發展管理 |
|   | 7         | Responsible procurement 負責任採購                              |
|   | 13        | Legal and compliance employment 合法合規用工                     |
|   | 12        | Employees training and development 員工培訓與發展                 |
|   | 11        | Employee health and safety 員工健康與安全                         |
|   | 21        | Risk and crisis management 風險及危機管理                         |
|   | 19        | Business ethnics 商業道德                                      |
|   | 10        | Employee relations and engagement 員工關係與敬業                  |
|   | 6         | Product life cycle Management 產品生命周期管理                     |
|   | 18        | Anti-corruption and integrity building 反貪污和廉潔建設            |
|   | 20        | Digital transformation 數字化轉型                               |
| Issues of moderate importance<br>中度重要議題 | 17        | Community investment and public welfare 社區投資與公益            |
|   | 3         | Energy management 能源管理                                     |
| Issues of low importance<br>低度重要議題      | 5         | Greenhouse gas emissions management 溫室氣體排放管理               |
|   | 4         | Climate change adaptation 應對氣候變化                           |
|   | 2         | Waste management 廢棄物管理                                     |
|   | 1         | Water resources management 水資源管理                           |

## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 11 A ENVIRONMENTAL RESPONSIBILITY

##### 11.1 A1 Emissions

Howkingtech's own production activities produce relatively low emissions. In terms of exhaust, the assembly and testing center in Shenzhen will produce an insignificant amount of exhaust from soldering tin during simple assembly and welding of the IoT antenna, which is finally collected and treated by the ventilation pipe before discharging. However, after the business stopped in the second half of the year, it no longer had an impact on the environment. In terms of sewage, the sewage discharged by the Company includes domestic sewage only, which is discharged into the sewage pipe network and then treated uniformly by the park where the Company is located. The Company outsources the production of telecommunication equipment to OEM manufacturers, therefore, it has little impact on the environment.

In terms of solid waste, only an insignificant amount of waste is generated during the Company's office operation, and non-hazardous waste mainly includes office waste, domestic waste, etc., which are collected according to the waste classification principle of the place of operation and then delivered to the city's sanitation department for disposal. Hazardous waste mainly includes waste lamp tubes, waste ink boxes, etc., which are collected and disposed of by the park property company or equipment provider.

The Company strictly complies with various laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》) and the Law of the People's Republic of China on the Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》), actively reduces various types of waste generated in its operation and effectively manages various types of waste to ensure proper disposal. During the Reporting Period, the Company did not violate the above-mentioned laws and regulations.

#### 11 A環境責任

##### 11.1 A1排放物

濠暉科技自身的生產活動產生的排放量較小。廢氣方面，深圳的組裝及測試中心在對物聯網天線進行簡易組裝和焊接過程中，會由焊錫產生極少量的廢氣，最終經通風管道統一收集處理後排放。然而，在下半年停工後，其不再對環境造成影響。廢水方面，公司排放的廢水中僅有生活污水一類，排入污水管網後由公司所在園區進行統一處理。公司將通信設備的生產外包給委外加工製造商，因此對環境影響較小。

固體廢棄物方面，公司辦公運營過程中僅產生極少量廢棄物，無害廢棄物主要包括辦公垃圾、生活垃圾等，按照運營所在地垃圾分類原則收集後交由城市衛生部門處置；有害廢棄物主要包括廢燈管、廢墨盒等，交由園區物業或設備提供方收集處理。

公司嚴格遵守《中華人民共和國固體廢物污染環境防治法》及《中華人民共和國水污染防治法》等各項法律法規，積極減少運營過程中產生的各類廢棄物，並對各類型廢棄物進行有效治理以確保其得到妥善處置。報告期內，公司無違反上述法律法規的情形發生。

## Environmental, Social and Governance Report

## 環境、社會及管治報告

Table: Waste Generation in 2023

表：二零二三年廢棄物產生情況

| Indicator<br>指標   | Unit<br>單位                               | 2023<br>二零二三年 |
|---|--|---------------|
| Total hazardous waste generation<br>有害廢棄物產生總量                               | kg<br>千克                                 | 2.02          |
| Hazardous waste generation intensity<br>有害廢棄物產生密度                           | kg/RMB million of revenue<br>千克／人民幣百萬元收入 | 0.005         |
| Total non-hazardous waste generation <sup>1</sup><br>無害廢棄物產生總量 <sup>1</sup> | kg<br>千克                                 | 9.13          |
| Non-hazardous waste generation intensity<br>無害廢棄物產生密度                       | kg/RMB million of revenue<br>千克／人民幣百萬元收入 | 0.021         |

<sup>1</sup> Non-hazardous waste mainly includes domestic waste. According to the estimation of the total amount of domestic waste and the ordinary resident population of the two cities in the "Announcement on Environmental Prevention and Control of Solid Waste Pollution of Nanjing in 2022" (《2022年南京市固體廢物污染環境防治信息公告》) and the "Announcement on Environmental Prevention and Control of Solid Waste Pollution of Shenzhen in 2022" (《2022年深圳市固體廢物污染環境防治信息公告》), and taking into account the office hours, 0.5 kg/(person/day) is adopted as the Company's domestic waste estimation coefficient for the year.

<sup>1</sup> 其中無害廢棄物主要包括生活垃圾，依據《2022年南京市固體廢物污染環境防治信息公告》及《2022年深圳市固體廢物污染環境防治信息公告》中生活垃圾總量及兩市常住人口估算，並綜合考慮辦公時長，採用0.5千克／（人／天）作為公司本年度生活垃圾估算系數。

The Company is not involved in the direct production of components, the greenhouse gas ("GHG") emissions are therefore mainly from the carbon dioxide emitted in the Company's daily operations and the use of vehicles. In particular, the two main sources of GHG emissions of the Company are the direct emissions from vehicle gasoline combustion and indirect emissions from the use of electricity. The Company actively responds to the call of the state for energy conservation and emission reduction, adheres to the concept of low-carbon and sustainable development, emphasizes the improvement of energy efficiency, and uses energy-saving equipment and measures to reduce the GHG emissions generated in the Company's daily operation.

公司不涉及組件的直接生產，因此溫室氣體排放主要來自公司日常運營與公車使用中排放的二氧化碳。具體而言，公司溫室氣體排放的兩個主要來源是汽車汽油燃燒直接排放以及使用電力導致的間接排放。公司積極響應國家節能減排的號召，堅持低碳、可持續的發展理念，強調能效提升，使用節能設備和措施，以減少公司日常運營中產生的溫室氣體排放。



## Environmental, Social and Governance Report

### 環境、社會及管治報告

**Table: GHG Emissions in 2023**

表：二零二三年溫室氣體排放情況

| Indicator<br>指標                               |   | Unit<br>單位  | 2023<br>二零二三年 |
|---|---|---|---------------|
| Scope 1:<br>範圍一：                              | Direct GHG emissions <sup>1</sup><br>溫室氣體直接排放量 <sup>1</sup>   | Tons of CO <sub>2</sub> e<br>噸二氧化碳當量  | 18.58         |
|   | Intensity of direct GHG emissions<br>溫室氣體直接排放密度               | Tons of CO <sub>2</sub> e/RMB million of<br>revenue<br>噸二氧化碳當量／<br>人民幣百萬元收入 | 0.04          |
| Scope 2:<br>範圍二：                              | Indirect GHG emissions <sup>2</sup><br>溫室氣體間接排放量 <sup>2</sup> | Tons of CO <sub>2</sub> e<br>噸二氧化碳當量  | 117.21        |
|   | Intensity of indirect GHG emissions<br>溫室氣體間接排放密度             | Tons of CO <sub>2</sub> e/RMB million of<br>revenue<br>噸二氧化碳當量／<br>人民幣百萬元收入 | 0.27          |
| Total GHG emissions<br>溫室氣體排放總量               |   | Tons of CO <sub>2</sub> e<br>噸二氧化碳當量  | 135.80        |
| Intensity of total GHG emissions<br>溫室氣體總排放密度 |   | Tons of CO <sub>2</sub> e/RMB million of<br>revenue<br>噸二氧化碳當量／<br>人民幣百萬元收入 | 0.31          |

<sup>1</sup> Direct (scope 1) GHG emissions is calculated based on the IPCC Guidelines for National Greenhouse Gas Inventory 2006, 2019 Revised Edition (《IPCC2006年國家溫室氣體清單指南2019修訂版》) issued by the Intergovernmental Panel on Climate Change (IPCC).

<sup>2</sup> Indirect (scope 2) GHG emissions is calculated based on the Average Carbon Dioxide Emission Factors of China's Regional Power Grid in 2011 and 2012 (《2011年和2012年中國區域電網平均二氧化碳排放因子》) issued by the National Development and Reform Commission.

<sup>1</sup> 直接(範圍一)溫室氣體排放量依據政府間氣候變化專門委員會(IPCC)刊發的《IPCC2006年國家溫室氣體清單指南2019修訂版》進行核算。

<sup>2</sup> 間接(範圍二)溫室氣體排放量依據國家發展和改革委員會發佈的《2011年和2012年中國區域電網平均二氧化碳排放因子》進行核算。

## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 11.2 A2 Use of Resources

The energy consumption of the Company in its operational process mainly comprises electricity, gasoline and water resources. Since the Company is mainly engaged in the research and development of hardware and software, which do not involve in mass production activities, and outsources the production of hardware to OEM manufacturers from January to June, and the production of hardware activities has stop after June, the Company does not use or consume a large number of packaging materials. In addition, the Company has low consumption of energy as it has small number of staffs and only uses gasoline energy during office hours and when using cars. The water source of the Company is municipal water supply, and it has never experienced any problems in sourcing water. In its daily operations, the Company strictly complies with relevant laws and regulations such as the Environment Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》) and Law of the People's Republic of China on the Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》), and is committed to the protection of resources and the improvement of resource utilization efficiency, and actively practices the concept of green and sustainable development. During the Reporting Period, the Company did not violate the above-mentioned laws and regulations.

#### 11.2 A2資源使用

公司在運營過程中使用的資源主要為電力、汽油以及水資源。因公司主要從事硬件及軟件的研發工作，不涉及大量的生產活動，並於一月至六月將硬件生產外包予委外加工製造商，而硬件生產活動已於六月後停止，故公司不使用或消耗大量包裝物。此外，由於公司員工數量較少且僅在辦公及外出用車期間使用汽油能源，故公司能源消耗量較低。公司用水來源為市政供水，在求取適用水源上並無任何問題。在日常運營中，公司嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國節約能源法》及《中華人民共和國水污染防治法》等相關法律法規，致力於資源保護與資源利用效率的提升，積極踐行綠色可持續發展理念。報告期內，公司無違反上述法律法規的情形發生。

## Environmental, Social and Governance Report

### 環境、社會及管治報告

**Table: Energy Consumption in 2023**

表：二零二三年能源使用狀況

| Indicator<br>指標   | Unit<br>單位  | 2023<br>二零二三年 |
|---|---|---------------|
| Electricity purchased<br>外購電力   | kWh<br>千瓦時  | 191,348.89    |
| Gasoline<br>汽油  | Liter<br>公升   | 8,423.59      |
| Comprehensive energy consumption <sup>1</sup><br>綜合能耗 <sup>1</sup>        | Tons of standard coal<br>噸標煤                                    | 30.47         |
| Energy use intensity<br>能源使用密度  | Tons of standard coal/RMB<br>million of revenue<br>噸標煤／人民幣百萬元收入 | 0.07          |
| Conversion of electricity for energy consumption<br>能耗折算電量                | kWh<br>千瓦時  | 247,940.55    |
| Conversion of electricity for energy consumption<br>intensity<br>能耗折算電量密度 | kWh/RMB million of revenue<br>千瓦時／人民幣百萬元收入                      | 562.80        |

<sup>1</sup> The comprehensive energy consumption is calculated based on the General Principles for Calculation of the Comprehensive Energy Consumption (《綜合能耗計算通則》) (GB/T 2589-2020) issued by the State Administration for Market Regulation (國家市場監督管理總局) and the State Standardization Administration (國家標準化管理委員會).

<sup>1</sup> 綜合能耗依據國家市場監督管理總局和國家標準化管理委員會刊發的《綜合能耗計算通則》(GB/T 2589-2020)進行核算。

**Table: Water Resource Consumption in 2023**

表：二零二三年水資源使用情況

| Indicator<br>指標                            | Unit<br>單位                               | 2023<br>二零二三年 |
|--|--|---------------|
| Total water consumption<br>總用水量            | Ton<br>噸                                 | 1,366.59      |
| Total water consumption intensity<br>總耗水密度 | Ton/RMB million of revenue<br>噸／人民幣百萬元收入 | 3.10          |

**Table: Packing Materials Consumption in 2023**

表：二零二三年包裝物料使用情況

| Indicator<br>指標              | Unit<br>單位 | 2023<br>二零二三年 |
|------------------------------|------------|---------------|
| Plastic packaging<br>塑料包裝    | Ton<br>噸   | 0.10          |
| Carton packaging<br>紙盒包裝     | Ton<br>噸   | 0.85          |
| Expanded polyethylene<br>珍珠棉 | Ton<br>噸   | 0.25          |

## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 11.3 A3 The Environment and Natural Resources

Since the Company is principally engaged in research and development and does not involve massive production activities, the possibility of substantial impact on the environment and natural resources in the course of daily operations is minimal. As the Company expands its scale and diversifies its business types, the Company has always been committed to integrating the concepts of environmental protection and natural resource protection into its daily operations, keeping close attention and due consideration to environmental and resource issues to avoid creating substantial impact on them.

The Company recognized the importance of complying with ecological environmental protection laws and regulations. In order to fulfill the responsibilities and obligations of ecological environmental protection in accordance with the laws, take actions to prevent and control environmental pollution and ensure the stable and up-to-standard discharge of pollutants, the Company has completed the discharge registration of fixed pollutants and accepted the inspection of ecological and environmental protection and public supervision according to laws.

#### 11.3 A3環境及天然資源

由於公司業務主要為研發，並未涉及大規模生產活動，因此在日常運營過程中對環境及天然資源造成實質性影響的可能性小。隨著公司規模的增長及業務類型的豐富，公司始終致力於將環境保護及天然資源保護的理念融入公司日常運營中，保持對環境及資源問題的密切關注和細緻考慮，以避免對其造成實質性影響。

公司深刻意識到遵守生態環境保護法律法規的重要性，為依法履行生態環境保護責任和義務，採取措施防治環境污染，做到污染物穩定達標排放，公司已完成固定污染源排污登記，依法接受生態環境保護檢查和社會公眾監督。

| 固定污染源排污登記回執  |   |
|--|---|
| 登記編號：91440300MA5G8YD69C001W  |   |
| 排污單位名稱：南京濠暉通訊科技有限公司深圳分公司<br>生產經營場所地址：深圳市寶安區福海街道和平社區蚝業路祥利工業園廠房A棟501<br>統一社會信用代碼：91440300MA5G8YD69C<br>登記類型： <input checked="" type="checkbox"/> 首次 <input type="checkbox"/> 延續 <input type="checkbox"/> 變更<br>登記日期：2020年09月02日<br>有效期：2020年09月02日至2025年09月01日 |  |

Picture: Receipt of the discharge registration of fixed pollutants of the Company  
圖：公司固定污染源排污登記回執



## Environmental, Social and Governance Report

### 環境、社會及管治報告

In addition to complying with relevant environmental laws and regulations and properly protecting the natural environment, the Company also actively advocates the environmental concept of green and low carbon, which has been incorporated into the daily management and operation of the Company, and is committed to achieving the goal of environmental sustainable development. In 2023, the company continues to implement the concept of energy conservation, regulate the conservation of water, electricity and paper, improved relevant reward and punishment mechanism, and called on employees to implement green office measures by sending internal notices, posting environmental protection signs and other specific means.

除了遵循相關環境法律及法規，妥善保護自然環境外，公司還積極倡導綠色低碳的環保理念，並將其納入公司日常管理及營運中，致力於達成環境可持續發展的目標。二零二三年，公司繼續踐行節能理念，規範節約用水、用電、用紙行為，完善了相關獎懲機制，並通過發送內部通知、張貼環保宣傳標識等具體方式號召員工落實綠色辦公措施。



Picture: Poster for water conservation  
圖：節約用水宣傳海報



Picture: Poster for electricity conservation  
圖：節約用電宣傳海報



Picture: Sign for electricity conservation  
圖：節約用電標識



Picture: Sign for paper conservation  
圖：節約用紙標識

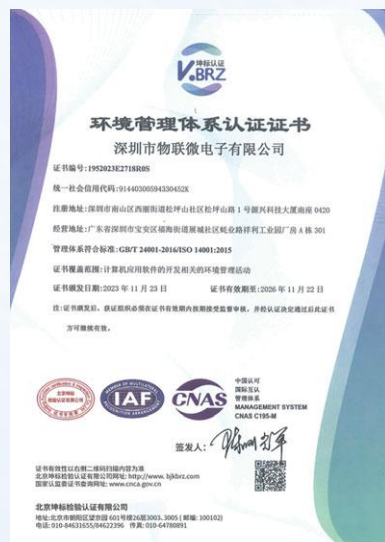


## Environmental, Social and Governance Report

### 環境、社會及管治報告

In order to standardize the Company's own environmental behavior and process, and fulfill its corporate social responsibility to protect the environment, the Company's operating places all passed the ISO14001:2015 (Environmental Management System) certification to ensure that the raw materials, production processes, processing methods used by the Company for production and the use and post-use disposal of products complies with the requirements of environmental protection standards and regulations.

為了規範公司自身的環境行為和流程，履行保護環境的企業社會責任，公司所在運營地均通過ISO14001:2015(環境管理體系)認證，確保公司生產使用的原材料、生產工藝、加工方法以及產品的使用和用後處置符合環境保護標準和法規的要求。



Pictures: The Company's Environmental management system certificates  
圖：公司環境管理體系認證證書

#### 11.4 A4 Climate Change

Addressing climate change is an objective need and internal requirement for the sustainable development of the world and China. We cannot live aside of its impact.

#### 11.4 A4氣候變化

應對氣候變化是全球及中國可持續發展的客觀需要和內在要求，我們無法忽視其帶來的影響並獨善其身。

## Environmental, Social and Governance Report 環境、社會及管治報告

According to the recommendations of the Task Force on Climate-Related Financial Disclosure (TCFD), we have identified the potential real-time physical risks and transitional risks from climate change. Real-time physical risks may arise from extreme weather, such as storms and flood, which may have a potential financial impact on us. Storm and flood risks may result in direct damage to the assets of our offices and test and assembly centers, which could affect our operations. If suppliers experience such extreme weather conditions, we may face the indirect impact of supply chain disruptions.

The potential transitional risks may arise from technological transformation and the ever-changing customer preferences and needs. As a technology-driven company, we are faced with continuous upgrading and development in the technology of the products and services we provide. Emerging technologies (such as equipment and devices with higher energy efficiency) may increase our operating cost, or if we fail to adopt such emerging technologies or products, it may affect our competitiveness and ultimately affect the demand for our products and services.

In order to cope with the impact of climate change and extreme weather, the Company has actively established various business continuity plans (BCPs), which specify the work arrangement under severe weather or extreme conditions to reduce the potential injury to employees and the increase of insurance premiums; monitored changes in environmental, social and governance related regulatory requirements and market trends; and comprehensively evaluated the proportion of energy consumed in our operations and optimized procedures accordingly.

It is estimated that the extreme weather conditions, which are potential physical risks, and the emerging technologies, which are potential transitional risks, will have little impact on our operations after assessment. As of December 31, 2023, we have not experienced any operations or supply chain disruptions due to storms or flood.

根據氣候相關財務信息披露特別工作組(TCFD)的相關建議，我們已識別氣候變化帶來的潛在實時性實體風險及過渡風險。實時性實體風險可能來自極端天氣狀況，如風暴及洪災，其可能會對我們造成潛在財務影響。風暴及洪災風險或會導致我們辦事處以及測試及組裝中心的資產直接受損，並影響我們的運營。若供應商遭受該等極端天氣狀況，我們或會面臨供應鏈中斷的間接影響。

潛在過渡風險可能來自於技術轉型及不斷變化的客戶偏好及需求。作為一家技術驅動型公司，我們面臨所提供產品及服務的技術不斷升級及發展。新興技術（如節能效益更高的設備及裝置）或會增加我們的營運成本，或若我們未能採用該等新興技術或產品，我們的競爭力可能會受到影響，並最終對我們產品及服務的需求造成影響。

為應對氣候變化及極端天氣帶來的影響，公司積極制定各項企業經營連續性預案(BCP)，規定惡劣天氣或極端條件下的工作安排，以減少對僱員的潛在傷害及保險費的增加；監察ESG相關監管要求及市場趨勢變動；全面評估我們營運中的能源消耗比例並優化相應程序。

經評估後，預計屬於潛在實體風險的極端天氣狀況及屬於潛在過渡風險的新興技術對我們營運造成的影響甚微。截至二零二三年十二月三十一日，我們並無遭遇任何因風暴或洪災造成的運營或供應鏈中斷。

## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 12 B SOCIETY

##### 12.1 B1 Employment

Howkingtech strictly abides by relevant laws and regulations such as the Labor Law of the People's Republic of China (《中華人民共和國勞動法》), the Labor Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and Employment Ordinance (Chapter 57 of the Laws of Hong Kong), and actively formulates internal management systems such as the Staff Manual (《員工手冊》) and Personnel Management Procedures (《人事管理流程》) to effectively protect and safeguard the legal rights and interests of employees. The Employee Manual and Personnel Management Procedures formulated by the Company comply with the labor laws applicable to Mainland China and Hong Kong, which are mainly designed to regulate work procedures such as recruitment and employment, salary payment, personnel reappointment and vacation management and other work processes. In case of dismissal or compensation arising therefrom, the Company will comply with local laws and regulations.

During the Reporting Period, there was no event relating to employment discrimination, harassment, bully, insults, child labor or forced labor, and the Company is not aware of any major non-compliance or violation of relevant laws and regulations in other aspects of employment.

#### 12 B社會

##### 12.1 B1僱傭

濠璟科技嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《僱傭條例》(香港法例第57章)等法律法規，並積極制定《員工手冊》及《人事管理流程》等內部管理制度，切實保障與維護員工的各項合法權益。公司制定的《員工手冊》及《人事管理流程》符合中國內地及香港適用的勞動法，主要用以規管招聘僱傭、薪酬發放、人事調動、假期管理等工作流程。如解僱員工或因此而需要作出賠償，公司會按照當地的法律法規處理。

報告期內，公司未發生任何用工歧視、騷擾、霸凌、侮辱、聘用童工及強制勞動等相關事件，在其他僱傭方面也未發現任何重大不合規及違法相關法律及法規的事項。

## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 12.1.1 Human Resource Management

Howkingtech adheres to the philosophy of diversity and equal opportunity and is committed to eliminating possible discrimination and prejudice due to skin color, gender, age, ethnicity, nationality, language, religious belief and physical condition, fostering an open and inclusive work environment. As of December 31, 2023, the Company had 65 full-time employees from different regions, of which 55.38% were women.

#### 12.1.1 人力資源管理

濠暉科技堅持貫徹多元化與機會平等的理念，致力於消除因膚色、性別、年齡、民族、國籍、語言、宗教信仰和身體狀況等方面而可能存在的歧視和偏見，持續營造開放、包容的工作環境。截至二零二三年十二月三十一日，公司共有65名來自不同地區的全職員工，其中女性佔比為55.38%。

**Table: Employment Information of the Company in 2023**  
表：二零二三年公司員工僱傭情況

| Indicator<br>指標   |   | Unit<br>單位  | 2023<br>二零二三年 |
|---|---|-------------|---------------|
| Total number of employees<br>員工總數                         |   | person<br>人 | 65            |
| Number of employees<br>by gender<br>按性別劃分的員工人數            | Male<br>男性員工                            | person<br>人 | 29            |
|   | Female<br>女性員工                          | person<br>人 | 36            |
| Number of employees by age<br>按年齡劃分的員工人數                  | ≤30<br>30歲及以下                           | person<br>人 | 9             |
|   | 31–39<br>31歲–39歲                        | person<br>人 | 38            |
|   | ≥40<br>40歲及以上                           | person<br>人 | 18            |
|   |   |             |               |
| Number of employees by<br>employees' rank<br>按層級劃分的員工人數   | Senior management<br>高級管理層              | person<br>人 | 7             |
|   | Middle management<br>中級管理層              | person<br>人 | 3             |
|   | Ordinary employees<br>普通員工              | person<br>人 | 55            |
| Number of employees by<br>employment type<br>按僱傭類型劃分的員工人數 | Full-time employees<br>全職員工             | person<br>人 | 65            |
|   | Part-time employees<br>兼職員工             | person<br>人 | 0             |
| Number of employees<br>by region<br>按地區劃分的員工人數            | Mainland China<br>中國大陸                  | person<br>人 | 64            |
|   | Hong Kong, Macau and<br>Taiwan<br>港澳台地區 | person<br>人 | 1             |
|   | Overseas<br>海外地區                        | person<br>人 | 0             |
|   |   |             |               |

## Environmental, Social and Governance Report

## 環境、社會及管治報告

As of December 31, 2023, the Company's employee turnover rate was as follows:

截至二零二三年十二月三十一日，公司員工流失比率如下：

**Table: Information on Company Employee Turnover Rate in 2023**

表：二零二三年公司員工流失率情況

| Indicator<br>指標                             |                                      | Unit<br>單位 | 2023<br>二零二三年 |
|---|--------------------------------------|------------|---------------|
| Total employee turnover rate<br>員工總流失率      |                                      | %          | 33.63         |
| Number of employees by gender<br>按性別劃分的員工人數 | Male<br>男性員工                         | %          | 25.66         |
|   | Female<br>女性員工                       | %          | 7.96          |
| Number of employees by age<br>按年齡劃分的員工人數    | ≤30<br>30歲及以下                        | %          | 10.62         |
|   | 31–39<br>31歲–39歲                     | %          | 10.62         |
|   | ≥40<br>40歲及以上                        | %          | 12.39         |
| Number of employees by region<br>按地區劃分的員工人數 | Mainland China<br>中國大陸               | %          | 33.63         |
|   | Hong Kong, Macau and Taiwan<br>港澳台地區 | %          | 0             |
|   | Overseas<br>海外地區                     | %          | 0             |



## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 12.1.2 Remuneration, Welfare and Other Benefits

Howkingtech has established a fair, reasonable and competitive remuneration system to attract and retain outstanding employees. Employee's remuneration consists of basic salary, performance and year-end bonus, in which the basic salary is comprehensively assessed and established by the Company based on job classification, job nature, market conditions and other elements, and the specific salary range will be finally determined according to the employee's knowledge and skills, practical experience and other conditions. Meanwhile, in order to motivate employees to make contributions, the Company provides salary increase opportunities for employees who pass the performance appraisal.

In addition to salary incentives, the Company also provides employees with rich and diversified welfare care:

- Insurance plan: the Company contributes to medical insurance, pension insurance, unemployment insurance, work injury insurance, maternity insurance and housing provident fund for employees according to laws;
- Living allowance: the Company offers employees meal, transportation and communication allowances, which are paid together with wages;
- Holiday commemoration: the Company organizes afternoon tea party during holidays such as Dragon Boat Festival, Christmas and prepares a gift for each female employee on International Working Women's Day;

#### 12.1.2 薪酬、福利及其他待遇

濠暉科技建立了公平、合理、具有競爭力的薪酬體系，以吸引和保留優秀員工。員工薪酬由基本工資、績效及年終獎等組成。其中，基本工資由公司根據崗位分類、工作性質、市場情況等要素綜合評估和建立職務薪資指導範圍，最終根據員工的知識技能、實踐經驗等條件因素確定具體的薪資幅度。同時，為激勵員工貢獻，公司對通過績效考核的員工提供加薪機會。

除了薪酬激勵，公司還為員工提供了豐富、多元化的福利關懷：

- 保險計劃：公司依法為員工繳納醫療保險、養老保險、失業保險、工傷保險、生育保險及住房公積金；
- 生活補貼：公司給予員工餐費、交通補貼、通訊補貼，此部分費用連同工資一起發放；
- 節日紀念：公司在節假日如端午節、聖誕節會組織下午茶活動慶祝，在國際勞動婦女節為每位女性員工預備禮物；

## Environmental, Social and Governance Report

### 環境、社會及管治報告

- Group activities: the Company organizes annual group activities for employees, including outings or communal dining as appropriate;
- Additional bonus incentives: the Company attaches importance to scientific research achievements and talent recruitment, sets up talent recruitment awards and patent awards, and grants bonuses to employees who have made contributions.
- 集體活動：公司每年視情況組織員工集體活動，包括出遊或聚餐；
- 額外獎金激勵：公司重視科研成果及人才引進，設置了人才引進獎和專利獎，對做出貢獻的員工給予獎金獎勵。



Picture: The gifts prepared by the company on International Working Women's Day in 2023  
圖：公司於二零二三年預備國際勞動婦女節禮物



Picture: The company organized activities on the Dragon Boat Festival in 2023  
圖：公司於二零二三年舉辦端午節活動



Pictures: The company organized outdoor team building activities in 2023  
圖：公司於二零二三年舉辦戶外團建活動

## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 12.1.3 Working Hours and Holidays

Howkingtech encourages employees to balance work and life, and sets working hours in accordance with local labor laws. The Company not only protects the basic rights of employees, ensures legal double breaks and public holidays, but also provides employees with paid leave, including sick leave, marriage leave, maternity leave, breastfeeding leave, bereavement leave, and work-related injury leave.

#### 12.1.3 工作時間及假期

濠暉科技鼓勵員工平衡工作與生活，並依照當地勞動法訂立員工工作時數。公司不僅保障員工依法享有各項基本權利、法定雙休及公眾假期，還為員工提供帶薪休假，包括病假、婚假、產假、哺乳假、喪假及工傷假等。

#### 12.1.4 Career Promotion

Howkingtech attaches great importance to the promotion and development of employees and has clarified the promotion assessment process in its Personnel Management Process (《人事管理流程》). The Company conducts quarterly performance appraisals for employees every year, and provides position and salary promotion for employees with excellent overall appraisal results to motivate them to make continuous progress and grow with the Company. The specific process of employee promotion is as follows:

#### 12.1.4 職業晉升

濠暉科技高度重視員工晉升發展，在《人事管理流程》中明確了晉升考核流程。公司每年以季度為單位對員工進行績效考核，為整體考核成績優秀的員工給予職位和薪酬提升，激勵員工不斷進步，與公司一同成長。員工晉升具體流程如下：



Figure: Employee promotion process  
圖：員工晉升流程



## Environmental, Social and Governance Report

## 環境、社會及管治報告

## 12.2 B2 Health and Safety

Howkingtech attaches great importance to the health and safety of its employees and strictly abides by the Labor Law of the People's Republic of China (《中華人民共和國勞動法》), the Labor Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), and the Regulations on Work Injury Insurance (《工傷保險條例》), and has established systems such as the Production Safety Management System (《安全生產管理制度》) to regulate the safety of production operations. Meanwhile, the Company provides employees with a variety of health and safety protection measures, including certification of ISO45001:2018 (Occupational Health and Safety Management System) and regular physical examinations for all employees every year. Shenzhen Company and park property jointly organized employees to participate in health science training, so as to fully protect their health.

For three consecutive years (including the Reporting Period), the Company has not had any violations of relevant laws and regulations, nor work-related injuries or work-related fatalities.

## 12.2 B2健康與安全

豪暎科技高度重視員工健康與安全，嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《工傷保險條例》等法律法規，並制定了《安全生產管理制度》等制度，以規範生產運營安全。同時，公司為員工提供多樣化的健康與安全保護措施，包括認證ISO45001:2018(職業健康安全管理體系)以及每年度組織全體員工進行健康檢查，深圳公司與園區物業聯合組織員工參加健康科普培訓等，以充分保障員工的身體健康。

連續三年內(含本報告期)，公司未發生任何違反相關法規事件及工傷、工亡事故。



Pictures: The Company's Occupational Health and Safety Management System Certification

圖：公司職業健康安全管理體系認證證書



## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 12.2.1 Safety Production

In order to actively promote the emergency resources investigation and management level for safety production, the Company has carried out the emergency resources investigation of production safety accident to identify safety risks and hazards in a timely manner. For the risks that may be caused by production equipment, the Company has formulated instruction specifications such as Safety Operation Procedures for UV Furnace Machine (《UV爐機安全操作規程》) and Safety Operation Procedures for High Frequency Welding Machine (《高頻焊機安全操作規程》) to avoid personal injury and property damage caused by improper operation. In order to improve the ability to deal with fire, electric shock and other emergencies, the Company has formulated plans such as Safety Production Accident Site Disposal Plan (《安全生產事故現場處置方案》) and Safety Production Emergency Plan (《安全生產應急預案》) to standardize the emergency handling measures, processes and contacts of internal emergency personnel in cases of various accidents.

During the Reporting Period, the Company organized production workshop staff to carry out fire safety training, introducing in detail the use of various common fire extinguishers, fire-filtering self-rescue breathing apparatus, fire hydrants and emergency escape methods.

#### 12.2.1 安全生產

為積極推動生產安全應急資源調查和管理水平提升，公司開展了生產安全事故應急資源調查工作，以及時識別安全風險隱患。針對生產設備可能造成的風險，公司制定了《UV爐機安全操作規程》及《高頻焊機安全操作規程》等教程規範，以避免因操作不當造成的人身傷害和財產損失。為提高應對火災、觸電等突發情況的能力，公司制定了《安全生產事故現場處置方案》及《安全生產應急預案》等方案，規範各類事故的應急處理措施、流程及內部應急人員聯繫方式。

報告期內，公司組織生產車間員工開展了消防安全培訓，詳細介紹各類常見滅火器、消防過濾式自救呼吸器、消防栓的使用方法以及緊急逃生方法。

## Environmental, Social and Governance Report

### 環境、社會及管治報告

#### 12.3 B3 Development and Training

Howkingtech attaches importance to the establishment of staff training management and development system. Through diversified training modes such as induction training, management training, technical training, and project training, we meet different needs of employees at all levels and in all departments, and provide a competitive career development platform for all employees to facilitate their development and achieve sustainable development together with the Company. The Company has formulated the Personnel Management Process (《人事管理流程》) to regulate matters related to employee training and appraisal.

The Company will introduce its basic business as well as the rules and regulations to new employees to help them get integrated into the Company and familiarized with their positions as soon as possible. Specific departments and the administration department will jointly discuss and formulate employee training programs for in-service employees. After the training is completed, they will be assessed by various means such as written tests, practical operations, and teaching evaluation, etc. The appraisal performance will be one of the basis for future career position changes of employees.

#### 12.3 B3發展與培訓

濠暎科技重視員工培訓管理與發展體系的建立，通過入職培訓、管理培訓、技術培訓、項目培訓等多元化培訓模式，滿足各層級、各部門員工的不同需求，為全體員工提供有競爭力的職業發展平台，促進員工成長，與公司一起實現可持續發展。公司制定了《人事管理流程》以規範員工培訓及考核的相關事宜。

為幫助新員工儘快融入和熟悉崗位，公司會向新入職員工介紹公司基本業務以及各項規章制度等。對在職員工，由具體部門與行政部共同商議制定員工培訓計劃，培訓結束後通過筆試、實踐操作、帶教評價等多樣形式考核，考核表現將作為員工日後職業崗位變動的依據之一。

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During the Reporting Period, the Company organized several training sessions for employees of various levels and departments according to business types, such as Lua scripting language explained, Data forwarding architecture flow, RAN option 7.2 Introduction, 5G physical layer foundation, USB3.0 protocol content sharing, PCI and PCIe protocol content sharing, etc. We also provide High-tech enterprise knowledge training and ESG Guidelines revised content training for finance department personnel, and training for administrative department personnel and production department personnel on the ISO system certification training, in order to provide employees with knowledge and management skills and enhance their ability to perform their duties. Training on organizational management and governance was also provided to Directors and senior management, mainly covering the Listing Rules and guidelines issued by the Hong Kong Stock Exchange, as well as corporate ESG-related contents.

報告期內，公司按照業務類型組織了各層級、各部門員工開展多場培訓學習，如說明Lua腳本語言、數據傳輸架構流程、RAN選項7.2介紹、5G物理層基礎知識、USB3.0協議內容共享、PCI及PCIe協議內容共享等。我們亦為財務部門人員提供高科技企業知識培訓及ESG指引修訂內容培訓，並為行政部門人員及生產部門人員提供ISO系統認證培訓，以向員工提供知識與管理技能，提升員工履行職責的能力。對董事及高級管理人員亦開展了組織管理及治理知識培訓，主要內容包括香港交易所發佈的上市規則與指引，以及企業ESG有關內容。



Picture: The Company's Lua scripting language explained training  
圖：公司說明Lua腳本語言培訓



Picture: The Company's PCI and PCIe protocol content sharing training  
圖：公司PCI及PCIe協議內容共享培訓

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In 2023, the rate of trained employees reached 100%, with an average of 25.18 training hours per employee. The number of training hours per employee by type is as follows:

二零二三年度，公司受訓員工比率達100%，每名員工平均受訓時數為25.18小時，按類型劃分的員工人均受訓小時數如下：

**Table: Training of the employees of the Company in 2023**

表：二零二三年公司員工培訓情況

| Indicator<br>指標   |                            | Unit<br>單位 | 2023<br>二零二三年 |
|---|----------------------------|------------|---------------|
| Trained employee ratio<br>受訓員工比率                                  |                            | %          | 100.00        |
| Trained employee ratio by<br>employee's rank<br>按員工職級劃分的受訓員工比率    | Senior management<br>高級管理層 | %          | 100.00        |
|   | Middle management<br>中級管理層 | %          | 100.00        |
|   | Ordinary employee<br>普通員工  | %          | 100.00        |
| Trained employee ratio by gender<br>按性別劃分的受訓員工比率                  | Male employee<br>男性員工      | %          | 100.00        |
|   | Female employee<br>女性員工    | %          | 100.00        |
| Average training hours per<br>employee<br>每名員工平均受訓時數              |                            | hour<br>小時 | 25.18         |
| Trained hour per person by<br>employee's rank<br>按員工職級劃分的人均受訓時數   | Senior management<br>高級管理層 | hour<br>小時 | 6.71          |
|   | Middle management<br>中級管理層 | hour<br>小時 | 8.33          |
|   | Ordinary employee<br>普通員工  | hour<br>小時 | 28.64         |
| Trained hour per person by<br>employee's gender<br>按員工性別劃分的人均受訓時數 | Male employee<br>男性員工      | hour<br>小時 | 39.24         |
|   | Female employee<br>女性員工    | hour<br>小時 | 14.14         |



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#### 12.4 B4 Labor Standards

Howkingtech strictly complies with relevant laws and regulations, including the Labor Law of the People's Republic of China (《中華人民共和國勞動法》), the Labor Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Law on the Protection of Minors of the People's Republic of China (《中華人民共和國未成年人保護法》) and Employment Ordinance (Chapter 57 of the Laws of Hong Kong), and has adopted a series of internal control and compliance measures prohibiting the employment of child labor and forced labor.

The Company strictly prohibits the employment of any child labor and forced labor, and has clearly stated in the Employee Handbook (《員工手冊》) that those who are under the legal age are not allowed to become employees of the Company. During the recruitment process, the Company also requires applicants to provide true and accurate personal information for age and employment eligibility check. In order to standardize the separation management, the Company has specified the resignation procedures, and safeguarded the legal rights and interests of resigned employees in accordance with relevant laws and regulations. The Company does not support compulsory labor practices, and has established a bottom-up feedback channel to facilitate employees' complaints and reports on forced labor practices, so as to identify and correct the practices in a timely manner. During the Reporting Period, no incidents of violation have occurred, including child labor and forced labor.

#### 12.4 B4勞工準則

濠暉科技嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》及《僱傭條例》(香港法例第57章)等法律法規，採取一系列內控合規措施，禁止聘用童工及強迫勞動。

公司嚴格禁止僱傭任何童工及強制勞工，並在《員工手冊》內明確規定未達法定年齡的不得成為公司員工。在招聘過程中，公司亦要求申請人提供真實準確的個人資料，以檢查其年齡及僱傭資格。為規範離職管理工作，公司明確了離職办理流程，同時依據相關法律法規，保障離職員工的合法權益。公司不支持強制性勞工行為，並建立了自下而上的反饋渠道，便於員工對強迫勞動的行為進行投訴舉報，及時發現及時糾正。報告期內，公司未有聘用童工和強制勞工等違規事件發生。

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The Company attaches importance to enhancing communication with employees, holds employee meetings regularly, effectively strengthens democratic participation and communication between employees and management, and protects employees' rights to freedom of assembly and association.

公司重視增進與員工的溝通，定期召開員工大會，切實加強民主參與以及員工同管理層之間的溝通，保障員工集會與結社自由權益。



Picture: The Company's 2023 Annual Staff Meeting

圖：公司二零二三年度員工大會

#### 12.5 B5 Supply Chain Management

Howkingtech attaches great importance to supply chain management and the relationship maintenance with its suppliers, and is committed to building a fair, honest, clean, win-win and sustainable supplier relationship. The Company puts the Procedures for Procurement Payment (《採購付款流程》) in place to standardize procurement and payment, improves the payment process, specifies the approval process and reasonably arranges the Company's funds, ensuring normal business operation. The Company's suppliers primarily consist of (i) suppliers of hardware components, (ii) OEM manufacturers, and (iii) software developers. The Company outsources the production of telecommunication equipment to OEM manufacturers and exercises strict quality control on such OEM manufacturers.

#### 12.5 B5供應鍊管理

濠暎科技高度重視供應鏈管理與供應商關係維護，致力於打造公平、廉潔、誠信、共贏與可持續的供應商合作關係。通過制定《採購付款流程》，規範採購與付款，完善付款流程，明確審批流程，合理安排公司資金，確保業務正常運行。公司的供應商主要包括：(i) 硬件部件供應商；(ii) 委外加工製造商；及(iii) 軟件開發商。公司將通信設備的生產外包予委外加工製造商，並對該等委外加工製造商進行嚴格質量控制。

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The Company has established a supplier management system to maintain a stable and reliable supplier team and provide reliable services and supplies for the enterprise's high-quality operation. The system requires the Company to evaluate the existing suppliers' qualification on a regular basis, and review the addition or removal of supplier in accordance with the process, and requires the Company to sign guarantee agreements with upstream and downstream units when entering into contracts with suppliers to ensure that they are not engaged in commercial activities that fall within the scope of sanctioned industries and activities. At the same time, the Company has established a management and accounting mechanism for procurement and payment operations, specifying the responsibilities and authorities of the procurement and finance departments in the mechanism to ensure compliance with the requirements for the processes of commodity procurement, manpower procurement and non-production commodity procurement. In response to market changes, the Company has also developed contingency measures for the availability of supplies during production to stabilize the supply of raw and auxiliary materials and minimize the risk of inadequate procurement.

公司建立了供應商管理體系，旨在維持供應商隊伍穩定與可靠，為企業高質量運營提供可靠的服務和供應保障。該體系要求公司定期評估現有供應商的供貨資格，並根據流程審核新增或移除供應商。與供應商簽訂合同時，該體系要求公司與上下游單位簽訂保證協議，確保其從事的商事活動不屬於制裁範圍內的產業和活動。同時，公司建立了採購與付款業務的管理及核算機制，明確採購部門、財務部門在該機制中的職責、權限，確保商品採購、人力採購和非生產類商品採購的流程合規。為應對市場變化，公司還制定了生產過程中採購物質供應的應急措施，穩定原輔材料的供應，將採購不足的風險降到最低。

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The Company relies primarily on local suppliers to reduce the carbon footprint arising from transportation. The breakdown of suppliers by region during the Reporting Period is as follows.

公司主要依賴本地供應商，彼等可減低運輸所產生的碳足跡。報告期內，按地區劃分的供應商數據如下：

**Table: Suppliers of the Company in 2023**

表：二零二三年公司供應商情況

| Indicator<br>指標                              |   | Unit<br>單位   | 2023<br>二零二三年 |
|--|---|--------------|---------------|
| Number of suppliers by region<br>按地區劃分的供應商數量 | Total<br>總計                             | Company<br>家 | 87            |
|  | Eastern China<br>華東                     | Company<br>家 | 21            |
|  | Southern China<br>華南                    | Company<br>家 | 57            |
|  | Central China<br>華中                     | Company<br>家 | 1             |
|  | Northern China<br>華北                    | Company<br>家 | 2             |
|  | Northwestern China<br>西北                | Company<br>家 | 2             |
|  | Southwestern China<br>西南                | Company<br>家 | 4             |
|  | Northeastern China<br>東北                | Company<br>家 | 0             |
|  | Hong Kong, Macao and<br>Taiwan<br>港澳台地區 | Company<br>家 | 0             |
|  | Overseas regions<br>海外地區                | Company<br>家 | 0             |



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#### 12.5.1 Suppliers Selection and Acceptance

- The Company identifies procurement demands, conducts preliminary review on suppliers' qualification based on supplier information, and provides the new suppliers' qualification documents for the reviewing personnel of the procurement department for validation, and the approved suppliers will enter the new supplier application process;
- New suppliers are required to collate relevant qualification documents and fill in the Qualified Supplier Evaluation Form (《合格供應商評估表》), which will be subject to approval by the head of the procurement department and the quality department, and only those qualified can be accepted and approved as qualified suppliers. The accepted units' source, qualification documents and Qualified Supplier Approval Form should be submitted when being accepted.

#### 12.5.1 供應商篩選及入庫

- 確定採購需求，根據供應商資料初審供應商資質，並將新供應商的資質文件提供給到採購部門的審批人員進行審定，審核通過的供應商進入新增供應商申請流程；
- 新增供應商需整理相關資質文件並填寫《合格供應商評估表》，經由採購部和品質部負責人審批，合格者方能作為合格供應商辦理入庫審批。入庫時需要提交入庫單位的來源、資質文件及合格供應商審批表。

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#### 12.5.2 Management and Evaluation on Suppliers

- The procurement department conducts an annual supplier evaluation based on the supplier evaluation criteria, and a qualified supplier catalogue will be consolidated subject to the approval by the quality department, the procurement department and the general manager;
- The procurement department will confirm whether any supplier is to be removed based on the scoring results, and if so, notify the supplier and terminate the business cooperation upon its confirmation. If a supplier who is removed in the annual assessment needs to re-establish a business cooperation, it shall submit an application for such re-establishment, and its supply qualification will be re-established subject to the review and approval by the responsible person of the procurement department and the R&D department;
- In assessing suppliers, supplier candidates who are deemed not to meet more than two of the following key criteria will be removed:
  - (i) samples found to be satisfactory
  - (ii) having a dedicated quality control department
  - (iii) reasonable price levels
  - (iv) adequate supply capacity

#### 12.5.2 供應商管理及評估

- 採購部根據供應商評價標準進行年度供應商評價，在品質部、採購部和總經理審批後形成合格供應商目錄；
- 採購部根據評分結果確認是否有供應商需淘汰，若有則通知供應商，經供應商確認後，中止經營合作。年度評估被淘汰供應商需重新開展業務合作的，需發起重新開通申請，經採購部、研發部負責人審核同意後方可開通供貨資格；
- 評估供應商時，被認為不符合下列主要條件中的兩項以上的供應商候選人，將被淘汰：
  - (i) 樣品認定合格
  - (ii) 有專門的品管部門
  - (iii) 價格水平合理
  - (iv) 充足供貨能力

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#### 12.5.3 Promotion of Environmental-friendly Products and Services

The Company is committed to incorporating environmental-friendly principles into its supplier selection system, and prioritizes suppliers who use environmental-friendly products and services to minimize the impact on the environment. For example, the Company developed the Howkingtech Technical Standards for Environmentally Hazardous Substances (《濠暎科技環境有害物質技術標準》), which prohibits or restricts suppliers from using the raw materials set out therein, and requires suppliers to establish quality management systems in accordance with ISO9001 to meet standardized compliance requirements.

#### 12.5.3 推廣環保產品及服務

公司致力於將環保原則融入供應商篩選體系，優先考慮使用環保產品及服務的供貨商，以盡量減低對環境的影響。例如，公司制定了《濠暎科技環境有害物質技術標準》，禁止或限制供應商使用其上羅列的原材料；同時，公司還要求供應商按照ISO9001建立質量管理體系，以滿足標準化的合規要求。

### 12.6 B6 Product Responsibilities

#### 12.6.1 Introduction to Products and Services

We mainly provide customized data transmission and processing services to customers in manufacturing, municipal services and other industries in the PRC, and research, develop and sell telecommunication equipment. Leveraging on the Company's professional and experienced technical team to provide support, we are able to provide supporting services, such as telecommunication equipment maintenance services and telecommunication consulting services to our customers, to extend the lifetime of products and parts, and customers may resume their operation at a faster pace with relatively lower costs.

### 12.6 B6產品責任

#### 12.6.1 產品及服務介紹

公司主要向國內製造業、市政服務及其他行業的客戶提供定制化的數據傳輸及處理服務，以及研究、開發及銷售通信設備。憑藉公司專業而經驗豐富的技術團隊提供的支持，我們能夠向客戶提供通信設備維護及通信諮詢服務等配套服務，令產品及零部件的壽命得以延長，而客戶可以相對較低的成本更快恢復營運。

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Catering to customers' specific needs, we also provide our customers with either integrated services or software services. For integrated services, we primarily embed telecommunication equipment for data transmission and deploy centralized data platform, namely Universal IoT Platform, for data processing. For software services, we primarily provide customized centralized data platform for data processing according to our customers' demands.

We are in strictly compliance with laws and regulations such as the Law of the People's Republic of China on Protection of Consumer Rights and Interests (《中華人民共和國消費者權益保護法》), the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》) and the Trade Descriptions Ordinance (Cap. 362), and offer guidelines and training to our staff to help them fully understand the Company's policies and compliance requirements. During the Reporting Period, there was no breach of relevant regulations on advertisement labeling.

為滿足客戶的特別需求，公司也為客戶提供綜合服務或軟件服務。綜合服務方面，主要通過嵌入通信設備進行數據傳輸，並通過部署集中數據平台（即通用物聯網平台）進行數據處理。軟件服務方面，主要根據客戶需求提供定制化集中數據平台以進行數據處理。

我們嚴格遵守《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》及《商品說明條例》（第362章）等法律法規，並為員工提供指引及培訓，以助他們充分了解公司的政策及合規要求。報告期內，我們並無違反廣告標籤的相關法規。



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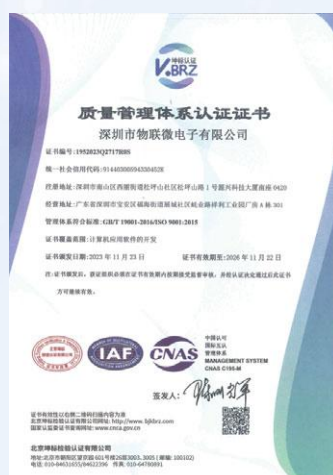
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#### 12.6.2 Product Quality Assurance

Hardware products sold by Howkingtech were all manufactured by suppliers, with only their assembly process taking place in our Shenzhen workshop. To ensure our product quality, we adhered to national and industrial requirements in establishing our quality management system, and developed a set of comprehensive internal technical standards and requirements. The Company has obtained the ISO9001:2015 (Quality Management System) certification, which regulates the standards of product and service management. Meanwhile, we also require our suppliers to establish quality management systems in accordance with the latest version of ISO9001 standards and set quality management targets for their products. Where any abnormalities are found in raw materials, parts or product quality, these raw materials, parts or products will be dealt with in accordance with the unqualified product management procedures.

#### 12.6.2 產品質量保障

濠曝科技銷售的硬件產品均由供應商製造，僅組裝過程在深圳車間進行。為確保產品質量，我們在建立質量管理體系時遵守國家及行業要求，同時制定了一套全面的內部技術標準及要求。公司已獲得ISO9001:2015（質量管理體系）認證，規範產品和服務管理的標準，同時我們要求供應商也按ISO9001最新版標準建立質量管理體系，並對產品設置質量管理目標。若發現原材料、零件或產品質量出現異常情況，將按照不合格品管理程序處置。



Picture: The Company's quality management system certificates  
圖：公司質量管理體系認證證書

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To standardize the product quality inspection process and product recall procedures, the Company has developed the Management Measures for Product Recall (《產品召回管理辦法》) which specifies particular specifications such as the triggering timing of product recall, product recall procedures, recalled product handling and remedial work, and requires to inform the relevant parties of the information regarding unqualified products in a timely manner, and bring the products concerned under control promptly and completely on the basis of the implementation of product recalls to avoid or minimize losses to customers.

During the Reporting Period, there was no circumstance where the Company had to recall products due to issues that could affect their functionality, cause harm to consumers or expose the Company to legal risks.

#### 12.6.3 Customer Feedback

Howkingtech attaches great importance to customer service experience. We have established a smooth and fast pre-sales and after-sales service system from raw materials to the production process, providing customers with a variety of communication channels such as official website enquiry, email and telephone consultation to facilitate the use of our services.

During the Reporting Period, there was no complaint received by the Company in relation to products or services.

為規範產品質量檢定過程和產品召回程序，公司制定《產品召回管理辦法》，明確產品觸發召回的時機、產品召回程序、召回產品的處理及善後工作等具體規範，並要求及時將有關不合格產品的信息通知相關方，在實施產品召回的基礎上，迅速、完全地使有關產品得到控制，避免或降低客戶的損失。

報告期內，公司未產生可能影響使用功能、對消費者造成傷害或使公司面臨法律風險等問題而須召回產品的情況。

#### 12.6.3 客戶反饋意見

濠暉科技極為重視客戶服務體驗。從原材料到生產過程，我們建立了暢通、快速的售前售後服務體系，為客戶提供官網查詢、電子郵件、電話諮詢等多種溝通渠道，方便客戶使用服務。

報告期內，公司未接獲產品或服務投訴。

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#### 12.6.4 Innovation and R&D

Strong R&D and innovation capabilities are the foundations underpinning the sustainable development of Howkingtech. The Company successfully developed our proprietary 5G telecommunication equipment with certain self-developed core module and software embedded, such as front end module, digital front-end algorithm and protocol stack. In order to standardize the Company's research and development process, reduce R&D risks and improve the Company's innovation and competitiveness, the Company has developed the R&D Management Process, which sets out detailed requirements on the initiation, planning, development, verification/release/acceptance and monitoring of research-based projects, product-based projects and project delivery.

As of December 31, 2023, the Company has applied for 125 patents, including 44 invention patents and 3 utility model patents, both are pending approval, and was granted 23 invention patent authorizations and 55 utility model authorizations; it obtained 90 software copyrights and 1 international PCT. During the Reporting Period, the Company had additional 9 invention patent authorization, 1 utility model authorizations and 2 software copyrights.

#### 12.6.4 創新研發

強大的研發與創新實力是支撐濠暉科技可持續發展的基礎。公司成功開發了自研5G通信設備，嵌入了部分自主開發的核心模塊及軟件，如前端模塊、數字前端算法及協議棧。為規範公司的研究與開發流程，降低研發風險，提高公司創新能力和競爭能力，公司制定了《研發管理流程》，對研究型項目、產品型項目和交付項目的啟動、計劃、開發、驗證／發佈／驗收及監控作了詳細規定。

截至二零二三年十二月三十一日，公司共申請125項專利，其中申請中的發明專利44項，申請中的實用新型專利3項；其中獲得發明專利授權23項，實用新型授權55項；擁有軟件著作權90件，國際PCT1項。報告期內，公司新增發明專利授權9項、實用新型授權1項、軟件著作權2件。

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#### 12.6.5 Intellectual Property Protection

The Company strictly complies with laws and regulations such as the Patent Law of the People's Republic of China and the Copyright Law of the People's Republic of China, and has formulated the Intellectual Property Management System, in a bid to strengthen the Company's intellectual property protection, standardize its intellectual property management work, encourage staff to proactively participate in invention and creation, and facilitate promotion and application of scientific and technological achievements.

To ensure the orderly implementation of managing intellectual property rights and R&D files, the Company follows the principles of unified management, work division and cooperation and standardization, and has set up an administrative department responsible for the relevant management. Meanwhile, when outsourcing production or conducting business, we sign confidentiality agreements with suppliers to avoid leakage of information in relation to all intellectual property rights such as internal R&D projects, design drawings and professional technologies.

During the Reporting Period, the Company did not have any disputes or cases involving infringement, content plagiarism and other intellectual property rights.

#### 12.6.5 知識產權保護

公司嚴格遵守《中華人民共和國專利法》及《中華人民共和國著作權法》等法律法規，並制定《知識產權管理制度》以加強公司知識產權保護，規範知識產權管理工作，鼓勵員工積極參與發明創造，促進科技成果的推廣應用。

為保障知識產權管理和研發檔案管理工作的有序開展，公司遵循統一管理、分工協作、規範有序的原則，設立行政部負責相關的管理工作。同時，在委外生產或開展業務時，我們與供應商簽訂保密協議，避免內部研發項目、設計圖紙及專業技術等所有知識產權相關材料外泄。

報告期內，公司未發生涉及侵權、內容剽竊等有關知識產權的糾紛與案件。



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### 12.6.6 Information Security and Privacy Protection

To protect the Company's commercial secrets and legitimate rights and interests, and ensure that the Company's scientific and technological development, technological innovation, intellectual property rights, marketing resources and other commercial or technical secrets belonging to the Company are not subject to loss and infringement, Howkingtech developed the Information Confidentiality System (《信息保密制度》) with specific provisions made for aspects from the Company's business to the staff's skills.

In terms of the Company's operations, provisions have been made for the protection of the Company's operation management information, marketing information, contracts, agreements and legal relationship information. In terms of staff, confidentiality disciplines are in place for them, and relevant personnel are required to sign the Confidentiality Agreement (《保密協議》) upon joining the Company, and a disciplinary and punishment system relating to the Company's information security was also stipulated in the Staff Manual to ensure the security of the Company's R&D and operational information. Where an employee discloses the Company's secret or proprietary information, the Company will take different levels of disciplinary action such as written warning, serious written warning and termination of service relationship depending on the severity of the breach.

### 12.6.6 信息安全和隱私保護

為保護公司商業秘密及合法權益，確保公司科技開發、技術創新、知識產權、營銷資源等所屬公司的商業或技術秘密不受損失和侵犯，濠暉科技制定《信息保密制度》，從公司經營層面到員工技術層面進行了具體規定。

在公司經營層面，制定了對公司經營管理信息、市場營銷信息、合同、協議及法律關係信息等的保護規定。在員工層面，規定了員工的保密紀律，並要求相關人員在入職時簽署《保密協議》，同時也在《員工手冊》中規定了有關公司信息安全的紀律與懲戒制度，確保了公司研發及運營信息的安全。如員工有泄露公司機密或專有資料的行為，公司將根據違紀情節輕重，給予書面警告、嚴重書面警告及解除服務關係等不同程度的紀律處分。

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The Company formulated the Data Backup and Disaster Recovery Management System (《數據備份與災難恢復管理制度》) to standardize the establishment of the Company's important data backup list, the backup responsibility, backup inspection and the recovery after system damage, and to reasonably prevent risks in the use of computers and information system. The system stipulates that the R&D department is the management function of the Company's information backup, which is responsible for the management and coordination of all important information backup of the Company. The department head should provide the R&D department with the backup of the important data or the latest list of backup data of the department on a regular basis. Disaster recovery of the Company's hardware is mainly carried out by the R&D department, which is responsible for investigating the causes, determining the accountability and applying for procurement; and disaster recovery of the Company's software is mainly carried out by the person in charge of system management through various backup media kept before the disaster or by other information systems, and based on the backup marks for purposeful recovery. To prevent hardware and software disasters, the Company conducts risk assessment and data recovery exercise annually.

為規範公司重要數據備份清單的建立、備份的職責、備份的檢查、以及系統受到破壞後的恢復工作，合理防範計算機及信息系統使用過程中的風險，公司制定《數據備份與災難恢復管理制度》。該制度規定研發部為公司信息備份的管理部門，負責公司所有重要信息備份的管理和協調，部門負責人應定期向研發部提供本部門重要數據的備份或最新的備份數據清單。公司硬件的災難恢復主要由研發部負責調查原因、追究責任及申請採購；公司軟件的災難恢復主要由系統管理負責人通過災害發生前或其他信息系統所保存的各種備份介質，依據備份標記進行目的性的恢復。為防止硬件及軟件災難的發生，公司每年進行一次風險評估和數據恢復演練。

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The Company attaches great importance to the protection of customer information and privacy, strictly complies with laws and regulations including the Network Security Law of the People's Republic of China (《中華人民共和國網絡安全法》), the Personal Information Security Specification (《個人信息安全規範》) and the Personal Data (Privacy) Ordinance (Cap. 486), and takes various measures to protect customer information, ensuring that customer data are treated in a safe and reliable manner. The policy and standard procedures for the management of customers' private information obtained as a result of the conduct of business are clearly set out in the Information Privacy System.

With respect to the customer data collected by the Company in the course of project execution, confidentiality clauses must be specified in the contract, and the data must be received and sent with encryption before transmission. Upon completion of the project, all irrelevant data will be deleted in a timely manner, except for the project results data, which will be kept in a safe place, and the leakage of data is strictly prohibited. In addition, the Company conducts regular security assessments and network security maintenance to ensure the confidentiality of customer data.

During the Reporting Period, the Company did not experience any leakage of customer privacy.

公司極為重視對客戶信息及隱私的保護，嚴格遵守《中華人民共和國網絡安全法》、《個人信息安全規範》及《個人資料(私隱)條例》(第486章)等法律法規，採取多種措施保護客戶信息，確保客戶的資料得到安全可靠的處理。因業務開展獲取的客戶隱私信息管理政策及標準程序已清楚載於《信息保密制度》中。

針對項目執行過程中公司收集的客戶數據，須在合同中約定保密條款，且數據接收和發送必須經加密處理後傳輸。項目執行完成後，除項目成果數據妥善保管外，其他無關數據將及時刪除，嚴禁洩漏數據。此外，公司定期進行安全評估和網絡維護，確保客戶資料的保密性。

報告期內，公司未發生客戶隱私洩漏事件。

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#### 12.7 B7 Anti-corruption

Howkingtech strictly abides by the Anti-unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》), the Company Law of the People's Republic of China (《中華人民共和國公司法》), the Interim Provisions on Prohibition of Commercial Bribery (《關於禁止商業賄賂的暫行規定》), Prevention of Bribery Ordinance (《防止賄賂條例》) and other laws and regulations, and has formulated internal administration system such as the Staff Manual, the Management System for Antifraud, Anti-money Laundering and Anti-bribery (《反舞弊、反洗錢、反賄賂管理制度》) and the Misconduct Reporting Mechanism and Handling Measures (《不當行為舉報機制與處理辦法》) to regulate the employees' behaviors.

The Company has set up a special complaint and report channel and has dedicated internal audit staff for illegal or undisciplined behaviors of its employees or the units concerned, and deal with violation of laws and disciplines by a complaint, report and investigation mechanism. During the Reporting Period, the Company did not have any proceedings relating to bribery, fraud and money laundering.

##### 12.7.1 Antifraud

The Company continuously improves the system in connection with the antifraud management, with the aim to enhance the Company's governance and internal control, regulate the staff's profession conduct, safeguard legitimate rights and interests of the Company and its Shareholders and ensure the achievement of the Company's business objectives and its sustainable, stable and healthy development.

#### 12.7 B7反貪污

濠暎科技嚴格遵守《中華人民共和國反不正當競爭法》、《中華人民共和國公司法》、《關於禁止商業賄賂的暫行規定》及《防止賄賂條例》等法律法規，並制定了《員工手冊》、《反舞弊、反洗錢、反賄賂管理制度》、《不當行為舉報機制與處理辦法》等內部管理制度，嚴格規範員工行為。

公司設立專門受理公司員工或所屬單位違法違紀行為的投訴、舉報渠道，以及內審專職人員，通過投訴舉報、調查機制處理違法違紀案件。報告期內，公司未發生涉及賄賂、舞弊和洗錢的訴訟案件。

##### 12.7.1反舞弊

為加強公司的治理和內部控制，規範員工的職業行為，維護公司和股東合法權益，確保公司經營目標的實現以及公司持續、穩定、健康的發展，公司不斷完善反舞弊管理的有關制度。



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The Board of the Company is responsible for supervising the management in setting up a company-wide antifraud culture environment and a sound internal control system comprising fraud prevention. The management of the Company is responsible for establishing, improving and effectively implementing internal controls and taking appropriate and effective remedial measures against fraud. The heads of subsidiaries and departments are responsible for dealing with fraud occurred in their own units and departments.

The Company's antifraud management process is as follows:

- (i) employees and social parties with whom the Company has direct or indirect business relationships report complaints of fraud to the Company's internal audit department through various channels such as reporting hotline, email, letter and interview;
- (ii) the internal audit department receives and registers the complaint report, and the investigation team investigates the fraud and forms a written report on the investigation results and handling opinions and submits it to the Audit Committee and the Board;

公司董事會負責督促管理層建立公司範圍內的反舞弊文化環境，建立健全包括預防舞弊在內的內部控制體系。公司管理層負責建立、健全並有效實施內部控制，並對舞弊行為採取適當有效的補救措施。各附屬公司、各部門負責人對本單位、本部門舞弊行為的發生承擔管理責任。

公司反舞弊管理流程如下：

- (i) 員工及與公司直接或間接發生業務關係的社會各方通過舉報電話、電子郵件、信函、面談等各種途徑向公司內部審計部進行舞弊行為的投訴舉報；
- (ii) 內部審計部接到投訴舉報並登記，調查小組對舞弊行為進行調查，並將調查結果及處理意見形成書面報告，提交審核委員會、董事會；

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- (iii) upon completion of the antifraud case investigation, the internal audit department will put forward its opinions on handling or accountability for those that do constitute fraud and submit them to the Board for approval. Where economic losses are caused to the Company, compensation should be made by the person liable. Opinions on the handling of major fraud cases or opinions on the investigation of accountability will be decided by the Audit Committee;
- (iv) the internal audit department provides feedback to the informer on the results of the investigation. For matters not to be filed for investigation, the internal audit department provides feedback to the informer on the results and the reasons within 10 working days; for matters to be filed for investigation, the internal audit department provides feedback on the results of the investigation within three months. If the reported matter is proved to be true and the Company's losses are thereby recovered, the informer will be rewarded as appropriate;
- (v) employees who are proved to have committed fraud will be imposed corresponding penalty by the Company in accordance with relevant regulations; and in the event of violation of laws, such fraud will be passed to the judicial organs for handling in accordance with the laws.

- (iii) 反舞弊案件調查結束後，對確實構成舞弊行為的，內部審計部提出處理意見或責任追究意見，報董事會批准。給公司造成經濟損失的，由責任人進行賠償。重大舞弊案件的處理意見或責任追究意見由審核委員會裁定；
- (iv) 內部審計部向舉報人反饋調查結果，對於不予以立案調查的，內部審計部在10個工作日內向舉報人反饋結果並說明原因；對於立案調查的，內部審計部在三個月內反饋調查結果。舉報事項經查證屬實，為公司挽回損失的，對舉報人酌情給予獎勵；
- (v) 對證實有舞弊行為的員工，公司按相關規定予以相應的處分；行為觸犯法律的，交由司法機關依法處理。

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#### 12.7.2 Anti-money laundering

The Company follows the “risk-based” and “prudent and balanced” anti-money laundering work principles, strictly complies with laws and regulations such as the Anti-money Laundering Law of the People’s Republic of China (《中華人民共和國反洗錢法》), the Provisions on Anti-money Laundering of Financial Institutions (《金融機構反洗錢規定》), the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (《打擊洗錢及恐怖分子資金籌集條例》), as well as the relevant regulations of the People’s Bank of China, the China Securities Regulatory Commission and the Hong Kong Monetary Authority, and has formulated anti-money laundering management measures, requiring all departments, business lines and branches of the Company to effectively implement anti-money laundering in their daily business operations.

The Company’s anti-laundering management measures requires all departments, business lines and branches not only to conduct a money laundering risk assessment in a systemic and comprehensive manner in combination with customer types on business, services, products and channels when conducting business in China, but also to observe laws and regulations with respect to anti-money laundering in countries (regions) where they operate when conducting business overseas, and to take reference to relevant requirements of the implementation of such measures within the scope permitted by the laws and regulations of such countries (regions).

#### 12.7.2反洗錢

公司遵循「風險為本」和「審慎均衡」的反洗錢工作原則，嚴格遵守《中華人民共和國反洗錢法》、《金融機構反洗錢規定》、《打擊洗錢及恐怖分子資金籌集條例》等法律法規以及中國人民銀行、中國證券監督管理委員會、香港金融管理局的有關規定，制定了反洗錢管理辦法，要求公司各部門、業務線和分支機構將反洗錢工作切實落實到日常業務運作中。

公司反洗錢管理辦法不僅要求各部門、業務線和分支機構在國內開展業務時，對業務、服務、產品、渠道，結合客戶類型系統全面地進行洗錢風險評估，也要求公司在境外開展業務時，遵循駐在國家(地區)反洗錢方面的法律規定，同時在駐在國家(地區)法律規定允許的範圍內，參照執行該辦法的有關要求。