

HUIJING 滙景

Huijing Holdings Company Limited
滙景控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

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2023

Environmental, Social and Governance Report

環境、社會及管治報告

INSPIRING
GROWTH
TOGETHER

心繫未來
攜手成長



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MESSAGE FROM MANAGEMENT

管理層的話

Huijing Holdings Company Limited ("the Company"), together with its subsidiaries (collectively referred to as "the Group"), is pleased to present the 2023 Environmental, Social and Governance Report. The purpose of this report is to address the concerns of stakeholders through reporting, and to showcase the Group's performance in sustainable development.

In 2023, we find the world emerging from the pandemic, with the economy gradually clawing its way back amidst a storm of challenges. Yet, the recovery remains slow due to instability from trade wars and geopolitical issues. On the brighter side, China's economic recovery is noteworthy for its vigor and resilience. Among major global economies, China has maintained a leading position, contributing to one-third of the global economic growth, thereby serving as a primary engine for global economic advancement. Simultaneously, in the real estate sector, a series of regulatory policies have led to a slowdown in the domestic market. However, it displays a trend of stable and healthy development.

Faced with this environment full of challenges and opportunities, the Group has always been committed to improving its core competitiveness and has made significant achievements in sustainable development. We balance social, economic, and environmental development through a comprehensive risk identification and management system, to continuously create more value for stakeholders. During the year, on top of our existing risk management foundation, we further conducted climate risk identification, in hopes of reducing unstable factors in business operations through early risk management, ensuring our business can develop steadily in various environments.

滙景控股有限公司(「本公司」)，連同旗下附屬公司(統稱「本集團」)欣然提呈《2023年環境、社會及管治報告》。本報告旨在透過報告回應各持份者的關注所在，同時展示本集團在可持續發展方面的表現。

在2023年，全球步入疫情結束，經濟在風雨中逐步恢復。然而，由於貿易戰和地緣政治等不穩定因素，這種恢復的步伐依然緩慢。相比之下，中國的經濟恢復活力和成長力度讓人鼓舞。在全球主要經濟體中，中國經濟保持了領先的地位，對全球經濟成長的貢獻將達到三分之一，成為全球經濟成長的最大引擎。同時，在房地產市場方面，由於國家一系列的房地產調控政策，國內樓市表現放緩，但展現出穩定而健康的發展態勢。

面對這種充滿挑戰和機遇的環境，本集團一直致力於提高自身的核心競爭力，並且在可持續發展方面取得了顯著的成效。我們通過全面的風險識別和管理系統，平衡社會、經濟和環境三方面的發展，以持續為持份者創造更多價值。在年內，我們在已有的風險管理基礎之上，進一步進行了氣候風險識別，希望透過早期的風險管理，降低業務運營的不穩定因素，確保我們的業務能在各種環境下穩健發展。

In addition, the Group believes that employees are the main reason for our development capability. We understand that employee engagement, professional skills, and capacity development are key to the Group's competitiveness. Therefore, we always focus on employee treatment and rights and provide various training and development opportunities to build a high-quality talent team to support our long-term development.

Moving ahead, the Group plans to bolster our business development skills while maintaining a balance with our environmental and social obligations through efficient sustainable development risk management. We will keep the lines of communication open with you as we work together towards a more sustainable future. We are excited to share our forthcoming results and deeply appreciate your ongoing support.

此外，本集團相信員工是我們發展能力的主要原因。我們深知，員工的投入、專業技能和能力發展是本集團競爭力的關鍵。因此，我們一直著重員工的待遇、權利，並提供各種培訓和發展機會，以建立一個高質素的人才團隊，以支撐我們的長期發展。

展望未來，本集團將繼續強化自身的業務發展能力，並通過有效的可持續發展風險管理，實現業務發展和履行環境及社會責任的平衡。我們將與您保持密切的溝通，共同構建更具持續性的未來。我們期待與您共享我們的未來成果，並期待您的持續支持。

ABOUT THE GROUP

關於本集團

THE GROUP'S BUSINESS

The Group is a PRC integrated residential and commercial property developer incorporated in the Cayman Islands and listed on the Main Board of the Hong Kong Exchanges and Clearing Limited (the “HKEX”) (stock code: 9968). Maintaining foothold in Greater Bay Area, it has extended its business to the Yangtze River Delta Urban Cluster and the Yangtze Mid-stream Urban Cluster, covering a total of 8 cities. The Group persists in the strategy of “focusing on residential development project while taking the urban renewal projects as the core, as well as the cultural and tourism-healthy living towns and the scientific and innovative technologies industrial towns as the two-wing”, which constitutes its “one focus, one core, and two wings” blueprint. The core project is urban renewal, and the property projects include residential properties, integrated properties and properties promoting specific industries. It has continued to pursue its mission of “penetrating into Dongguan, maintaining foothold in the Greater Bay Area, and sustaining coverage of high value-added cities in the Southern, Central and Eastern China areas”, focusing on the potential of urban development and seizing market opportunities, in striving to become a leading developer in the field of urban renewal in the Greater Bay Area.

THE GROUP'S DEVELOPMENT

The Group pays close attention to changes in the market environment and related industrial policies. Based on the national industrial development strategy, the Group adheres to the development model of “one focus, one core, and two wings”. Guided by customer needs, it has continued to pave the road to high-quality development that integrates “industry, city and people”. In 2023, the Company entered into a letter of intent of strategic cooperation with Dongguan Communications Investment Property Co., Ltd. This collaboration aims to delve deeper into the cooperation potential between the two parties. We will assess the feasibility of primary and secondary development projects across all our combined initiatives. We are confident this collaboration will not only benefit our projects but also provide us with additional funding sources.

本集團業務

本集團為一家於開曼群島註冊成立、於香港聯合交易所有限公司(「港交所」)主板上市(股份代號：9968)的中國綜合住宅及商用物業開發商。立足大灣區，本集團的業務延伸至長三角城市群及長江中游城市群，共覆蓋8個城市，堅持「住宅開發為主營業務，以城市更新為核心，以文旅康養及科創產業為雙翼協同發展」的「一主一核兩翼」戰略佈局。核心項目為城市更新，物業項目包括住宅物業、綜合物業及推廣特定行業的物業。本集團持續秉承「立足大灣區，深耕東莞，佈局華南，華中及華東地區」的使命，重視城市發展潛力，緊抓市場機遇，致力成為大灣區城市更新領域中領先的發展商。

本集團發展

本集團密切關注市場環境以及相關產業政策的變化，從國家產業發展戰略角度出發，堅持的「一主一核兩翼」的發展模式，以客戶需求為主導，繼續構建「產、城、人」融合的高品質發展之路。在2023年，本公司與東莞交投置業有限公司訂立戰略合作意向協議，進一步發掘雙方的合作潛力，將就雙方所有的項目實施一二級開發項目合作開發的可行性。本集團相信，此舉將有助於我們在項目中取得利益之餘，獲得額外的資金來源。

The Group has leveraged its own advantages and abundant resources to ensure adequate and quality land reserves, while linking the upstream and downstream industrial chains to bring integrated renewal in residential and industrial development to the city, in order to provide customers with a more comprehensive and diversified way of “new production” and “new life”. The Group has continuously emphasized the development core of “scientific and innovative technologies industrial towns, and cultural and tourism-healthy living towns” to promote the integrated development of industry and city, and developed diversified industrial spatial generators and an industry-academia-research cooperation platform to strengthen its competitive advantages. Moreover, striving to enhance its core competitiveness and sustainable development capacities, the Group has focused on developing projects highlighting tourism, health and elderly care for customers who pursue cultural experience and maintain a healthy lifestyle, continually creating ideal homes to meet the needs of different customers.

本集團利用自身優勢及雄厚資源以確保擁有充足且優質的土地儲備，並通過聯動上下游產業鏈條，為城市帶來人居和產業的綜合煥新，為客戶提供更全面更多元化的「新生產」和「新生活」美好方式。本集團繼續專注「科創、文旅、康養」的發展核心，推進產城融合發展，發展多樣化的產業空間載體及產學研合作平台，提升本集團的競爭優勢。同時，本集團亦致力提升本集團的核心競爭力及可持續發展能力，專注為追求文化體驗及維持健康生活方式的客戶開發以旅遊、健康和養老為重點的項目，持續打造理想居所來滿足不同的客戶。

ABOUT THE REPORT

關於本報告

ABOUT THE REPORT

This Environmental, Social and Governance (“ESG”) Report (the “Report”) is the annual ESG Report published by the Group, which aims to illustrate the Group’s management approaches, policies and measures in terms of environmental, social and governance, allowing stakeholders to understand its ESG performance and sustainable development progress. The Report covers the Group’s ESG performance and related material issues during the financial year from 1 January 2023 to 31 December 2023 (the “Year”). This Report is prepared in both Chinese and English and has been uploaded to the websites of HKEX and the Company. The Group welcomes valuable suggestions and opinions from all stakeholders to help improve its ESG performance and sustainability strategies. If you have any questions to the Report, please send to Office No. 1907, 19th Floor, Great Eagle Centre, No. 23 Harbour Road, Hong Kong.

REPORTING STANDARDS

The Report has been prepared in full compliance with the requirements of the Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) in Appendix C2 of the Main Board Listing Rules of the HKEX, and has adhered to the Mandatory Disclosure Requirements and “Comply or explain” Provisions. This Report has applied the four reporting principles of materiality, quantitative, balance and consistency in accordance with the ESG Reporting Guide when preparing the content:

關於本報告

本環境、社會及管治(「ESG」)報告(「本報告」)是本集團發佈的年度ESG報告，旨在透過闡釋本集團在環境、社會及管治方面的管理方針、政策及措施，讓各持份者瞭解本集團的ESG工作表現及可持續發展進程。本報告涵蓋本集團於2023年1月1日至2023年12月31日財政年度(「本年度」)內的ESG績效及相關重大事項。本報告以中、英文編寫，並已上載至港交所及本公司網站。本集團歡迎各持份者提供寶貴的建議與意見，協助本集團推進ESG表現及可持續發展策略。如閣下對本報告的有任何疑問，請郵寄至香港灣道23號鷹君中心19樓1907室。

報告準則

本報告全面遵循港交所主板上市規則附錄C2《環境、社會及管治報告指引》(「ESG報告指引」)的規定而編製，並已遵守當中所載的強制披露規定及「不遵守就解釋」條文。本報告已按照ESG報告指引應用重要性、量化、平衡及一致性四項匯報原則撰寫內容：

<p>Materiality 重要性</p>	<p>The Group conducted a materiality assessment through a stakeholder questionnaire survey, which identified key ESG issues relevant to the Group and various stakeholders have been used to formulate the reporting framework of the Report, in order to provide targeted responses.</p> <p>本集團通過持份者問卷調查進行重要性評估，將已識別對本集團及各持份者相關的重大 ESG 議題作為本報告的匯報框架，提供針對性的回應。</p>
<p>Quantitative 量化</p>	<p>The Group has disclosed quantitative data where applicable, and provided comparative data in an appropriate manner. The relevant standards, methods, assumptions and/or calculation tools and the source of conversion factors used have also been explained.</p> <p>本集團已於適用情況下披露量化數據，並適當地提供比較數據，有關標準、方法、假設及/或計算工具以及所用轉換因子的來源亦已作補充說明。</p>
<p>Balance 平衡</p>	<p>Based on the principle of impartiality, the Report has presented both positive and negative performance of the Group in a comprehensive and truthful manner.</p> <p>本報告以不偏不倚的原則，全面、如實地呈報本集團的正面及負面績效。</p>
<p>Consistency 一致性</p>	<p>The Group has adopted consistent preparation and statistical methods to enable effective comparisons, and relevant changes have also been explained.</p> <p>本集團採用一致的編製和統計方法，以便作出有效對比，相關變更亦已作補充說明。</p>

REPORTING SCOPE

The Report mainly covers operations of the Group’s headquarters in Dongguan, as well as the regional offices in Southern and Central China, focusing on the Group’s property development and investment business, while excluding project offices managed by the regional offices. The scope of the Report is consistent with last year. The Group will review and revise the report scope in a timely manner to ensure the ESG Report is in line with its business development scale.

報告範圍

本報告主要涵蓋本集團於東莞之總部辦公室，以及位於華南及華中區域辦公室之營運，聚焦於本集團的物業開發及投資業務，而由區域辦公室所管理之項目辦公室則排除在外。本報告的匯報範圍與去年一致。本集團將適時審視並修訂報告範圍，確保 ESG 報告符合其業務發展規模。

FEATURE STORY

專題報導

Investment in Community by Inspiring Outstanding Students to Strive for Excellence

The Group has been active in the community, particularly in the education sector. We acknowledge the significant impact education has on both community and individual growth. As such, in 2023, the Group sponsored the Xiabian community's academic scholarship for the third consecutive year.

投資社區 激勵優秀學子努力向上

本集團一直在社區中擔任積極的角色，致力於為社區投放資源，特別是在教育領域。我們深知教育對於社區和個人的成長都具有至關重要的影響，因此在2023年，本集團連續第三年為下汴社區的學術獎學金提供了持續的贊助。



This scholarship program recognizes the students' diligence and encourages them to face future academic challenges. The program's aim is to motivate students to excel academically and contribute to their community and society.

這次的獎學金計劃是對學生們的努力學習進行的肯定，也是對他們未來學習挑戰的激勵。該獎學金計劃的目的旨在鼓勵學生們努力學習，並且勇於攀登學術的高峰，以便將來能為社區和整個社會貢獻自己的力量。

This year, the Group, in collaboration with the community, awarded scholarships to 36 students. The recipients span different educational levels, including a postgraduate student from the University of York, UK, 7 undergraduate students, 7 college students, 5 exceptional middle schoolers, and 16 distinguished students transitioning from primary to secondary school. The Group and Xiabian Community each contributed RMB82,300, totaling RMB164,600 in scholarships.

The Group's involvement not only exhibits their care for local education but also fuels its growth. This commitment underlines the Group's dedication to sustainable development, particularly in community investment and education. The Group will persist in collaborating with the community and contributing positively to educational improvement and sustainable solutions.

The Group will continue to work closely with the community and make positive contributions to improving education standards and seeking for sustainable solutions. The Group's goal is not only to provide scholarships, but also aim to spark students' enthusiasm for learning and inspire them to contribute to society.

今年，本集團與社區共同為36名學生頒發了這個獎學金。在獎學金的頒發中，涵蓋了不同學習階段的學生，包括1名獲得英國約克大學研究生學位的學生，7名大學本科生，7名大學專科生，5名中考優秀學生，以及16名小學升初中的優秀學生。本集團和下汴社區各自發放了人民幣8.23萬元的獎學金，總共發放了人民幣16.46萬元的獎學金。

本集團的這種參與不僅體現了他們對家鄉教育事業的關愛，也為家鄉教育事業的發展注入了強大的動力。這種付出顯示了本集團在可持續發展上的承諾，特別是在社區投資和教育方面的承諾。本集團將繼續與社區密切合作，並將持續為提升教育水平和找到可持續的解決方案做出積極的貢獻。

本集團將繼續與社區密切合作，並將持續為提升教育水平和找到可持續的解決方案做出積極的貢獻。本集團的目標不僅是為了提供獎學金，更是希望能夠通過自己的貢獻，激勵更多的學生對學習保持熱情，並且努力成為對社會有所貢獻的人。

OUR SUSTAINABILITY GOVERNANCE CONCEPT

我們的可持續發展管治理念

The Group is wholeheartedly dedicated to embedding sustainability into our daily business practices. We actively engage in open dialogue with our stakeholders, using their feedback to fine-tune our sustainability strategies. We're convinced that sustainable governance is a powerful tool for steady growth, promoting efficient and structured work in this field. Our ESG policies and management measures, developed and approved with care, work hand in hand with our risk management system to enhance our resilience and adaptability to ever-changing markets. Our commitment to sustainability compels us to constantly improve our governance system and abilities. We ensure transparency by regularly sharing and reviewing our ESG efforts with our management team, aiming to create enduring value for all stakeholders.

GOVERNANCE STRUCTURE

The Group deeply believes that a good governance culture is the cornerstone of achieving sustainable development and integrating business strategies. The Board bears overall ESG responsibilities and actively participates in promoting the Group's sustainable development governance. The Board's responsibilities include establishing ESG goals and priorities, identifying and managing significant ESG risks, formulating and implementing relevant policies and measures, and overseeing the effective implementation of ESG work. The Board is also responsible for reviewing and approving ESG information to respond to stakeholders' concerns. To achieve these goals, under the leadership of the Board, the Group has established a comprehensive sustainable development governance framework and has appointed a senior management member by the Board to form and lead the ESG working group.

在本集團致力將可持續發展理念融入業務作業中，並透過與持份者的雙向溝通，收集他們的回饋以優化我們的可持續發展策略。我們認為，利用可持續發展治理來驅動公司的穩定發展，將可持續推動高效有序的可持續發展治理工作，再透過制定、審批和執行 ESG 政策和管理措施，配合風險管理系統的有效運行，以增強公司的可持續發展韌性，並提升對變化市場的適應力。為了實現我們的可持續發展承諾，我們持續優化我們的可持續發展治理體系和能力，定期向管理層報告和審查 ESG 工作的進度和效果，以創造長期價值給所有的持份者。

管治架構

本集團深信良好的管治文化是實現可持續發展與經營戰略融合的基石。董事會承擔全面的 ESG 責任，積極參與推進本集團的可持續發展管治。董事會的職責包括確立 ESG 目標和優先事項、識別和管理重大 ESG 風險、制定和執行相關政策和措施，以及監督 ESG 工作的有效實施。董事會同時也負責審閱和批准 ESG 信息，以回應各持份者的關注。為了實現這些目標，在董事會的領導下，本集團建立了一個完整的可持續發展管治架構，並由董事會委派一位高級管理人員來組建和主導 ESG 工作小組。

The ESG working group is composed of individuals from relevant functional departments and project leaders, mainly responsible for coordinating ESG affairs. In addition, according to different ESG topics, management will also select appropriate employees to join the ESG working group. The working group regularly communicates with stakeholders and closely follows market and industry dynamics to ensure that the Group's ESG work can meet the needs of the market and industry. The ESG working group is not only responsible for formulating and implementing ESG policies and action plans but also for preparing ESG Reports to ensure that business operations are consistent with ESG policies and governance.

The ESG working group will also assist the Board in assessing the Group's needs, allocating appropriate resources, and continuously promoting the Group's sustainable development work to achieve long-term ESG goals.

INTERNAL RISK MANAGEMENT

The Group has established a comprehensive risk identification and management process in accordance with the framework of The Committee of Sponsoring Organizations of the Treadway Commission ("COSO") to strengthen the effectiveness of risk mitigation and response. The Board is responsible for overseeing relevant processes, and formulating targeted risk management plans by assessing and determining the nature and degree of risks that the Group is willing to accept in achieving its strategic objectives. Besides, the management is responsible for establishing a well-structured risk management and internal control system with clearly defined responsibilities, which regular risk management work is carried out according to the "three lines of defense model". The Group has organized, mitigated and monitored various risks under the system to achieve effective management and control of ESG risks. Looking ahead, the Group will continue to conduct regular review, monitoring, assessment and management of ESG risks, ensuring the holistic response to different ESG risks and opportunities.

ESG工作小組由來自各相關職能部門和項目負責人組成，主要負責統籌ESG事務。此外，根據不同的ESG議題，管理層也會從員工中挑選適當的人員加入ESG工作小組。工作小組會定期與各持份者進行溝通，並密切關注市場和同業的動態，以確保本集團的ESG工作能夠滿足市場和行業的需求。ESG工作小組不僅負責制定和執行ESG政策和行動計劃，亦負責籌備ESG報告，以確保業務運營活動與ESG政策及管治工作保持一致。

ESG工作小組也會協助董事會評估本集團的需求，分配適當的資源，並持續推進本集團的可持續發展工作，以實現長遠的ESG目標。

內部風險管理

本集團已按照美國反虛假財務報告委員會下屬的發起人委員(The Committee of Sponsoring Organizations of the Treadway Commission, 簡稱「COSO」)的框架建立完善的風險識別及管理流程，以加強減緩及應對各項風險的成效。董事會負責監督相關流程，並透過評估及釐定本集團達成策略目標時所願意接納的風險性質及程度，制訂針對性的風險管理計劃。同時，管理層負責建立結構完整、職責分明的風險管理和內部監控系統，按「三道防線模式」定期開展風險管理工作。本集團在系統之下整理、減輕及監察各種風險，達至ESG風險的有效管控。展望未來，本集團將繼續就ESG風險作定期檢討、監察、評核及管理，全面應對各ESG風險及機遇。

OUR SUSTAINABILITY GOVERNANCE CONCEPT

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Key ESG-related Risk Factors

ESG 相關之重大風險因素

Risk factors 風險類別	Potential impact 影響	Response 應對措施
Public health crisis risks 公共衛生危機風險	<p>In the event of a large-scale public health crisis, such as the social health risk caused by a new type of virus, government departments may implement various epidemic prevention measures, resulting in a serious negative impact on the group's operations or even business interruption.</p> <p>若遇上大型公共衛生危機，例如新型病毒造成的社會衛生風險，政府部門或將實行各種防疫措施，導致本集團營運受嚴重負面影響，甚至業務中斷。</p>	<p>The Group's responding measures:</p> <ol style="list-style-type: none">1. To follow requirements of the local government;2. Adopt work from home for all employees during the Company's lockdown to ensure normal business operation. <p>本集團應對措施：</p> <ol style="list-style-type: none">1 配合地方政府要求；2 本公司封控期間，實行全員居家辦公，保證業務正常開展。
Project risks 項目風險	<p>If the Group's contractors have continually failed to meet the required quality level for the construction process, or their performance continuously failed to meet the quality requirements, the progress of its investment projects may be delayed, or unnecessary investment costs may be incurred.</p> <p>本集團合作的承包商施工過程持續未能達到要求的品質等級，或其表現未能持續符合品質要求，將會延遲本集團的投資專案進度，或會增加不必要的投資成本。</p>	<p>The Group has established a Qualified Suppliers List to form a list of qualified contractors, and conducts qualification reviews and investigations on potential contractors to ensure the quality of suppliers. In order to ensure project quality during the construction period, the Group conducts regular inspections and records the project quality and safety issues in the Project Management Weekly Report.</p> <p>本集團建立《合格供應商清單》形成合格承包商列表，並對潛在的承包商進行資質審查及考察，確保合作供應商的質素。為保證施工期間的工程質量，本集團進行定期巡查，並於《工程管理週報》中記錄工程品質安全問題。</p>

Risk factors	Potential impact	Response
風險類別	影響	應對措施
Talent drain risks	<p>Fierce competition in the human resources market for property development has brought certain difficulties to the Group in recruiting suitable talents. The Group needs to invest additional time and cost in recruitment and training. Also, the loss of key personnel may affect its ability to develop projects and promote property products, thereby hindering business development.</p>	<p>To cater to the future development needs, the Group provides employees with competitive remuneration packages and sets up performance incentives to retain and attract talents. The Group also organizes diversified corporate activities and employee training from time to time, to foster corporate cohesion and talent team building.</p>
人員流失風險	<p>物業開發的人力資源市場競爭激烈對本集團招攬合適人才帶來一定困難，本集團需要投入額外時間及成本於招聘及培訓上。同時，關鍵人員流失或影響本集團開發專案及推廣房產品的能力，因而妨礙業務發展。</p>	<p>為滿足未來發展需求，本集團為員工提供具競爭力的薪酬待遇，並設立績效獎勵，以挽留及吸納人才。本集團亦不時舉辦多元化的企業活動及員工培訓，促進企業凝聚力及人才隊伍建設。</p>
Cyber and data security risks	<p>Information system failure, such as problem with Point of Sale System (“PoS”) for recording daily sales, may cause adverse impact to the Group’s daily operations.</p>	<p>The Group’s measures for maintaining and managing information systems and servers:</p> <ol style="list-style-type: none"> 1. Set up at least two or more PoS on site; 2. Regularly carry out data backup and system maintenance to reduce the probability of information system failure or interruption.
網絡及信息安全風險	<p>信息系統故障，如記錄日常銷售情況的銷售時點信息系統(PoS機)信息系統出現問題，或對本集團的日常營運造成負面影響。</p>	<p>本集團維護及管理信息系統及伺服器的措施：</p> <ol style="list-style-type: none"> 1 現場配備至少兩台或以上的PoS機； 2 定期進行數據備份及系統維護，以減少出現信息系統故障或中斷之機率。

OUR SUSTAINABILITY GOVERNANCE CONCEPT

我們的可持續發展管治理念

Risk factors 風險類別	Potential impact 影響	Response 應對措施
<p>Corruption risks</p> <p>貪污風險</p>	<p>Fraud or corruption by the Board, senior management or employees of the Group will seriously damage its reputation and operations.</p> <p>本集團董事、高級管理層或員工涉及欺詐或貪污腐敗等行為將嚴重損害本集團聲譽及營運。</p>	<p>The Group's prevention measures against corruption and fraud:</p> <ol style="list-style-type: none"> 1. Strictly abide by laws, regulations and control requirements, and constantly improve its anti-fraud system and related regulations; 2. Require its partners to sign the Tender Integrity Pledge, the Tender Integrity Notice and the Anti-Commercial Bribery Agreement, etc., to ensure compliant business cooperation; 3. Regularly provide anti-corruption training to the Board and employees to reinforce internal awareness on integrity. <p>本集團預防貪污舞弊的措施：</p> <ol style="list-style-type: none"> 1 嚴格遵照法律法規及管制要求，不斷完善反舞弊制度體系建設及相關規定； 2 要求合作夥伴簽署《投標廉潔承諾書》、《投標廉潔告知書》、《反商業賄賂協議》等，確保合規的業務合作； 3 定期向董事及員工提供反貪污培訓，強化內部廉潔誠信的意識。

Risk factors	Potential impact	Response
風險類別	影響	應對措施
<p>Labor practice compliance risks</p> <p>勞工慣例合規風險</p>	<p>If the Group has violated labor practices, it may be subject to penalties by the relevant government authorities or involved in potential employee compensation lawsuits, which will be detrimental to the Group's reputation, financial status and business operations.</p> <p>本集團違反勞工慣例，或會受到相關政府機構的處罰，或涉及潛在的員工索償訴訟，不利於本集團聲譽、財務狀況及業務營運。</p>	<p>The Group has developed a comprehensive human resources administration system and communication platform and ensured full payment of social insurance and housing provident fund to its employees in accordance with labor regulations.</p> <p>本集團建立全面的人力行政系統和溝通平台，並按勞工條例保障員工的五險一金足額繳交。</p>
<p>Environmental legislation-related risks</p> <p>環境法例相關風險</p>	<p>If the Group has violated environmental laws and regulations, it may be subject to penalties from relevant government authorities, including project suspension and fines, resulting in financial losses.</p> <p>本集團違反環境法律法規，或會到相關政府機構的處罰，包括工程停工、罰款等，導致財政損失。</p>	<p>The Group's Risk Control Centre closely monitors laws and regulations related to the Group's business. The Project Management Centre will promptly notify the design department to review the changes in the project development plan and submit the results to the management of head office for approval, so as to ensure continuous compliance.</p> <p>本集團風控中心密切監察本集團業務相關的法律法規。項目管理中心會及時通知設計部門審查項目發展計畫的變更，並需提呈至總部管理層進行審批，保證持續合規經營。</p>

OUR SUSTAINABILITY GOVERNANCE CONCEPT

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STAKEHOLDER ENGAGEMENT

The Group believes that stakeholder participation is a key link in achieving sustainable development. Therefore, we actively maintain contact with stakeholders through various effective communication methods to fully understand their views and expectations on our sustainable development. When formulating sustainable development strategies, we take these views and expectations into account and respond appropriately to consolidate the ability to achieve sustainable development. During the Year, the main stakeholders identified by the Group include directors and senior management, employees, investors and shareholders, suppliers, customers and community organizations. The Group values promoting the interests of all parties and long-term relationships, and continues to identify the key concerns of different stakeholders through the following communication channels:

持份者溝通

本集團認為，持份者的參與是實現可持續發展的關鍵一環。因此，我們積極透過多種有效的溝通方式與持份者保持聯繫，以充分了解他們對我們可持續發展的觀點與期望。在制定可持續發展策略時，我們將這些觀點與期望納入考慮，並給予適當的回應，以鞏固實現可持續發展的能力。在年內，本集團已識別的主要持份者包括董事和高級管理人員、員工、投資者和股東、供應商、客戶和社區組織。本集團重視促進各方利益及長期關係，持續通過以下的溝通渠道，識別不同持份者的重點關注議題：

Key stakeholders 重要持份者	Issues of concern 關注議題	Key communication channels 關鍵溝通渠道
Directors and Senior Management 董事和高級管理層	<ul style="list-style-type: none">• Compliance management• Risk management• Operational stability• Stakeholder communication <ul style="list-style-type: none">• 合規管理• 風險管理• 穩定營運• 持份者溝通	<ul style="list-style-type: none">• Board meeting <ul style="list-style-type: none">• 董事會會議
Employees 員工	<ul style="list-style-type: none">• Employee health and safety• Development and training• Equal opportunity• Compensation and benefits enhancement <ul style="list-style-type: none">• 僱員健康及安全• 發展及培訓• 平等機會• 優化薪酬福利	<ul style="list-style-type: none">• Regular meetings• Regular trainings• Grievance channels• Performance evaluation meetings <ul style="list-style-type: none">• 日常會議• 定期培訓• 申訴渠道• 績效評估會議

Key stakeholders	Issues of concern	Key communication channels
重要持份者	關注議題	關鍵溝通渠道
Investors and Shareholders 投資者 and 股東	<ul style="list-style-type: none"> • Operational compliance • Risk management • Anti-corruption • Economic performance • Investor communications and rights <ul style="list-style-type: none"> • 合規營運 • 風險管理 • 反貪污 • 經濟表現 • 投資者溝通與權益 	<ul style="list-style-type: none"> • Annual General Meeting and other shareholder meetings • Public information such as annual and interim reports, announcements and circulars • Business roadshows <ul style="list-style-type: none"> • 股東週年大會及其他股東會議 • 年度及中期報告、公告及通函等公開信息 • 業務路演
Suppliers 供應商	<ul style="list-style-type: none"> • Fair and open procurement • Stable business relationships • Timely and adequate information sharing <ul style="list-style-type: none"> • 公平公開採購 • 穩定業務關係 • 及時且充足的信息共享 	<ul style="list-style-type: none"> • Tendering meeting • Site visits • Evaluation surveys • Supplier management meetings <ul style="list-style-type: none"> • 投標會議 • 實地考察 • 評估調查 • 供應商管理會議
Customers 客戶	<ul style="list-style-type: none"> • Construction and service quality • Protection of interests and privacy • Complaint handling <ul style="list-style-type: none"> • 工程及服務質量 • 利益及隱私保護 • 投訴處理 	<ul style="list-style-type: none"> • Satisfaction survey • Service hotline • Social media <ul style="list-style-type: none"> • 滿意度調查 • 服務熱綫 • 社交媒體
Communities 社區團體	<ul style="list-style-type: none"> • Community services • Environmental protection <ul style="list-style-type: none"> • 社區服務 • 環境保護 	<ul style="list-style-type: none"> • Charity activities • Volunteering service <ul style="list-style-type: none"> • 慈善活動 • 義工服務

OUR SUSTAINABILITY GOVERNANCE CONCEPT

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MATERIALITY ASSESSMENT

In order to determine ESG issues concerned by stakeholders during the Year, the Group has commissioned an independent consultant to conduct a materiality assessment, and invited the Group's directors, senior management, employees, customers and suppliers to participate in the questionnaire survey. After collecting feedback from key stakeholders, materiality analysis and ranking were conducted to identify material ESG issues of the Group for prioritization and reporting, so as to promote effective ESG work. The relevant steps for materiality assessment are described below:

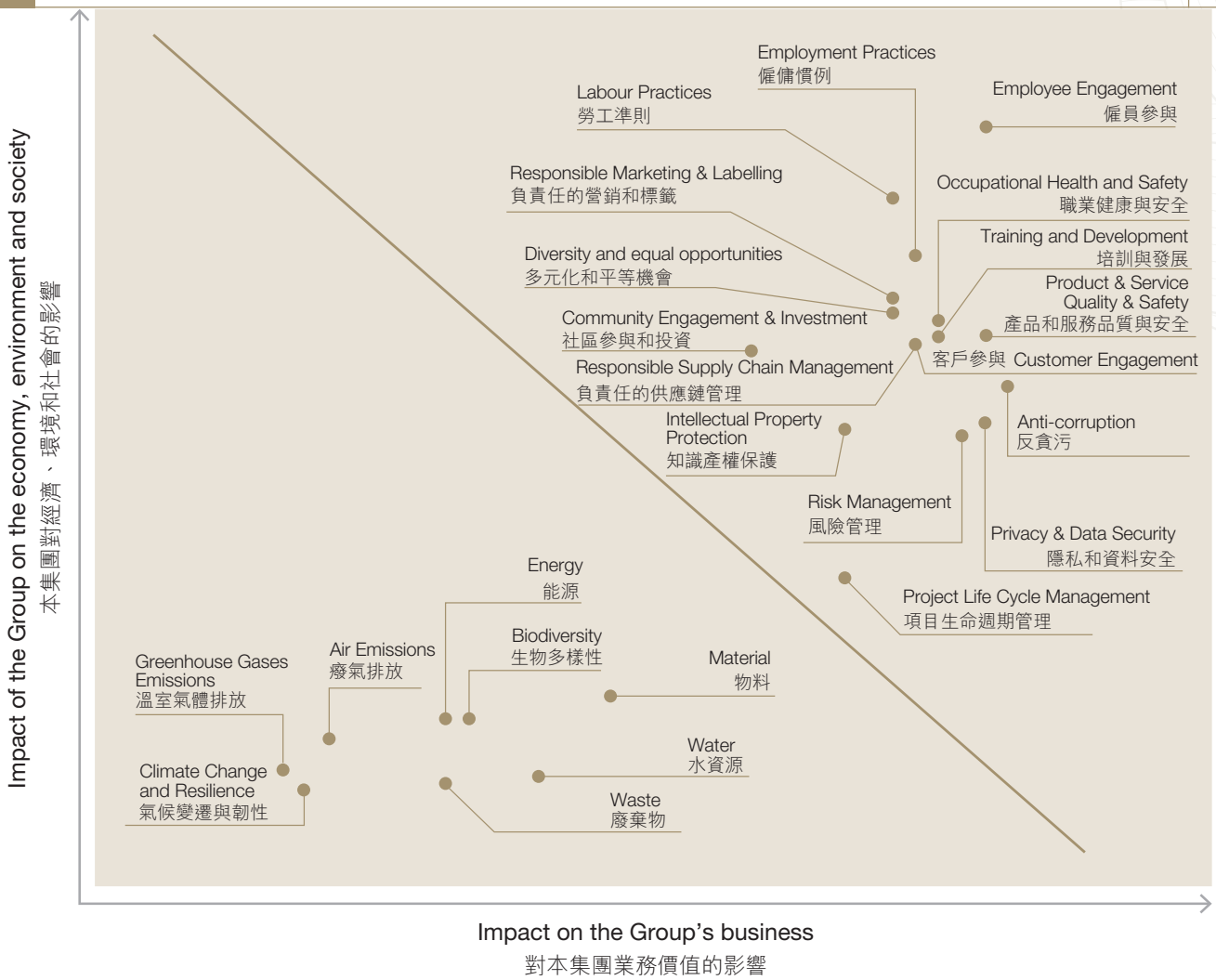
重要性評估

為確定本年度各持份者主要關注的ESG事宜，本集團委託獨立顧問進行重要性評估，並邀請本集團董事、高級管理層、員工、客戶及供應商參與問卷調查。在收集主要持份者的意見反饋後，進行重要性分析和排序，協助本集團辨識需要優先處理及匯報的重大ESG議題，推動具成效的ESG工作。相關的重要性評估步驟如下闡述：

1 Identifying issue list 確定議題清單	<p>With reference to the latest reporting guidelines, sustainability trends, national policies, industry characteristics and its development strategies, the Group identified 24 ESG issues related to its business, covering four major areas of “Environment”, “Employment and Labor Practices”, “Operating Practices” and “Community Investment”.</p> <p>參照最新報告指引要求、可持續發展趨勢、國家政策、行業特點及本集團發展戰略，確認與業務相關的24項ESG議題，涵蓋「環境」、「僱傭及勞工常規」、「營運慣例」和「社區投資」四大範疇。</p>
2 Establishing priorities 釐定優先次序	<p>Various internal and external stakeholders were invited to participate in an online questionnaire survey, and to rate the importance of each issue to the Group's business and the stakeholder personally; A total of 63 valid responses were collected, each issue then was ranked according to the materiality after data analysis.</p> <p>邀請各內外部持份者參與網上問卷調查，就每項議題本集團業務以及他們個人的重要性進行評分；收集共63份有效問卷，通過數據分析後按各議題的重要性進行優次排序。</p>
3 Confirming important issues 確認重要議題	<p>After consolidating stakeholders' opinions, the result was submitted to the Board and senior management for discussion and review. 17 important ESG issues were determined, which targeted responses and key disclosures were made.</p> <p>整合持份者意見，提交予董事會及高級管理層討論和審閱後，釐定了17項ESG重要議題，並作出針對性回應和重點披露。</p>

Materiality Matrix

重要性矩陣



OUR SUSTAINABILITY GOVERNANCE CONCEPT

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Highly important ESG issues 高度重要ESG議題			
Employment and Labor Practices Relevant 僱傭相關	Operating Practices Relevant 營運相關	Environmental Relevant 環境相關	Social Relevant 社區相關
Labour Practices 勞工準則	Product & Service Quality & Safety 產品和服務品質與安全	Project Life Cycle Management 項目生命週期管理	Community Engagement & Investment 社區參與和投資
Employee Engagement 僱員參與	Anti-corruption 反貪污		
Employment Practices 僱傭慣例	Product Responsibility 產品責任		
Occupational Health & Safety 職業健康與安全	Responsible Marketing & Labelling 負責任的營銷和標籤		
Training & Development 培訓與發展	Customer Engagement 客戶參與		
Diversity and equal opportunities 多元化和平等機會	Responsible Supply Chain Management 負責任的供應鏈管理		
	Privacy & Data Security 隱私和資料安全		
	Risk Management 風險管理		
	Intellectual Property Protection 知識產權保護		

Due to the Group's update of the sustainable development issue list within the year, the number of important issues covered this year is also more than last year. In terms of issue categorization, the results of the importance assessment this year have not changed significantly from last year, and stakeholders are still mainly concerned about "Employment and Labor Practices" and "Operational Practices". Among them, anti-corruption, employment systems, and occupational health and safety continue to receive attention from all parties. The Group will continue to understand the ESG issues valued by internal and external stakeholders, and deploy corresponding response plans and improve ESG management and performance.

由於本集團在年內更新了可持續發展議題列表，故今年度所涵蓋的重要議題數量亦較去年多。在議題範疇的分類上，本年度的重要性評估結果與上年度並無重大變更，持份者仍主要關注於「僱傭及勞工常規」及「營運慣例」的議題。其中，反貪污、僱傭制度及職業健康與安全繼續受到各方的關注。本集團將持續了解內外持份者所重視的ESG議題，以相應地部署應對方案及改善ESG管理和表現。

COMPLIANCE MANAGEMENT

The Group firmly believes that compliance management is the foundation of stable corporate development and is closely related to the Group's business operations, operational performance, financial status, and reputation. We always use high-level compliance management as a guarantee to ensure the legality and compliance of all business and activities. The Group oversees and manages overall compliance risks through the Risk Control Centre, in cooperation with the Board of Directors in discussions and participation on various compliance and legal issues, to ensure that the daily operations of the Group fully comply with the regulatory requirements. During the year, the Group did not violate any laws and regulations related to ESG issues, nor were there any settled corruption lawsuits against the Group or its employees.

As a member of the industry, the Group attaches great importance to business ethics and strictly regulates the behavior of enterprises and employees. Through a series of work systems and action manuals, we have clearly defined the behavioral guidelines and related responsibilities of each department and position to guide employees to implement business ethics standards. In this way, we will continue to create a good atmosphere of fair competition, integrity, and honesty, protecting the rights and interests of the Group and all stakeholders.

合規管理

本集團堅信，合規管理是企業穩定發展的基礎，且與本集團的業務營運、營運績效、財務狀況及聲譽息息相關。我們始終以高階的合規管理作為保障，確保所有業務和活動的合法性和合規性。本集團透過風控中心，檢視並管理業務整體的合規風險，配合董事會在各項合規及法律議題上的討論及參與，確保本集團的日常營運全面符合法例法規要求。在年內，本集團沒有違反與ESG事項相關的法律和法規，也沒有針對本集團或其員工的已結案的貪腐訴訟。

作為行業一員，本集團高度重視商業道德，嚴格規範企業和員工的行為。透過一系列工作制度和行動手冊，我們明確規定了每個部門和職位的行為準則和相關責任，以指導員工實施商業道德標準。以此方式，我們將可持續創造公平競爭、誠信和正直的良好氛圍，保護本集團和所有持份者的權益。

OUR SUSTAINABILITY GOVERNANCE CONCEPT

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Integrity culture

廉潔文化

The Group maintains zero tolerance for any form of corruption, fraud and unethical behavior. The Employee Handbook requires employees to abide by the principles of integrity, honesty and fairness, and reject any corruption and fraud. To further prevent incidents such as bribery, extortion, fraud, and money laundering, the Protocol on Receiving Gifts regulates the management of gifts that cannot be declined, and requires employees to register and submit them to the Audit and Supervision Centre or the Administration Department.

The Group has continuously carried out anti-corruption training and internal promotion for business ethics. During the Year, a total of 498 hours of anti-corruption training was provided to 1 director and 377 employees to strengthen their integrity awareness and vigilance.

本集團對任何形式的貪污、欺詐及不道德行為持零容忍態度。《員工手冊》內要求員工恪守廉潔、誠信及公平的原則，拒絕任何貪腐舞弊行為。為進一步預防賄賂、勒索、欺詐及洗錢等事件，《收受禮金、禮品處理辦法》中規範管理未能謝絕的禮品及禮金，要求員工登記上交予審計監察中心或行政部門。

本集團持續開展反貪污培訓，進行內部商業道德宣貫。本年度為1名董事及377名員工提供總計498小時的防貪培訓，加強其廉潔意識及警惕性。

Cyber and data security

網絡及信息安全

The Group respects and protects the privacy and personal information of all customers and business partners. The Employee Handbook stipulates that employees have the obligation to maintain the confidentiality of trade secrets, which shall not be used or disclosed without authorization. To effectively safeguard customers' personal privacy and information security, the Group has built an internal anti-virus system and conducted cyber security publicity to prevent the leakage of personal information.

本集團尊重並保護所有客戶及商業夥伴的私隱及個人資料。《員工手冊》中規定員工有保密商業秘密信息的義務，未經授權不得在擅自使用及外洩。為切實保護客戶個人隱私及信息安全，本集團已建設內部防毒系統，並進行網絡安全宣傳，防止個人信息洩露外流。

Intellectual property protection

知識產權保護

The Group understands the importance of protecting intellectual property rights of its own and third-party. It has regulated the management of intellectual property rights through the Intellectual Property Management Measures. Apart from requiring all employees to sign the Confidentiality Agreement to clarify their confidentiality responsibilities, rights and obligations, the Group has also formulated intellectual property protection requirements for suppliers, to secure comprehensive prevention against infringement.

本集團明白保護自身及第三方知識產權的重要性，通過《知識產權管理辦法》規範知識產權的管理工作。本集團除了要求所有員工簽署《保密協議》，明確員工的保密責任、權利和義務，亦就供應商制定保障知識產權的要求，全面防範侵權行為。

The Group has a complete complaint and reporting mechanism to ensure that all types of complaints and reports are resolved and responded to in a timely and appropriate manner, effectively protecting the legitimate rights and interests of all stakeholders. We encourage employees, customers, suppliers, or other partners to report any improper behavior. Opinions, complaints, and reports can be made through the internal complaint hotline, supervisory mailbox, and interviews. In accordance with the Regulations on Complaint and Reporting Management, we will conduct fair and impartial investigations, closely follow up on the process and results, and ensure that relevant reports are handled appropriately. In terms of protecting the whistleblower, the Group will strictly keep confidential related information to protect the whistleblower from any retaliation. If the investigation results show that the related reporting content is true, the Group will punish the violator according to the law and hand it over to the judicial authority for handling.

本集團擁有完整的投訴和報告機制，確保所有類型的投訴和報告都能及時、適當地得到解決和回饋，實際保護所有利害關係人的合法權益。我們鼓勵員工、客戶、供應商或其他合作夥伴報告任何不當行為。意見、投訴和報告可以透過內部投訴電話、監察郵箱及面談進行。按照《投訴舉報管理規定》，我們將隨之進行公正、公平的調查，並緊密跟進處理過程和結果，確保相關舉報獲得合適的處理。在保護舉報人士方面，本集團會嚴格保密相關訊息，以保護舉報者免受任何報復。如調查結果顯示相關舉報內容屬實，本集團將依法處罰違反人士，將其移送至司法機構作處理。

SOCIETY

社會篇

CARING FOR EMPLOYEE INTERESTS

關顧員工利益

Policy 政策	Purpose 目的	Content 內容
Employee Handbook 《員工手冊》	Establish a comprehensive human resources management system and measures, to safeguard the rights and interests of the Group and employees, and to build a vigorous employment environment and talent team 建立完整的人力資源管理制度及措施，維護本集團及員工的權益，構建優良的僱傭環境及人才團隊	Specify the management regulations related onboarding guidelines, personnel administrative policies, remuneration and benefits management, financial reimbursement management, and employee code of conduct 明確關於入職指引、人事行政政策、薪酬福利管理、財務報銷管理、員工行為規範的管理規定
The Recruitment Management System 《招聘管理制度》	Construct a sound talent selection mechanism through human resources recruitment and allocation management provisions, to promote the supplement of human resources 通過人力資源招聘及配置管理規範，建設完善人才選用機制，推進人力資源的補充	In accordance with the recruitment principles, indicate the entire recruitment procedures from demand application to follow-up 按照招聘原則，訂明由需求申請至錄用後繼續跟進的完整招聘工作程序
The Regulations on Entry and Probationary Period 《入職與試用管理規定》	Promote the systematic implementation of management for new employees' entry and probation, to help new employees adapt to the working environment promptly 推動新員工入職及試用轉正的管理工作依序執行，協助新員工儘快適應工作環境	Provide guidance on new employees' onboarding workflow, and formulate probation management regulations 就新員工入職的工作流程提供指引，並制定試用轉正的管理規範
The Attendance Management System 《考勤管理制度》	Strengthen employee attendance management to maintain normal work order, while ensuring employees' right of reasonable resting and vacation 加強員工考勤管理，維持正常工作秩序的同時，保證員工合理休息和休假的權利	List the management regulations on overtime, working hours, late arrival and early leave, business trips, holidays, etc. 列明有關加班、工作時數、遲到早退、外出出差、假期等管理規定
The Regulation Governing Personnel Changes 《異動管理規定》	Standardize the systematic implementation of personnel change management work, to foster the legitimate rights and development opportunities of employees 規範人事異動管理工作的有序開展，促進員工的合法權益及發展機會	Formulate personnel change regulations and procedures for internal promotion, demotion, transfer, and resignation 制定內部晉升、降職、調動、離職的人事異動規定及程序

The Group firmly believes that employees are the most important driving force for our business development. In order to stimulate the potential of employees and attract and retain excellent talents, we provide attractive salary and benefit packages, an open and diverse working environment, and a platform full of opportunities for development. Our goal is to establish a highly efficient and energetic human resources team to support our business objectives and strategies.

While complying with all relevant employment regulations, we have formulated and implemented a series of human resource policies and measures to ensure that employees are treated fairly and respected in the workplace. We are committed to maintaining a fair and non-discriminatory working environment and protecting the rights of every employee.

本集團深信，員工是推動我們業務發展的最重要驅動力。為了激發員工的潛力並吸引及留住優秀人才，我們提供富有吸引力的薪酬福利待遇、開放多元的工作環境以及充滿機遇的發展平台。我們的目標是建立一個高效且充滿能量的人力資源團隊，以支持我們的業務目標和策略。

在遵守所有相關的僱傭法規的同時，我們已制定和實施了一系列的人力資源政策和措施，以確保員工在職場上得到公平待遇及尊重，並致力於維護一個公正且無歧視的工作環境，維護每一位員工的權利。

Recruitment, dismissal and promotion

招聘、解僱及晉升

- Based on the basic principles of “virtuous, promoting talents and avoiding conflict of interest, teamwork, and objective assessment”, the Human Resources Department conducts open recruitment in a unified manner
- Sign labor contracts with employees in compliance with the laws, and conduct induction guidance, probation assessment and approval for new employees
- Review and evaluate employees according to their work performance, knowledge, ability, position, experience and other elements, to reasonably arrange internal promotion and transfer, providing equal opportunities for each employee
- Conduct interviews and reviews when employee or the Group terminate the labor contract, and carry out procedures such as resignation and payment settlement in accordance with labor laws and regulations
- 以「德才兼備、舉賢避親、團隊合作、科學測評」為基本原則，由人力資源部統一開展公開招聘
- 依法與員工簽訂勞動合同，並對新員工實施入職引導及試用轉正的考核審批
- 依照員工的工作表現、學識、能力、崗位、經驗等要素進行審核評估，合理安排內部的晉升調動，為每位員工提供平等機會
- 對主動及被動解除勞動合同的員工進行訪談審批，並按勞動法律法規執行離職手續及結算薪酬等流程

SOCIETY

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Equal opportunity, diversity and anti- discrimination

平等機會、多元化及反歧視

- Carry out interviews and selection in an open and fair manner, with consideration on objective criteria such as work experience, professional skills and qualifications against the job requirements, and determine candidates after conducting background investigation
- Respect the diversity of employees, and strictly prohibit any discrimination or harassment involving race, color, nationality, religious belief, gender, etc. in the recruitment and all employment processes
- 以公開公平的方式，根據崗位任職條件對應聘者的工作經驗、專業技能及資歷能力等客觀標準進行面試評選，並通過背景調查確定錄用人選
- 尊重員工的多元性，嚴禁在招聘及所有僱傭過程中對任何人員作出涉及種族、膚色、國籍、宗教信仰、性別等歧視或騷擾行為

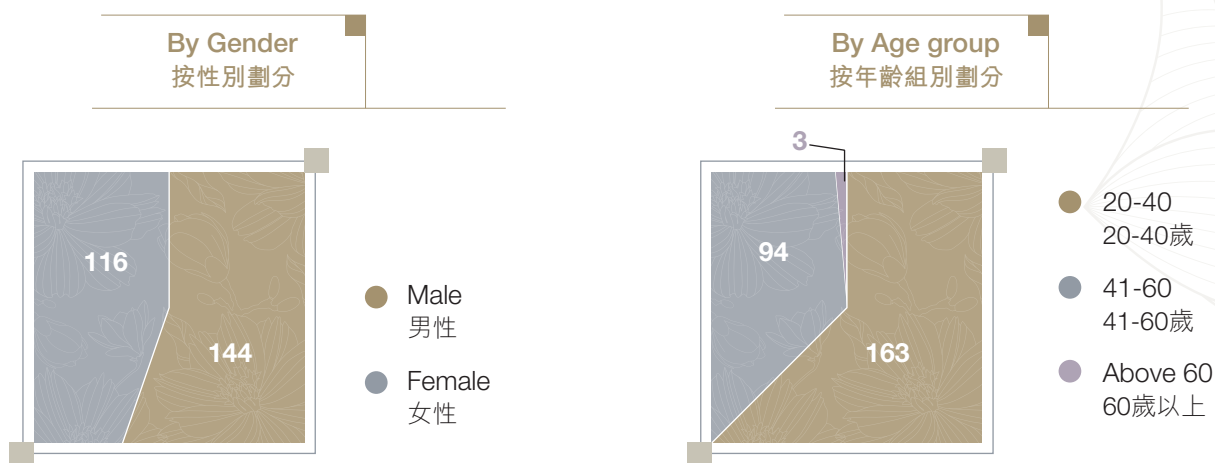
Labor standard

勞工準則

- Uphold legal employment and firmly oppose the employment of child labor and any form of forced labor
- Conduct background investigation during the recruitment process and review applicants' identification documents to verify their eligibility for work and legitimacy
- If any violations of labor standard are found, handle the case in accordance with relevant laws and regulations, including reporting to law enforcement department and assisting victim, and implementing follow-up investigation and disciplinary actions
- 貫徹合法用工，堅決反對僱用童工及任何形式的強制勞工
- 於招聘過程中執行背景調查，並檢查閱應徵者的身份證明文件，以核實其工作資格及合規性
- 發現違反勞工準則的情況時，按相關法例法規處理，包括向執法部門報告和協助受害員工，並進行事後調查及紀律處分

As of December 31, 2023, the Group has a total of 260 employees, all of whom are full-time employees from mainland China, as detailed below:

截至2023年12月31日，本集團共有260名員工，均為中國內地之全職員工，詳情如下所示：



Compensation and Benefits

The Group has always been committed to providing attractive compensation and benefits, and under the premise of ensuring the fairness and reasonableness of employee rights and benefits, it provides competitive salaries and benefits. We strictly establish a compensation and benefits management system in accordance with national laws and regulations.

To ensure the fairness of the employee evaluation process, we have implemented performance evaluations for regular review and adjustment. In addition, we have legally established an attendance management system to prevent employees from overworking, maintain the physical and mental health of employees, and balance work and family needs. These all reflect our care and respect for employees and highlight our ESG commitment.

薪酬及福利

本集團始終致力於提供具有吸引力的薪酬福利待遇，並在確保員工權益與福利的公平性及合理性的前提下，提供具有競爭力的薪酬及福利待遇。我們嚴格按照國家法律法規建立薪酬福利管理制度。

為了確保員工評估過程的公平性，我們已實施績效考評進行定期審核調整。此外，我們已依法制定考勤管理制度，以防止員工過度勞動，維護員工的身心健康，並平衡工作與家庭需求。這些都體現了我們對員工的關心和尊重，並彰顯了我們的ESG承諾。

<p>Employee benefits 員工福利</p>	<ul style="list-style-type: none"> • Provide statutory social insurances, including social basic pension insurance, work-related injury insurance, maternity insurance, unemployment insurance, basic medical insurance and mandatory provident fund • Provide health protection, including group accident insurance and annual body check for employees • Organize employee activities, including badminton, birthday, various sports events, etc. • Provide additional allowances when appropriate, including heat allowance and holiday allowance • 提供法定社會保障，包括社會基本養老保險、工傷保險、生育保險、失業保險、基本醫療保險及公積金 • 提供健康保障，包括團體意外保險和員工年度體檢 • 舉辦員工活動，包括羽毛球活動、員工生日活動、其他各類運動等 • 按情況提供額外福利津貼，包括高溫津貼和節日津貼
<p>Attendance management 考勤管理</p>	<ul style="list-style-type: none"> • Provide paid leaves, including statutory holidays, annual leave, marriage leave, maternity leave, paternity leave, bereavement leave, work-related injury leave, sick leave • Require employee to clock-in for attendance records, in order to monitor the arrangement of working hours and rest time • 提供有薪假期，包括法定假期、年休假、婚假、產假、陪产假、喪假、工傷假、病假 • 員工須於值班時打卡統計考勤紀錄，以監督工作時數及休息時間的安排
<p>Performance assessment 績效評估</p>	<ul style="list-style-type: none"> • Set up monthly and annual performance evaluations, and grant rewards to employees with outstanding annual performance • 設有月度、年度績效評估，並對年度評優的員工進行表彰

Health and Safety

健康及安全

Policy 政策	Purpose 目的	Content 內容
Office Environment Management Regulations 《辦公環境管理制度》	Create a safe and comfortable workplace by standardizing the office environment management, to ensure that the Company's work is carried out in an orderly manner 通過規範辦公室環境管理，營造安全舒適的工作場所，以保證本公司的各項工作有序開展	Formulate management regulations for the hardware and software environment of office respectively, and clearly guide the maintenance of a safe and hygienic environment 分別對辦公場所的硬環境及軟環境制訂管理規定，明確指引安全及衛生環境的維護
Emergency Management Regulations 《應急管理規定》	Provide detailed management regulations for prevention and emergency response, to ensure that employees and contractor workers take timely and appropriate actions 為預防及應對緊急事故提供詳細管理規定，確保員工及承包商工人採取及時和適當的行動	Standardize the handling methods and procedures for emergencies such as on-site accidents and injuries, natural disasters, pandemics, and hazardous chemical spills 規範有關現場事故和傷害、自然災害、大型流行病及危險化學品洩漏等緊急事件的處理方法和程序

The Group always puts the health and safety of employees first, and protecting workplace safety is our inescapable duty. Therefore, the Group has formulated a comprehensive occupational health and safety management policy and system, with management strategies focusing on prevention measures, emergency response, training and publicity, and contractor management. During the Year, the Group has not recorded any work injury cases, nor has there been any work-related deaths in the past three years.

In our office environment, we consistently enforce a range of safety measures. These include a no-smoking policy in office areas, routine upkeep of fire safety and sanitary facilities, regular safety audits, and daily electrical safety checks. We also hold safety training sessions to boost our team's awareness of emergency procedures and disaster prevention, helping to minimize harm in any potential emergencies. In addition, we pay particular attention to safety management at our construction sites, which are equipped with fire safety equipment and emergency vehicles. We regularly carry out fire and flood emergency drills to encourage a culture of safety.

本集團始終把員工的健康和安全放在首位，保護工作場所安全是我們不能推卸的責任。因此，本集團制定了全面的職業健康安全管理政策和製度，當中的管理策略將聚焦在防護措施、緊急應變、訓練與宣傳和承包商管理等四個面向。本年度，本集團並無錄得工傷個案，亦沒有在過去三年內發生任何因工死亡事件。

在辦公環境方面，我們不斷實施一系列控制措施，包括禁止在辦公區域吸煙、定期維護消防設備和衛生設施、定期進行安全檢查和日常電力安全檢查。我們也定期進行安全培訓，提高員工的應急和防災意識，以減少緊急情況下的傷亡。此外，我們注重施工現場的安全管理，於建築工地配備消防設施和應急車輛等應急設備。我們定期組織安排消防和防洪應急演習，以促進施工安全。

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Regarding our supply chain, we maintain a strict oversight of our contractors' safety management to mitigate occupational safety risks. Through our supply chain management system, we enforce subcontractor audit standards, which encompass safety qualification review requirements. We make sure our contractors are well-informed about the safety inspections and management controls during construction, and we carry out quality and safety assessments on a monthly basis.

Strengthening Internal Communication

The Group values two-way communication with its employees, which is key to maintaining good relationships and deeply understanding employee needs. We believe that effective communication can enhance operational efficiency, strengthen employee cohesion, and thereby improve the quality of human resources management. Employees can feedback any issues about the employment system, work environment, and corporate management to their direct superiors, department heads or the human resources department through methods such as mailboxes, interviews, etc. The Human Resources Department will respond to employee demands, conduct investigations, and provide appropriate assistance for follow-up handling. In addition, the Group has established an office automation system that enables employees to obtain the latest information and development direction of the Group through channels such as email and WeChat public accounts, which helps to strengthen internal collaboration and improve management efficiency.

在供應鏈方面，我們嚴格監督承包商的安全管理，以防止職業安全風險和危險。我們透過供應鏈管理機制，執行包括安全資格審核要求在內的分包商審核標準。我們明確向承包商列明了施工階段的安全檢查與管理控制，並每月進行品質和安全評估。

加強內部溝通

本集團重視與員工的雙向溝通，這是維持良好關係並深入理解員工需求的關鍵。我們相信，有效的溝通可以提高營運效率，增強員工凝聚力，進而提高人力資源管理的品質。員工可以透過信箱、面談等方式向直屬上司、部門主管或人力資源部回饋任何關於僱用制度、工作環境、企業管理的問題。人力資源部將對員工的訴求作出回應，進行調查並提供適當的協助以進行跟進處理。此外，本集團已經建立了辦公室自動化系統，使員工能夠透過郵件和微信公眾號等管道獲取本集團的最新資訊和發展方向，這有助於加強內部協作和提高管理效率。

Training and Development

培訓與發展

Policy 政策	Purpose 目的	Content 內容
<p>Training Management Manual</p> <p>《培訓管理手冊》</p>	<p>Promote systematic, comprehensive and effective training management, thereby organize diversified training to continuously improve the quality and work skills of employees</p> <p>促進具系統性、完整性、實效性的培訓管理，進而開展多元培訓不斷提高員工的素質與工作技能</p>	<p>Formulate the Group's training management system and specifications, and provide guidance on the planning, organization, implementation, and evaluation and improvement of training projects</p> <p>制定本集團的培訓管理制度及規範，就培訓項目的計劃、組織、實施和效果評估與改進提供指引</p>
<p>Talent Pool Management Regulations (for Trial Implementation)</p> <p>《人才池管理辦法(試行)》</p>	<p>Promote the Group's talent strategic planning with a systematic talent management system, to realize sustainable development of its talent team</p> <p>以系統性的人才管理體系建設推動本集團的人才戰略規劃，實現人才隊伍的可持續發展</p>	<p>Standardize the hierarchical management of talent pool according to the talent pool division mechanism, to implement the corresponding talent development work plan</p> <p>按照人才池劃分機制規範人才池梯級的分級管理，以落實相應的人才發展工作計劃</p>

The Group adheres to the principles of "graded responsibility, categorized training, mutual cooperation, and resource sharing", and is committed to building a professional talent pool through a comprehensive training system. The Group's Human Resources Administration Center continues to conduct training needs surveys based on the Company's strategic goals, annual operational goals, and human resources planning, and formulates annual training plans accordingly. After the training is completed, we conduct four-level evaluations for employees according to the corresponding training assessment plan, including reactions, learning, behavior, and performance evaluations to help improve the quality of training.

For new employees, we arrange induction training to help them understand corporate culture, rules and regulations, responsibilities process, etc. For existing employees, we provide internal and external on-the-job training and customized special training to ensure they can keep up with the pace.

本集團遵循「分級負責、分類培訓、相互協作、資源共享」的原則，致力於透過完善的培訓制度來建立專業的人才庫。本集團人力行政中心在年內繼續根據本公司的策略目標、年度營運目標和人力資源規劃來進行培訓需求調查，並據此制定年度培訓計畫。在訓練結束後，我們會根據相應的訓練考核方案，向員工進行四級評估，包括反應、學習、行為和績效評估，以幫助改善訓練培訓質量。

對於新進職員工，我們安排入職培訓，幫助他們掌握企業文化、規章制度、權責流程等。對於現有員工，我們提供內部和外部的在職培訓和客製化的專項培訓，確保他們能夠於是並進。

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Internal training

內部培訓

- Training by internal instructors
- Training by external lecturers
- Self-study through online courses/books/videos
- 內部講師內訓
- 外聘講師內訓
- 線上課程/圖書/視頻自學

External training

外部培訓

- Short-term outbound training
- Vocational qualification certification training
- Continuing education
- 短期送外培訓
- 職業資格取證類培訓
- 繼續教育

Special training

專項培訓

- Corporate culture training program
- Career development training program
- 企業文化培訓項目
- 職業生涯的專項培訓項目
- Core management echelon training program
- Business/professional training program
- 核心管理梯隊的專項培訓項目
- 業務/專業的專項培訓項目

To support strategic development, we have established a talent pool management mechanism and constructed a talent supply chain. We divide the talent pool according to job levels, regularly carry out talent inventory, talent pool ladder evaluation, and talent pool incentive management work. For employees with potential and excellent performance, we provide targeted training and development opportunities.

為了支援策略發展，我們建立了人才庫管理機制，建構了人才供應鏈。我們依照職位等級劃分人才庫，定期進行人才盤點、人才庫梯級評定、人才庫激勵管理工作。對於具有潛力和表現優秀的員工，我們提供針對性的培訓和發展機會。

VALUING CUSTOMERS' RIGHTS

重視客戶權益

Policy 政策	Purpose 目的	Content 內容
<p>Customer Management Center Management System 《客服管理中心管理制度》</p>	<p>Implement a full-cycle customer services management system to improve service quality and maintain reputation and brand image of the Group 實施全週期的客戶服務管理制度，提升服務質量水平，以維護本集團聲譽及品牌形象</p>	<p>Formulate management guidelines and standard requirements for the full-cycle customer services from house viewing to living 制定由看房到居住階段全週期的客戶服務的管理指引及標準要求</p>
<p>Quality Assurance and Maintenance Management Policy for Real Estate Projects 《地產項目房屋質保維修管理辦法》</p>	<p>Ensure the rapid and efficient implementation of housing quality assurance and maintenance for real estate projects, to promote quality assurance responsibility of the Group 確保地產項目的房屋質保維修事務快速及高效的實施，推進本集團的質量保證責任</p>	<p>Clearly standardize the procedures of housing quality assurance and maintenance, and the responsibilities of relevant departments 明確規範房屋質保維修工作程序，及相關部門的職責</p>
<p>400 Hotline Customer Complaint Management Regulations 《400電話客戶投訴管理辦法》</p>	<p>Promote high-efficiency and high-quality customer services with competent customer complaint handling regulations, to protect customer rights and interests 以完善的客戶投訴處理規範促進高效率、高質量的客戶服務，保障客戶權益</p>	<p>List the detailed customer complaint handling principles, responsibilities and procedures of the 400 Hotline Centre 詳細列明400呼叫中心的客戶投訴處理原則、責任和程序</p>
<p>Client Risk Prevention Work Manual for Sales Phase 《銷售階段客戶端風險預控工作手冊》</p>	<p>Strengthen the risk identification and control of customer services in the sales phase, to ensure the delivery of truthful and comprehensive information to customers 加強銷售階段中客戶服務的風險識別與管控，確保向客戶提供真實及完整資訊</p>	<p>Established advertising and marketing guidelines in seven aspects of transparency declaration, contract documents, sales pitch, sales materials, sand table model, experience hall and demonstration area 就陽光宣言、合同文書、銷售說辭、銷售物料、沙盤模型、體驗館及示範區七大模板訂立廣告及營銷指引</p>

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The Group's emphasis on project quality is reflected in our comprehensive quality control mechanism. This mechanism is strictly implemented by our internal team and independent monitoring companies, and it complies with relevant regulations and internal quality standards, regularly monitoring every stage of the project.

During the construction phase, we hire third-party consultants to periodically inspect the project site, reviewing the quality performance of employees and contractor workers. If there is anything that does not meet construction requirements, we will immediately make corrections to ensure the quality of the project is effectively guaranteed.

In terms of quality inspection, we have established management regulations for house quality maintenance, promoting the orderly progress of quality assurance work within the delivery period. In addition, for maintenance, we will arrange for maintenance units to carry out warranty work on-site, and warranty engineers will regularly check the progress of the project, carry out on-site acceptance and re-inspection. If necessary, we will also conduct random visits.

Through these strict quality control processes, we ensure effective monitoring and management of project quality, and we can meet the expectations and needs of our customers.

The Group has always taken "product, quality, service" as our core values and fully reflected them in our business. By providing customers with diversified and efficient communication channels, the Group can ensure that their needs and problems can be answered promptly and effectively. To provide high-quality services, we have established a full-cycle customer service management system. In addition, we have also carried out dynamic monitoring of customer satisfaction throughout the cycle, and through the five stages of customer satisfaction surveys (including site visits, contract signing, post-contract signing, post-delivery, and resident satisfaction), we can continuously track and improve our services.

本集團對於項目質量的重視反映在我們全面的質量管控機制上。這個機制由我們的內部團隊以及獨立的監察公司嚴格執行，並且遵從相關的規例與內部的質量標準，對於項目的各個階段進行定期的監控。

在施工的階段，我們會聘請第三方顧問定期巡檢項目現場，審查員工以及承包商工人的質量表現。若有任何不符合施工要求之處，我們會立即進行整改，確保工程質量得到實際的保障。

在質檢方面，我們制定了房屋質保維修的管理規範，推動交付期內的品質保證工作有序進行。此外，在維修方面，我們會安排維修單位上門進行保修工作，並由保修工程師定時檢查工程進度，實施現場驗收及複查。若有需要，我們也將進行抽查回訪。

透過這些嚴格的質量控制流程，我們確保了項目的質量得到了有效的監控和管理，並且能夠滿足我們的客戶的期待和需求。

本集團一直以「產品、質量、服務」作為我們的核心價值，並將其充分體現在我們的業務中。透過向客戶提供多元化且高效的溝通渠道，本集團可確保他們的需求和問題可以得到及時且有效的解答。為了提供優質的服務，我們已經建立了全週期客服管理體系。此外，我們也進行了全週期的客戶滿意度動態監測，通過五個階段的客戶滿意度調查（包括到訪、簽約、簽約後、交付後及居住期客戶滿意度），我們能夠持續跟踪並改進我們的服務。

Customer services management system

客服管理體系

6 Experiential Stages
個體驗階段



18 Key Actions
關鍵動作

01 Quality sites 品質案場	01 Contract signing notes 簽約須知	01 Prospective homeowner activities 準業主活動	01 Internal inspection 內部驗房	01 Efficient maintenance 高效維修	01 Homeowner activities 業主活動
02 Transparent sales 陽光銷售	02 Terms confirmation 條款確認	02 Huijing Home Book 滙景家書	02 Joint inspection 聯合巡檢	02 Home examination 房屋體檢	02 Refined services 精緻服務
03 Risk investigation 風險排查	03 Contact fling 建立聯繫	03 Change notification 變更通報	03 Delivery reminder 溫馨交付	03 Expiration reminder 期滿提醒	03 Complaint handling 投訴處理

11 Assessment Indicators
個考核指標

Score of mystery visitors investigation 神秘訪客調查得分	Site visit customer satisfaction level 到訪客戶滿意度	
Contracted customer satisfaction level 簽約客戶滿意度		
Pre-delivery customer satisfaction level 簽約後客戶滿意度		
Delivery rate within one month of centralized delivery 集中交付一個月內交付率	Delivery rate within three month of centralized delivery 集中交付三個月內交付率	Post-delivery customer satisfaction level 交付後客戶滿意度
Repair issue closure rate 維修問題關閉率	Household maintenance closure rate 維修戶數關閉率	
Group-level complaint closure rate 集團級投訴問題關閉率		
Bottom line management (on-site inspection, group complaint handling, information submission) 底線管理 (現場巡查、群訴處理、信息報送)		

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In order to facilitate customers to express their opinions at any time, our group has established a 400 call center and set up relevant management methods to handle customer complaints. In order to ensure that customer feedback can get timely and appropriate solutions, we have set up processing requirements according to the level and type of complaints. We always guide with the principles of compliance, professionalism, and customer first, and strive to improve service quality and customer satisfaction.

During the year, our group received 120 customer complaints and properly handled all complaints, achieving a 100% complaint handling rate.

Regarding advertising and marketing management, the Group emphasizes ensuring the authenticity and legality of all project information, advertisements and promotional materials. We have set clear guidelines and risk control measures to implement this policy, ensuring that we will not provide any possibly misleading or false information to customers, and will not hide any factors that may adversely affect them, thereby fully protecting the interests of customers.

為了方便客戶隨時表達意見，本集團建立了400呼叫中心，並設立了相關管理辦法來處理客戶的投訴。而為了確保客戶的反饋能夠得到適時且恰當的解決方案，我們根據投訴等級和類型設立了處理要求。我們始終以合規性、專業性及客戶至上的原則為指導，致力於提升服務質量和客戶滿意度。

在年內，本集團接獲了120宗客戶投訴，並妥善處理了所有的投訴，達到了100%的投訴處理率。

關於廣告營銷管理，本集團強調確保所有項目資訊、廣告和宣傳品的真實性和合法性。我們已經設定了明確的指導方針和風險控制措施來實施這一政策，確保不會向客戶提供任何可能誤導或不實的資訊，也不隱藏任何可能對他們產生不利影響的因素，以全面保護了客戶的權益。

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

負責任的供應鏈管理

Policy 政策	Purpose 目的	Content 內容
Tender Management System and Implementation Rules 《招標管理制度及實施細則》	Provide standards and guidelines for tender management system 為招標管理制度提供標準及指引	Specify the implementation processes of bidding, direct commissioning, sporadic procurement and strategic procurement, etc. 具體列明招標、直接委托、零星採購及戰略採購等執行流程
Supplier Management System and Implementation Rules 《供方管理體系及實施細則》	Ensure the introduction, retention and development of quality suppliers to enhance product and service quality 確保引進、保有和發展優秀供應商，從而提升產品及服務質量	Select suppliers based on the company size, basic information, qualifications and credits, performance, delivery capabilities, etc. 根據供應商公司規模、基本信息、資質資信、業績、履約能力等方面選擇供應商

The stability of the supply chain is the cornerstone of our group's stable business operations. We are committed to collaborating with all parties in the supply chain, hoping to improve our operational efficiency and development pace through effective supply chain management. For this reason, we have established a comprehensive supply chain management system. The Group insists on conducting tendering and procurement work according to objective, fair, and transparent principles, and by using unified standards to screen and evaluate suppliers and contractors, contracts can only be signed after unit inspections and qualification approvals, to ensure full compliance throughout the cooperation process.

供應鏈的穩定性是我們集團業務運營穩定的基石。我們致力於與供應鏈各方進行協作，期望通過有效的供應鏈管理提升我們的運營效率和發展步伐。為此，我們已建立了全面的供應鏈管理系統。本集團堅持根據客觀、公平和透明的原則進行招標和採購工作，並通過使用統一的標準來篩選和評估供應商和承包商，在單位考察和資格審批後，方可簽訂合同，以確保整個合作過程的全面合規。

Tendering and procurement principles

招標採購原則

Transparent and fair 透明公正	Fair competition and selection based on competence 充分競爭、擇優中標	Honest and compliant 廉潔奉公	Maintaining reputation 維護信譽
Confidential 保密	Traceable 可追溯	Online tendering 網上招標	

The supply chain management of the Group is implemented from seven dimensions, including supplier resource planning, classification, resource development, certification and warehousing, evaluation, information management and maintenance. Every year, we conduct performance evaluations of suppliers, assessing their performance in terms of quality, schedule, cost, service, and cooperation, and carry out graded management. For suppliers with poor performance, we provide guidance, implement performance improvement plans, and track the situation.

本集團的供應鏈管理規範從七個維度進行實施，包括供應商資源規劃、分類、資源開發、認證與入庫、評估、信息管理和維護。每年，我們對供應商進行履約評價，從質量、進度、成本、服務和配合等方面評估供應商的表現，並進行分級管理。對於表現不佳的供應商，我們會提供指導，實施績效改進計劃，並進行情況跟蹤。

In the past year, we had a total of 2,068 suppliers, and we completed the scoring evaluations for 176 suppliers, with an average score of 75.2 points. These data all show our efforts and achievements in supply chain management.

在過去的一年中，我們共有2,068間供應商，並完成了對176間供應商的評分評價，平均分數為75.2分。這些數據都顯示了我們在供應鏈管理方面的努力和成績。

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Supplier grading 合作供應商分級	Excellent 優秀級	Good 良好級	Pass 合格級	Fail 不合格
Score 評分	90 and above 90分及以上	80–89 80–89分	60–79 60–79分	Below 60 60分以下
Distribution for the Year 本年度評估分佈	18	77	64	17

The Group deeply understands the important influence of the sustainable development of the supply chain on our overall ESG performance. Therefore, we are committed to integrating the concept of sustainable development into supply chain management to reduce the related environmental, social and governance risks.

In the process of supplier selection, we incorporate the standards of engineering quality, environmental protection risk, and social and governance risk into the prequalification documents. This means that we will give priority to suppliers who perform well in these areas. In order to further improve the sustainable development performance of the supply chain, we will use incentives to encourage suppliers to improve their sustainable management and performance. We believe that in this way, we can achieve the sustainable development of the supply chain and have a positive impact on the overall ESG performance.

本集團深知供應鏈的可持續發展對我們的整體ESG表現擁有重要影響。因此，我們致力於將可持續發展的理念融入供應鏈管理，藉此降低相關的環境、社會及管治風險。

在供應商的選擇過程中，我們將工程質量、環境保護風險及社會及管治風險的標準納入資格預審文件。這意味著我們會優先選擇在這些領域有良好表現的供應商。為了進一步提升供應鏈的可持續發展表現，我們將激勵措施用於推動供應商改進其可持續管理和績效。我們相信，透過這種方式，我們能夠實現供應鏈的可持續發展，並對整體ESG表現產生積極影響。

BUILDING A HARMONIOUS COMMUNITY

Guided by the principle of "Inspiring Growth Together", the Group is dedicated to our societal duties and proactively contributes to societal progress, promoting harmony within the community. We take into account the needs of the communities where we operate. Every year, we reassess the focus of our community investments and services, strategically distribute resources, and inspire our team members to make a collective contribution to society.

構建和諧社區

在「心繫未來，攜手成長」的原則指導下，本集團致力於我們的社會責任，並積極為社會進步做出貢獻，促進社區內的和諧。我們會考慮到我們所經營的社區的需求，因此每年都會重新評估社區投資和服務的焦點，策略性地分配資源，並激勵我們的團隊成員為社會做出集體貢獻。

Caring the community

關懷社區

This year, the Group and Xiaban community have jointly awarded scholarships to 36 students, covering different stages of learning, with a total of RMB164,600 in scholarships. This not only shows the Group's care for education, but also injects momentum into educational development, reflecting its commitment to sustainable development in community investment and education. the Group will continue to cooperate to improve the level of education and encourage more students to maintain enthusiasm for learning, becoming people who contribute to society.

本集團與下汴社區今年共頒發了36名學生的獎學金，涵蓋了不同學習階段，共發放了人民幣164,600元的獎學金。這不僅顯示了本集團對教育的關愛，也為教育發展注入了動力，體現了其在社區投資與教育方面的可持續發展承諾。本集團將繼續合作以提升教育水平，並鼓勵更多學生對學習保持熱情，成為對社會有所貢獻的人。

ENVIRONMENT

環境篇

The Group strictly follows all relevant environmental regulations and continuously optimizes our environmental management policies and performance. We closely monitor the environmental impact and risks of all business operations, ensuring that our activities respect and protect the environment. Moreover, we actively seek to use green new technologies and new energy, and seek solutions to climate change and innovative development directions, to further improve our performance in environmental protection.

本集團嚴格遵循所有相關的環境法規，並持續優化我們的環境管理政策和表現。我們密切監控所有業務營運的環境影響和風險，確保我們的活動尊重並保護環境。此外，我們積極尋求使用綠色新技術和新能源，並尋找應對氣候變遷的解決方案和創新的發展方向，以進一步提升我們在環保方面的表現。

PROTECTING ENVIRONMENTAL RESOURCES

保護環境資源

Policy 政策	Purpose 目的	Content 內容
Office Environment Management Regulations 《辦公環境管理制度》	Standardize environmental protection management policies and measures of office, and advocate environmental protection actions in daily operations, to promote green office 為推進綠色辦公，規範辦公室的環保管理政策及措施，倡導日常運營中的環保舉動	Formulate management regulations for the hardware and software environment of office respectively, strengthening management of environmental performance of the office to achieve green operation 分別對辦公場所的硬環境及軟環境制訂管理規定，加強管理辦公室的環境表現，以實現綠色運營

Valuing Resources

As a responsible enterprise, the Group always pays attention to the efficient use and conservation of resources. We have implemented a series of measures to improve our resource use efficiency during operation.

In the office environment, we actively promote green office and implement several energy-saving measures. For example, we strongly advocate the use of energy-saving products such as LED lights, effectively reduce energy consumption through regular maintenance and upkeep of central air conditioning systems, and shutting off lights in working areas during lunchtime. At the same time, the Group also conducts detailed monitoring and data analysis of energy use to set specific energy efficiency goals in the future. During the Year, our total energy consumption was 280.633 megawatt-hours, mainly including office electricity consumption and gasoline consumption of vehicles.

In terms of water use, we have taken a series of measures to conserve water resources. Our total water consumption was 33,833.600 cubic meters, mainly used for daily life in the office. We regularly check water supply pipelines and water-using devices to prevent the waste of water resources, and also encourage employees to save water in their daily life.

We believe that through the implementation of these measures, we can improve our operational efficiency while protecting the environment and achieving sustainable development.

珍惜資源

作為一個負責任的企業，本集團始終注重資源的高效利用和節約。我們實施了一系列的措施，以提高我們在營運過程中的資源使用效率。

在辦公環境中，我們積極推行綠色辦公，並實施了多項節能減排措施。例如，我們大力提倡使用LED燈具等節能產品，透過定期的維護和保養中央空調主機，以及在午餐時間關閉工作區的照明設備等方式，有效地降低了能源消耗。同時，本集團也對能源使用進行了詳細的監控和數據分析，以便於我們在未來設定具體的能源效益目標。本年度，我們的總能源消耗量為280.633兆瓦時，主要包括了辦公室的電力消耗和交通工具的汽油消耗。

在用水方面，我們採取了一系列的措施來節約水資源。我們的總用水量為33,833.600立方米，主要用於辦公室的日常生活。我們會定期檢查供水管路和用水設備，以防止水資源的浪費，也鼓勵員工在日常生活中節約用水。

我們相信，透過這些措施的實施，我們可以在保護環境和實現永續發展的同時，也可以提高我們的營運效率。

ENVIRONMENT

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Emission Management

We attach importance to the impact of emissions generated during business operations on the environment and manage them. We reduce greenhouse gas emissions by (1) monitoring and quantifying emission data; and (2) implementing energy-saving and emission-reduction measures. We are preparing to set emission reduction targets and plans, which will be announced after the data collection and internal review are completed.

During the Year, our total greenhouse gas emissions were 125.015 tons of CO₂ equivalent, of which direct greenhouse gas emissions (Scope 1) mainly came from vehicle gasoline combustion, and energy indirect greenhouse gas emissions (Scope 2) mainly came from purchased electricity. Emissions from vehicle gasoline combustion are a major issue we need to manage. To improve fuel use efficiency, we strive to reduce emissions through electricity and vehicle management, such as preventing engine idling, regularly maintaining vehicles, etc.

管理排放

我們重視業務運作過程中產生的排放對環境帶來的影響，並對此進行管理。我們透過(1)監測和量化排放數據；以及(2)實施節能減排措施，以降低溫室氣體排放。我們正在準備設定減排目標和計劃，待資料收集和內部審核完成後將對外公佈。

本年度，我們的溫室氣體總排放量為125.015公噸二氧化碳當量，其中直接溫室氣體排放(範圍1)主要源自車輛燃燒汽油，能源間接溫室氣體排放(範圍2)主要源自購入電力。車輛燃燒汽油所產生的廢氣排放是我們需要管理的主要問題。為提高燃料使用效率，我們透過用電及車輛管理，例如防止汽車引擎空轉、定期進行車輛保養等方式，努力降低排放。

Category 類別	2023	2022	Unit 單位
Nitrogen Oxides 氮氧化物	3.484	6.943	kg 千克
Sulphur Oxides 硫氧化物	0.221	0.395	kg 千克
Respirable Suspended Particulates 可吸入懸浮粒子	0.500	0.768	kg 千克

In terms of waste management, the Group has always strived for the best environmental performance and is committed to minimizing waste generation in its business operations. Among them, the Group's main strategy is to implement waste reduction at the source and encourage employees to follow this strategy. We use the "Office Environmental Management System" to reduce the generation of general waste and continue to promote paperless office to reduce paper waste. In addition, we encourage employees to avoid using disposable products and strive to reduce overprinting.

Due to the nature of our business, our office operations do not generate hazardous waste. The harmless waste we mainly generate includes domestic waste and paper. We hand over all waste to qualified public institutions for collection and disposal. Currently, due to difficulties in data collection, we have not been able to provide accurate data on waste generation. However, we are working to optimize our data statistics and collection system, hoping to provide complete waste generation data in the future, thereby better setting our waste reduction goals and giving our stakeholders a more comprehensive understanding of our environmental performance.

Climate Change

In 2023, the global climate change issue is still severe. Climate change has led to a rise in global average temperatures, an increase in the frequency and intensity of extreme weather events, rising sea levels, more obvious phenomena such as glacier melting. These changes have brought major challenges to human society, economy, and environment. Governments and international organizations are actively seeking solutions to slow down the process of climate change and strive to adapt to its impact. In addition, many companies are also taking action, such as changing production methods, investing in green energy, etc., to reduce their own carbon emissions and enhance their adaptability to climate change.

在廢棄物管理方面，本集團一直努力追求最佳的環境表現，並致力於最小化其業務運營中的廢棄物產生。其中，本集團的主要策略是實施源頭減廢並鼓勵員工遵循此策略。我們使用《辦公環境管理制度》來降低一般廢棄物的產生，並且持續推進無紙化辦公，以減少紙張浪費。此外，我們鼓勵員工避免使用即棄產品，並努力減少過度打印。

由於我們的業務性質，我們的辦公室運營並未產生有害廢棄物。我們主要產生的無害廢棄物包括生活垃圾和紙張。我們將所有廢棄物交由具有資格的公共機構進行收集和處理。目前，由於在數據收集上存在困難，我們尚未能提供關於廢棄物產生的準確數據。然而，我們正致力於優化我們的數據統計和收集系統，以期在未來能夠提供完整的廢棄物產生數據，從而更好地制定我們的減廢目標，並讓我們的持份者對我們的環境表現有更全面的了解。

氣候變化

2023年，全球氣候變化問題依然嚴峻。氣候變化已導致全球平均溫度上升，極端天氣事件的頻率和強度增加，海平面上升，冰川融化等現象更為明顯。這些變化對人類社會、經濟、環境都帶來了重大挑戰。各國政府和國際組織正積極尋求解決方案，以減緩氣候變化的進程，並努力適應其帶來的影響。此外，許多企業也在採取行動，如改變生產方式、投資綠色能源等，以降低自身的碳排放並提高對氣候變化的適應能力。

ENVIRONMENT

環境篇

During the year, the Group has formulated a comprehensive climate change policy to mitigate and adapt to the impact of climate change on the Group's business. Therefore, the Group has stated in its policy that it will respect and implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), assess climate risks and opportunities related to the business and their possible impacts, and formulate corresponding action plans to respond to climate change.

In terms of mitigating climate change, we are committed to formulating short-term, medium-term, and long-term strategies to reduce our carbon emissions. At the same time, we actively promote energy efficiency and encourage value chain stakeholders, including employees, tenants, suppliers, contractors, and customers to operate in a low-carbon manner. In addition, the Group considers climate factors in the procurement process and uses low-carbon, zero-carbon, and high-energy-efficient products and materials as much as possible. At the same time, we also increase the greening area of the property under feasible circumstances and monitor the progress of our carbon management and emission reduction work.

In terms of adapting to climate change, we identify and continuously review climate risks and opportunities related to our operations and incorporate them into our risk management and internal control systems. We will formulate strategies and measures to prevent or minimize the negative impact of climate change on our operations. At the same time, the Group also strives to maintain effective crisis management processes to predict, prevent, and respond to extreme climate-related events. And through training and advocacy activities, we enhance our entire organization's awareness and preparedness for climate-related risks and opportunities.

在年內，本集團就氣候變化制定了全面的氣候變化政策，以減緩及適應氣候變化為本集團業務帶來的影響。因此，本集團在政策中表現，將尊重並實踐氣候相關財務披露工作小組(TCFD)的建議，透過評估與業務相關的氣候風險和機會及其可能的影響，制訂相應的行動計畫來應對氣候變化。

在減緩氣候變化方面，我們致力於制定短期、中期和長期的策略來降低我們的碳排放。同時，我們積極推動能源效益，並鼓勵價值鏈持份者，包括員工、租戶、供應商、承包商和客戶以低碳方式進行日常運營。另外，本集團在採購過程中考慮氣候因素，並盡可能使用低碳、零碳和高能效的產品和物料。同時，我們也在可行的情況下增加物業的綠化面積，並監測我們的碳管理和減排工作的進度。

在適應氣候變化方面，我們識別和持續審視與我們營運相關的氣候風險和機會，並將其納入我們的風險管理和內部控制系統。我們將制定策略和措施以防止或盡量減輕氣候變化可能對我們營運帶來的負面影響。同時，本集團亦盡力維持有效的危機管理流程，以預測、預防和應對極端氣候相關事件，並透過培訓和宣導活動，提高我們整個組織對氣候相關風險和機遇的認識和準備。

CREATING A GREEN COMMUNITY

The Group has always actively responded to the country's dual carbon goals and deeply embedded this concept into our business operations. We value green design and construction and are committed to achieving carbon reduction effects throughout the life cycle of property projects.

During the design and planning stage, we conducted a comprehensive pre-project environmental impact assessment to protect the environmental ecology and safeguard the interests of local residents to the greatest extent. In addition, we also incorporate sustainable architectural elements into project design. For example, we used solar panels and geothermal energy in some projects, and adopted the "sponge city" design concept to construct new buildings with flood control and ecological protection functions.

During the procurement stage, we set evaluation standards for suppliers' environmental performance and risk management, and encourage them to adopt more environmentally friendly equipment, facilities, and new technologies.

During the construction phase, we have implemented strict environmental compliance management, requiring contractors to comply with laws and regulations, contract terms, and our internal policies. During the construction process, we also continue to monitor the compliance of contractors to ensure that they can effectively reduce pollutant emissions, save natural resources, and avoid damage to the ecological environment.

共創綠色社區

本集團一直以來積極回應國家的雙碳目標，並將此理念深深植入我們的業務運作中。我們重視綠色設計與施工，並致力於在物業項目的全生命週期中實現減碳效果。

在設計與規劃階段，我們進行了全面的前期環境影響評估，以最大程度地保護環境生態並保障當地居民的利益。此外，我們也將可持續建築元素融入項目設計中。例如，我們在一些項目中使用了太陽能板和地熱能源，並且採用了「海綿城市」的設計概念，建設出具備防洪和生態保護功能的新型建築。

在採購階段，我們設定了對供應商的環境表現和風險管理的評估標準，並且鼓勵他們採用更加環保的設備、設施和新技術。

在施工階段，我們實行了嚴格的環境合規管理，要求承包商遵守法律法規、合約條款以及我們的內部政策。在施工過程中，我們也持續監察承包商的合規情況，以確保他們能夠有效地減少污染物排放、節約天然資源、並避免破壞生態環境。

ENVIRONMENT

環境篇

The Group strictly regulates the waste and emissions involved during the construction period and has implemented the following management measures to prevent serious environmental pollution:

本集團嚴格規管工程期間涉及的廢棄物及排放物，已實施以下管理措施預防嚴重環境污染：

Waste 廢棄物	<p>The Group has stipulated the reasonable classification and compliant handling of construction wastes, which wastes should be stored in designated areas for transport and cleanup on a daily basis. Hazardous wastes, such as chemical wastes and heavy metals, will be handled by qualified units to avoid soil pollution.</p> <p>本集團規定對建築廢棄物進行合理分類及合規處理，將廢棄物存放於指定區域並每日安排轉運和清理。對於有害廢棄物，例如化學廢物及重金屬，將交由有資質的單位處理，避免土壤污染。</p>
Wastewater 污水	<p>The Group has required the construction unit to strictly implement the wastewater treatment work stated in the project environmental management plan to control water pollution. Where appropriate, after preliminary wastewater treatment, wastewater should be reused on-site, while the remaining wastewater discharged to the wastewater treatment plant through municipal sewage network should meet the required standards.</p> <p>本集團要求施工單位嚴格落實項目環境管理計劃書所列的污水處理工作，控制水污染。在適當情況下，進行初步廢水處理作現場重複利用，並確保經市政污水管網送往污水處理廠的工地廢水達標排放。</p>
Air pollutants 廢氣	<p>The Group has advocated the use of environmentally friendly energy, including adopting fuel-efficient vehicles and machinery, and using light diesel oil, to reduce air pollution.</p> <p>本集團針對工地燃油車輛及機械使用所產生的廢氣排放，鼓勵環保能源，包括採用高燃油效率的車輛及機械、使用輕柴油，以減少空氣污染。</p>
Dust 揚塵	<p>The Group has adopted dust control measures such as regular watering and setting up consecutive and enclosed board fencing at the construction site to limit dust pollution.</p> <p>本集團在施工地點採取定期灑水、設置連續及密閉圍擋等防揚塵措施，控制揚塵污染。</p>

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

ENVIRONMENTAL PERFORMANCE

環境表現

Statistics 統計資料		2023	2022	Unit 單位
Air emissions¹ 廢氣¹				
Nitrogen Oxides 氮氧化物		3.484	6.943	kg 千克
Sulphur Oxides 硫氧化物		0.221	0.395	kg 千克
Respirable Suspended Particulates 可吸入懸浮粒子		0.500	0.768	kg 千克
Greenhouse gases² 溫室氣體²				
Scope 1: Direct emissions 範圍1：直接溫室氣體排放	Combustion of fossil fuels 化石燃料燃燒	40.448	70.744	tonne of CO ₂ -e 公噸二氧化碳當量
Scope 2: Energy indirect emissions 範圍2：能源間接溫室氣體排放	Purchased electricity 外購電力	84.567	174.670	tonne of CO ₂ -e 公噸二氧化碳當量
Total GHG emissions 溫室氣體排放總量		125.015	245.415	245.415 公噸二氧化碳當量
GHG intensity (by employees) 溫室氣體密度(以員工人數計算)		0.481	0.649	0.649 公噸二氧化碳當量/人
Energy 能源				
Direct energy 直接能源	Petrol 汽油	132.348 ³	257.757	MWh 兆瓦時
Indirect energy 間接能源	Purchased electricity 外購電力	148.285 ⁴	300.638	MWh 兆瓦時
Total energy consumption 能源總耗量		280.633	558.394	558.394 兆瓦時
Energy intensity (by employees) 能源密度(以員工人數計算)		1.080	1.477	1.477 兆瓦時/人

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

Statistics 統計資料	2023	2022	Unit 單位
Water 水資源			
Total water consumption 總耗水量	33,833.600	73,542.410	cubic metre 立方米
Water consumption intensity (by employees) 耗水密度(以員工人數計算)	130.130	194.557	cubic metre/person 立方米/人

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|---|--|
| <p>¹ Refer to the "Technical Guidelines for Preparation of Air Pollutant Emission Inventories for Road Mobile Vehicles".</p> <p>² Refer to "How to Prepare ESG Reports—Appendix 2: Reporting Guidelines for Environmental Protection Key Performance Indicators" and "Greenhouse Gas Emission Accounting Methods and Reporting Guidelines for Public Building Operating Enterprises (Trial)".</p> <p>³ Due to the decrease in the frequency of car use, gasoline consumption has increased compared with last year dramatically drop.</p> <p>⁴ As the South China office consolidates centralized offices and cooperates with the Central China office to implement energy-saving management measures, electricity consumption dropped significantly this year.</p> | <p>¹ 參考《道路機動車大氣污染物排放清單編制技術指南》。</p> <p>² 參考《如何編製ESG報告—附錄2：環保關鍵績效指標的匯報指引》及《公共建築運營企業溫室氣體排放核算方法和報告指南(試行)》。</p> <p>³ 由於汽車使用頻率下降，故汽油耗量較去年大幅下降。</p> <p>⁴ 由於華南辦公室整合集中辦公，配合華中辦公室實施節能管理措施，故本年度用電量大幅下降。</p> |
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SOCIAL PERFORMANCE

社會表現

Statistics 統計資料		2023	2022
Employment 僱傭			
Number of employees⁵ 員工人數⁵			
Gender 性別	Male 男性	144	223
	Female 女性	116	155
Age group 年齡組別	21-40 21-40 歲	163	270
	41-60 41-60 歲	94	106
	Above 60 60 歲以上	3	2
Employment type 受聘類別	Senior Management 高級管理人員	14	14
	Human Resources, Information Technology and Administration 人力資源、資訊技術和行政管理	33	46
	Development and Investments 開發和投資	13	18
	Engineering and Design 工程和設計	43	68
	Cost Management, Tendering, and Procurement 成本管理、招標和採購	34	46
	Project and Operations 項目和營運	31	58
	Sales and Marketing 銷售及營銷	21	30
	Accounts and Financing 會計和財務	39	52
	Legal and Audit 法律和審計	4	6
	Others 其他	28	40
Total number of employees 總員工人數		260	378

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

Statistics 統計資料		2023	2022
Employee turnover rate 員工流失率			
Gender 性別	Male 男性	61.81% (89 people 人)	60.99% (136 people 人)
	Female 女性	40.52% (47 people 人)	36.77% (57 people 人)
Age group 年齡組別	21-40 21-40 歲	58.90% (96 people 人)	54.07% (146 people 人)
	41-60 41-60 歲	42.55% (40 people 人)	44.34% (47 people 人)
	Above 60 60 歲以上	0% (0 people 人)	0% (0 people 人)
Total employee turnover rate 總員工流失率 ⁶		52.31% (136 people 人)	51.06% (193 people 人)
New hires ratio 新入職員工佔比			
Gender 性別	Male 男性	5.56% (8 people 人)	16.14% (36 people 人)
	Female 女性	4.31% (5 people 人)	9.68% (15 people 人)
Age group 年齡組別	21-40 21-40 歲	6.13% (10 people 人)	14.07% (38 people 人)
	41-60 41-60 歲	3.19% (3 people 人)	12.26% (13 people 人)
	Above 60 60 歲以上	0% (0 people 人)	0% (0 people 人)

⁵ All employees within the reporting scope were full-time employees in China.

⁵ 報告範圍內的所有員工均為中國內地之全職員工。

⁶ Due to the reorganisation of the Group's business structure, the Group's annual attrition rate was relatively high. The Group had recruited new employees to replenish sufficient manpower for business operations in a timely manner.

⁶ 基於本集團業務架構重整，本集團年度流失率較高。本集團已透過招聘新員工，適時為業務營運補充足夠人力。

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

Statistics 統計資料		2023	2022
Training and Development 培訓與發展			
Percentage of employees trained 受訓員工百分比			
Gender 性別	Male 男性	100.0%	100.0%
	Female 女性	100.0%	100.0%
Employee category 職級	Senior management 高級管理人員	100.0%	100.0%
	Middle management 中層管理人員	100.0%	100.0%
	Other employees 其他員工	100.0%	100.0%
Total percentage of employees trained 總受訓員工百分比		100.0%	100.0%
Average training hours 平均培訓時數			
Gender 性別	Male 男性	1.0	11.8
	Female 女性	0.8	8.7
Employee category 職級	Senior management 高級管理人員	2.2	4.6
	Middle management 中層管理人員	1.1	4.8
	Other employees 其他員工	0.8	12.6
Total average training hours 總平均培訓時數		0.9	10.5

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

Statistics		2023
統計資料		
Supply Chain Management 供應鏈管理		
Number of suppliers 供應商數目⁷		
Category 類別	Service 服務提供	862
	Product 產品提供	331
	Combination 綜合	109
	Engineering 工程	766
Total number of suppliers 總供應商數目		2,068
The number and percentage of suppliers who have implemented procurement practices 已執行採購慣例的供應商數目及百分比		2,068 (100.0%)
The number and percentage of suppliers who have implemented ESG practices 已執行ESG慣例的供應商數目及百分比		875 (42.3%)
Anti-corruption Training 反貪污培訓		
Total training hours 培訓總時數	Directors 董事	6
	Employees 員工	258
Total number of people trained 培訓總人數	Directors 董事	4
	Employees 員工	256

⁷ The Group applies its practices for engaging with, managing and monitoring suppliers uniformly to all similar suppliers to ensure the fairness of the system. During the Year, all suppliers within the reporting scope were located in Mainland China.

⁷ 本集團將聘用、管理及監察供貨商的慣例統一應用於所有同類供貨商，確保制度的公平性。本年度，報告範圍的所有供應商均位於中國內地。

LAWS AND REGULATIONS

遵守之法律法規

The Group strictly adheres to relevant laws and regulations, including but not limited to the following:

本集團嚴格遵守相關的法律法規，包括但不限於以下各項：

Compliance management

合規管理

- The Criminal Law of the PRC
- The Anti-money Laundering Law of the PRC
- 《中華人民共和國刑法》
- 《中華人民共和國反洗錢法》
- The Anti-unfair Competition Law of the PRC
- The Tendering and Bidding Law of the PRC
- 《中華人民共和國反不正當競爭法》
- 《中華人民共和國招標投標法》

Social aspect

社會層面

Employment system 僱傭制度

- The Labor Contract Law of the PRC
- The Labor Law of the PRC
- The Social Insurance Law of the PRC
- 《中華人民共和國勞動合同法》
- 《中華人民共和國勞動法》
- 《中華人民共和國社會保險法》
- The Interim Regulation on the Collection and Payment of Social Insurance Premiums
- The Trial Measures for Maternity Insurance of Enterprise Employees
- The Regulations on Management of Housing Provident Fund
- 《社會保險費徵繳暫行條例》
- 《企業職工生育保險試行辦法》
- 《住房公積金管理條例》

Occupational health and safety 健康與安全

- The Law of the PRC on Work Safety
- 《中華人民共和國安全生產法》

Product responsibility 產品責任

- The Urban Real Estate Administration Law of the PRC
- The Advertising Law of the PRC
- 《中華人民共和國城市房地產管理法》
- 《中華人民共和國廣告法》

LAWS AND REGULATIONS

遵守之法律法規

Environmental aspect

環境層面

- The Environmental Protection Law of the PRC
- The Law of the PRC on the Prevention and Control of Environmental Noise Pollution
- The Law of the PRC on Environmental Impact Assessment
- 《中華人民共和國環境保護法》
- 《中華人民共和國環境噪聲污染防治法》
- 《中華人民共和國環境影響評價法》
- The Regulations on the Administration of Construction Project Environmental Protection
- The Temporary Regulations on the Environmental Inspection of Completed Construction Projects
- 《建設項目環境保護管理條例》
- 《建設項目竣工環境保護驗收暫行辦法》

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Aspects 層面	Content 內容	Page Number/Remarks 頁碼索引／備註
A Environmental 環境		
A1 Emissions 排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	P.40, 42–43, 46–47, 54
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	P.42, 47
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量及密度。	P.47
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	P.43
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	P.43
A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	P.42
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	P.43

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Aspects 層面	Content 內容	Page Number/Remarks 頁碼索引／備註
A2 Use of Resources 資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	P.40–41
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	P.47
A2.2	Water consumption in total and intensity. 總耗水量及密度。	P.48
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	P.41–42
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	P.41
A2.5	Total packaging material used for finished products and per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	Given its business nature, daily operations of the Group do not have significant relevance to packaging materials. 鑒於業務性質，本集團之日常營運與包裝材料並沒有重大關聯。
A3 The Environment and Natural Resources 環境及天然資源		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	P.45
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	P.46

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A4 Climate Change 氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	P.43–44
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	P.43–44
B Social B 社會		
B1 Employment 僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	P.24–26, 28–29, 53
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	P.27, 49–50
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	P.27, 49–50

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B2 Health and Safety 健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	P.29–30, 53
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	P.29
B2.2	Lost days due to work injury. 因工傷損失工作日數。	P.29
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	P.29–30
B3 Development and Training 發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	P.31–32
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	P.51
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	P.51

Aspects 層面	Content 內容	Page Number/Remarks 頁碼索引／備註
B4 Labor Standards 勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	P.26, 53
B4.1	Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強迫勞動。	P.26
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	During the Year, the Group was not aware of any violations in its operations. 本年度，本集團並無在營運中發現違規情況。
B5 Supply Chain Management 供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	P.30, 36–38
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	P.52
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	P.52
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	P.30, 36–38
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在選擇供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	P. 38

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B6 Product Responsibility 產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	P.22–23, 33–36
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. Given its business, daily operations of the Group do not involve recalling products for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Given its business, daily operations of the Group do not involve recalling products for safety and health reasons. 鑒於業務性質，本集團之日常營運不涉及因安全與健康理由須回收的產品。
B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	P.23, 33, 36
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	P.22
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	P.34–35
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	P.22

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B7 Anti-corruption 反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	P.14, 22–23, 53
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	During the Reporting Period, the Group was not aware of any concluded legal case regarding corrupt practices. 本集團在匯報期內並不知悉任何已審結的貪污訴訟案件。
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	P.14, 22–23
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	P.22
B8 Community Investment 社會投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	P.39
B8.1	Focus areas of contribution. 專注貢獻範疇。	P.39
B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	P.8–9, 39



HUIJING 滙景

Huijing Holdings Company Limited
滙景控股有限公司

