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SUSTAINABILITY REPORT 可持續發展報告



**ALLIED SUSTAINABILITY AND
ENVIRONMENTAL CONSULTANTS GROUP LIMITED**
沛然環保顧問有限公司

(Incorporated in the Cayman Islands with limited liability)
Stock Code: 8320



Photo credit:
@jk_tone

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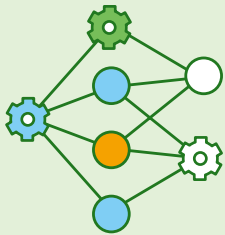
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WHO WE ARE

公司簡介

Established in 1994, Allied Sustainability and Environmental Consultants Group Limited (the “Company”) is a Hong Kong-based sustainability and environmental consultancy firm. The Company is the first sustainability and environmental consultancy service provider listed on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and a key player in the future of sustainable development. In 2024, we celebrate the 30th anniversary of the establishment of the Company along with our commitment to delivering environmental solutions to the communities in Hong Kong, Mainland China and the Asia Pacific region in fulfilling our vision and mission.

沛然環保顧問有限公司(以下簡稱「本公司」)於一九九四年成立，是建基香港的可持續發展及環境顧問公司。本公司是首家於香港聯合交易所有限公司(「聯交所」)上市的可持續發展及環境顧問服務供應商，亦是未來可持續發展的重要參與者。二零二四年是沛然環保成立的三十周年，自成立以來我們不斷為香港、中國大陸和亞太地區的社會提供環境解決方案，以達成我們的願景和使命。



The Company has an extensive operation and is committed to providing world-class environmental and sustainability consultancy services to its clients, demonstrated by its diverse project portfolio spanning across Hong Kong, the Mainland China and the Asia Pacific region. Sustainability is our fundamental value to our day-to-day business and working culture. To promote the importance of sustainability across society, the Company is dedicated to providing professional sustainability advisory services which bring benefits to our clients, human capital and the environment. Meanwhile, we have collaborated with various organizations to further promote sustainable practices and expand our reach beyond the local market to the Asia-Pacific region and the rest of the world.

本公司擁有廣泛的營運網絡，致力於為客戶提供世界一流式環境與可持續發展諮詢服務，其多元化的項目組合涵蓋香港、中國大陸及亞太地區。可持續發展是我們日常業務和工作文化的基本價值。為推廣可持續發展的重要性，本公司致力提供專業的可持續發展諮詢服務，以造福我們的客戶、人力資本和環境。同時，我們通過與不同機構合作，進一步推動可持續發展實踐，擴大影響範圍從本地市場擴展到亞太地區和世界其他地區。

ABOUT THIS REPORT

關於本報告

Reporting Period and Scope

This Sustainability Report (the “Report”) summarizes the Company’s environmental, social and governance (“ESG”) performances, accomplishments, and highlights of its major subsidiaries in Hong Kong and Malaysia (the “Group” or “AEC”) from 1 April 2023 to 31 March 2024 (the “Year”). Activities undertaken by other subsidiaries are excluded from the Report.

Apart from presenting an overview of AEC’s sustainability performance, the Report highlights AEC’s commitment to fostering resilience in both the business and society through the implementation of environmental solutions and active engagement with stakeholders.

Reporting Framework and Standards

The Report is prepared in accordance with the Global Reporting Initiative (“GRI”) Standards 2021 and the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) issued by the Stock Exchange as set out in Appendix C2 of the Rules Governing the Listing of Securities on GEM of the Stock Exchange (the “GEM Listing Rules”). The Group attaches to the principles introduced by the GRI standards and the ESG Reporting Guide to report on the measures and performances in the Year. A content index is attached at the end of the Report as a tool to navigate readers to the specific issues corresponding with the ESG Reporting Guide and the GRI Standards. More detailed information regarding AEC’s Corporate Governance is disclosed in the Annual Report in accordance with Appendix C1 of the GEM Listing Rules.

The Audit Committee and the ESG Committee are responsible for reviewing and overseeing the Report in compliance with the GEM Listing Rules and other applicable requirements and standards.

報告期及範圍

本可持續發展報告(「本報告」)總結了本公司在香港和馬來西亞的主要附屬公司(「本集團」或「沛然環保」)，於二零二三年四月一日至二零二四年三月三十一日(「本年度」)的環境、社會及管治(「ESG」)績效表現、成就，和亮點。其他附屬公司的所有業務則不包括在本報告範圍內。

除了概述沛然環保可持續發展的績效外，本報告亦重點描述沛然環保藉提供環境解決方案和持份者參與，為企業和社會建立抗禦力的所作出的貢獻。

報告框架及標準

本報告遵循全球報告倡議組織(「GRI」)準則2021，以及由聯交所發出之聯交所GEM證券上市規則(「GEM上市規則」)附錄C2的環境、社會及管治報告指引(「ESG報告指引」)所編製。本集團遵照GRI準則及ESG報告指引的原則，以報告本年度的措施和表現。本報告的內容索引已附在本報告的頁尾，以供讀者翻查報告中與ESG指引及GRI標準相對應的要章。有關沛然環保企業管治的相關資訊已另行於年報中根據GEM上市規則附錄C1作更深入的討論。

審核委員會和ESG委員會負責根據GEM上市規則及其他適用的規定和準則審閱及監督本報告。

ABOUT THIS REPORT

關於本報告

Reporting Principles

In preparing the Report, the Group has carried out due diligence to comply with the reporting principles set out in the ESG Reporting Guide.

“Materiality”

The materiality assessment detailed has ensured that the Report addresses the most material ESG topics pertaining to our businesses.

「重要性」

本集團進行重要性評估確保本報告說明了我們的業務與ESG相關最重要的議題。

“Quantitative”

The Report strives to disclose quantitative metrics and related targets whenever possible, to demonstrate our impact. The Report will disclose both the data of the Year and the previous year to facilitate data comparison.

「量化」

本報告旨在於可行情況下披露量化指標及相關目標，以展示我們所帶來的有關影響。本報告將同時披露本集團於本年度及上一個年度的數據，以方便進行數據對比。

“Balance”

The Report presents an unbiased representation of our ESG management approach and performance. It avoids misleading omissions and presentations.

「平衡」

本報告客觀闡述我們在ESG方面的管理方針及表現，以避免誤導性遺漏及陳述。

“Consistency”

Whenever deemed material, the Report details the standards, tools, assumptions and/or source of conversion factors used, as well as explanations of any inconsistencies to previous reports.

「一致性」

在必要時，本報告詳細闡述了所使用的標準、工具、假設及／或所使用的轉換係數的來源，以及與先前報告任何不一致之處的說明。

With an aim to further realize AEC’s sustainability commitment, the Report is also prepared in alignment with the Task Force on Climate related Financial Disclosures (“TCFD”), the Ten Principles of the United Nations Global Compact (“UNGC”) and the United Nations Sustainable Development Goals (“UNSDGs”). The Year marks an important milestone for AEC as we embark on pioneering disclosure practices in alignment with the IFRS S2 Climate-related Disclosures (“IFRS S2”) published by the International Sustainability Standards Board (“ISSB”) of the IFRS Foundation. Building on the conclusions drawn from the Stock Exchange consultation paper, which received broad-based support for its proposals to enhance climate-related disclosures, we are committed to adopting a proactive stance towards sustainability reporting by conducting assessment on the readiness evaluation to adopt ISSB-aligned climate disclosure.

報告原則

在編寫本報告時，本集團展開盡職調查以遵守《ESG 報告指引》所規定的報告原則。

為進一步實踐沛然環保的可持續發展承諾，本報告亦參考氣候相關財務信息披露工作組（「TCFD」）、聯合國全球契約（「UNGC」）十項原則和聯合國可持續發展目標。這一年對沛然環保來說是一個重要的里程碑，我們將著手採用先驅性的披露做法，與國際財務報告準則基金會（「IFRS Foundation」）之國際可持續準則理事會（「ISSB」）刊發的《國際財務報告準則S2 號—氣候相關披露》（「IFRS S2」）保持一致。在聯交所諮詢文件得出的結論基礎上，該文件得到了廣泛支持，提出了增強氣候相關披露的建議，我們致力於採取積極主動的態度來進行可持續性報告，通過對準備情況進行評估以採納與ISSB對齊的氣候披露，從而推進可持續發展報告。



ABOUT THIS REPORT

關於本報告

Contact Information and Feedback

For more information about our social and environmental responsibility and business areas, please refer to AEC's official website at <https://www.asecg.com>.

If you have any comments or questions regarding our sustainability disclosures and performance, please feel free to contact us at info@aechk.com or (852) 2815 7028.

聯絡資料及反饋

有關更多我們的社會和環境責任和業務範疇資訊，請參考本集團的官方網站：<https://www.asecg.com>。

如果您對本報告有任何意見或查詢，歡迎發送郵件至info@aechk.com或致電(852) 2815 7028與我們聯繫。

FOREWORD

前言

Dear valued stakeholders,

On behalf of the board of Directors (the "Board"), I am delighted to take this opportunity to present the Report for the year ended 31 March 2024. The Group is officially marching into its 30th year of service since its establishment in 1994. Over the past three decades, AEC has witnessed Hong Kong's steady transformation from prioritizing environmental protection to setting carbon-neutrality goals and ultimately achieving sustainable development in the long run. Standing at the forefront of promoting environmental excellence, AEC demonstrates its efforts to accelerate the realization of a net-zero economy, create healthy and safe communities and strengthen communication with stakeholders through knowledge sharing.

Commitment to Advancing Net Zero – Building a Carbon-Neutral Economy

As a pioneer in the industry, the Group has joined ranks of the World Green Building Council ("WorldGBC") Asia Pacific Net Zero Collaborators and become one of the founding members of the Greater Bay Area Carbon Neutrality Association ("GBACNA") established in 2021. We are committed to utilizing our expertise in the field of sustainability and environmental consultancy to collaborate closely with WorldGBC in the Asia Pacific Region and aid the carbon neutrality development of the Greater Bay Area. Our sustainability endeavors are grounded on building a sustainable team culture from within. AEC has integrated sustainability into all aspects of the Group's business through office system upgrades and enhanced waste management initiatives. Continuous efforts will be made to achieve the net-zero target validated by the Science-Based Targets Initiative (SBTi) by 2044.

Creating a Healthy and Safe Community

Ensuring a safe and healthy environment is crucial for sustainable development. Throughout the Year, we have endeavored to improve the working environment for our employees, including real-time monitoring of indoor air quality ("IAQ") and periodic water quality testing. We strive to raise awareness of the physical and mental health of our employees by improving the quality of our communication. Our efforts have been recognized with the WELL Health-Safety Rating 2024 for providing a safe workspace. In the Year, we refocused our attention on staff mental wellness development through participation in the Mental Health Workplace Charter, which is administered by the Department of Health, the Labour Department and the Occupational Safety and Health Council.

致各位尊貴的持份者：

本人謹代表董事會(「董事會」)欣然發表本集團截至二零二四年三月三十一日止年度的報告。本集團自一九九四年成立以來正式邁入了服務的第30個年頭。在過去的三十年裡，沛然環保目睹了香港從優先考慮環境保護轉向設定碳中和目標，最終實現長期可持續發展的穩健轉變。作為促進環境卓越的先驅，沛然環保展示了為加速實現淨零經濟、打造健康和安社區及通過知識共享與持份者加強溝通所作出的努力。

承諾推進淨零排放－建設碳中和經濟

作為行業先鋒，本集團已加入世界綠色建築委員會亞太區淨零合作者的行列，並成為二零二一年成立的大灣區碳中和協會(「GBACNA」)的創辦成員之一。我們致力於運用我們在可持續發展和環境諮詢領域的專業知識，與世界綠色建築委員會在亞太地區緊密合作，幫助大灣區的碳中和發展。我們的可持續發展道路建基於從內部建立可持續發展為中心團隊文化。沛然環保將可持續發展的理念融入集團業務各範疇，通過辦公系統升級，以及加強廢物管理措施，不斷努力在二零四四年前實現基於科學基礎目標倡議組織(SBTi)驗證的淨零目標。

締造健康安全的社區

安全和健康的環境是實現可持續發展的首要條件。於本年度，我們一直在為員工改善工作環境，如實時監測室內空氣質量和定期檢測水質。我們還努力通過提高溝通質量來提高員工身心健康的意識。作為我們努力的證明，沛然環保的辦公室已被授予WELL健康－安全評價標識2024，以表彰我們在提供安全工作空間方面的努力。於本年度，我們通過參加由衛生署、勞工處和職業安全健康局的《精神健康職場約章》，將我們的重點轉移到關注員工心理健康發展。

FOREWORD

前言

Fostering a Sustainable Future through Knowledge-sharing

Sustainable development is based upon good partnerships. As a leading sustainability and environmental consultancy firm in Hong Kong, our Group is committed to enhancing the industry's knowledge base locally and internationally. We offer comprehensive solutions ranging from identifying the material aspects of ESG issues to formulating ESG implementation plans and preparing ESG reports. Since 2021, we had launched a one-stop ESG online management platform named Sustainature, aiming to simplify the process of handling ESG data for all types of companies, and to conduct data analysis and management through the platform. We continuously update the system based on our customer feedback and industry practices to ensure its efficiency and practicality. As we expand our services to the Asia Pacific region, especially Malaysia, our team is actively exploring the incorporation of key performance indicators ("KPIs") to the requirements of Bursa Malaysia Securities Berhad ("Bursa Malaysia") to meet the needs of a broader audience. Additionally, the Group announced a joint venture with Farseer International Limited ("Farseer") in the Year to develop a Carbon, ESG, and Sustainability – AI & ChatGPT Big Data Analytic Platform, leveraging artificial intelligence and big data analysis to address the digitalization needs arising from sustainable ESG and low-carbon practices.

Alongside with promoting sustainability, we also hosted and participated in various industry events, knowledge-sharing events and career talks on sustainable development, climate change, and green finance in order to build synergistic partnerships among different stakeholder groups. Our employees have also gained a more comprehensive understanding of net-zero emissions and sustainability through regular lunch talks, workshops, seminars, and webinars.

In the coming year, the Group will continue to seize opportunities and lead the way towards net-zero development. On behalf of the Board and our management team, I would like to extend my heartfelt thanks to our staff members, business partners, and clients for their steadfast support throughout the previous financial year. As AEC enters its fourth decade, we remain committed to delivering excellence, driving positive change and leading the way to a sustainable future.

Kwok May Han Grace
Chairman and Executive Director

18 June 2024

通過知識分享促進可持續的未來

可持續發展基於良好的合作關係。憑藉作為香港領先的可持續發展和環境顧問公司的地位，我們熱衷於加強本地和國際行業的知識基礎。我們提供全面的解決方案，從識別ESG問題的重要方面、制定ESG實施計劃到編製ESG報告。自二零二一年以來，我們已推出名為Sustainature的一站式ESG在線管理平台，旨在簡化了各類企業的ESG數據處理流程，並通過平台進行數據分析和處理。我們根據客戶的反饋和行業實踐不斷更新系統，以確保其效率和實用性。隨著我們將服務擴展到亞太地區，特別是馬來西亞，我們的團隊正在積極探索將關鍵績效指標納入馬來西亞交易所有限公司（「馬交所」）的要求，以滿足更廣泛受眾的需求。此外，本集團宣布於本年度與洞視科技國際有限公司（「洞視」）達成合資企業，共同開發一個以人工智慧和大數據分析為基礎的碳審計、ESG和可持續發展目標相關人工智能和ChatGPT大數據分析平台以應對可持續ESG和低碳實踐所需的數字化需求。

除了促進可持續發展，我們還主辦和參與了各種針對可持續發展、氣候變化和綠色金融的行業活動、知識分享活動和職業講座，與不同持份者建立協同合作夥伴關係。我們的員工也通過定期的午餐講座、工作坊、研討會、和網上研討會，對淨零排放和可持續發展有了更全面的了解。

在未來的一年裡，本集團將繼續利用各種機會，帶領淨零排放發展。我謹代表董事會和我們的管理團隊，對我們的員工、業務夥伴和客戶在過去的財政年度裡的堅定支持表示衷心的感謝。隨著沛然環保邁進第四個十年之際，我們仍致力於提供卓越的服務，推動積極變革，引領通往可持續未來的道路。

郭美珩
主席兼執行董事

二零二四年六月十八日

2023/24 SUSTAINABILITY HIGHLIGHT

二零二三／二四可持續發展亮點

During the Year, we received various achievements and recognitions on our continuous commitment in promoting sustainability. We will continue to put effort on building a sustainable future.

本年度，我們繼續致力於促進可持續發展，取得了多項成就和認可。我們將繼續努力建設可持續發展的未來。

Number of sustainability awards and recognitions
可持續發展獎項和榮譽之數目 **13**

Number of sustainability-related charter/memberships
有關可持續發展的憲章／會籍之數目 **21**

Number of sustainability projects completed for our clients
為我們客戶完成的
可持續發展項目之數目 **166**

453,049.20

Estimated greenhouse gas ("GHG") emissions reduction of completed sustainability projects for our clients (tCO₂e)
為我們客戶完成的可持續發展項目的預計溫室氣體減排量(噸二氧化碳當量)

Wellness practices in the workplace
在職場上福祉方面的實踐 **9**

Number of community educational activities (e.g. talks for promoting ESG, green finance)
社區教育活動次數之數目(例如：宣傳ESG和綠色金融講座等) **32**

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Vision and Mission

Established in 1994, AEC's vision is to become a world-class one-stop environmental and sustainability consultancy service provider driven by the following mission:

我們的願景和使命

沛然環保成立於一九九四年，致力於成為世界一流的環境和可持續發展顧問服務供應商，並肩負以下使命：



OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Core Value

As a pioneering force in the sustainability and environmental consultant sector, AEC provides a sustainable route forward for our employees, clients, business partners, and the community. Under our sustainability framework, our work is directed by four key pillars – Wellness, Awareness, Environment and Collaboration.

我們的核心價值觀

作為可持續發展和環境顧問領域的先鋒，沛然環保為我們的員工、客戶、商業夥伴和社區提供了一條可持續發展的道路。在我們的可持續發展框架下，我們的工作由福祉、意識、環境和合作四大核心支柱組成。



Note 1: SDG 1 NO POVERTY and SDG 2 ZERO HUNGER are not included above as they are not applicable to our daily operations.

註一：SDG 1無貧窮和SDG 2零飢餓不包含在上述內容中，因為其不適用於我們的日常營運。

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Pillars 支柱	Application 應用	Mapped UNSDGs 對應的聯合國可持續發展目標
Environment 環境	<p>We contribute to building sustainable cities and economies through the following solutions: 我們通過以下解決方案為建設可持續城市和經濟作出貢獻：</p> <ul style="list-style-type: none"> • Provide environmental impact assessments services that reduce the adverse environmental impact of urban development, e.g. ecological impact studies, drainage impact assessments 提供環境影響評估服務，例如生態影響研究、排水影響評估，以減少城市發展對環境的不利影響 • Actively promote green building certifications that drive green operations, e.g. circular economy practices, use of renewable energy and provision of green communal spaces 積極推動綠色建築認證，以促進綠色營運，例如循環經濟實踐、使用可再生能源以及提供綠色公共空間 • Provide ESG consultancy services that facilitate our corporate clients to swift decarbonization pathways and strengthen climate resilience ESG諮詢服務能幫助我們的企業客戶實現減碳途徑和強化氣候應變能力 	    
Wellness 福祉	<p>We directly contribute to the well-being of the society through our services in the following areas: 我們通過以下服務領域直接為社會福祉作出貢獻：</p> <ul style="list-style-type: none"> • Provide environmental impact assessments services that monitor and mitigate negative health and safety impacts, e.g. land contamination, air, water and noise pollution 提供環境影響評估服務，監測和減低對健康和安全的負面影響，例如土地污染、空氣、水和噪音污染 • Promote sustainability-related building certifications that focus on the health and wellness of building occupants, e.g. WELL certifications 推廣與可持續性相關的建築認證，例如WELL認證，注重於住客的健康和福祉 • Provide acoustics, audio-visual and lighting design consultancy services that bolster occupants' well-being through the provision of pleasant acoustic and lighting environment 提供聲學、視聽和照明設計諮詢服務，通過提供宜人的聲學和照明環境來提升使用者的福祉 • We embrace people-centric principles and enhance our employees' wellness in the workplace through the following ways: 我們奉行以人為本的原則，並通過以下方式提高員工在辦公室的健康： <ul style="list-style-type: none"> • Provide healthcare coverage to all full-time employees 為所有全職員工提供醫療保健服務 • Maintain a safe, hygienic and comfortable workplace 維持一個安全、衛生和舒適的工作場所 • Uphold non-discriminatory policies and gender equality principles 堅持非歧視政策和性別平等原則 • Offer counseling services 提供精神輔導服務 • Offer parental leave to our staff 為我們的員工提供侍產假 	    

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Pillars 支柱	Application 應用	Mapped UNSDGs 對應的聯合國可持續發展目標
Awareness 意識	<p>We promote sustainability awareness among our clients, employees and the community through the following ways: 我們透過以下方式在客戶、員工間和社區中宣傳可持續發展意識：</p> <ul style="list-style-type: none"> • Assist our clients in adopting sustainable practices and transparent ESG disclosures 協助我們的客戶採用可持續的方法公開透明地報告和披露ESG議題 • Carry out a sustainable management of resources at our office in the consumption of electricity, energy, water and paper, etc. 率先在我們辦公室就消耗電力、能源、水和紙張等資源進行可持續管理 • Nurture youths and the next generation with sustainability-related skills and knowledge through participation in seminars and talks 通過參加研討會和講座，培養青年和下一代與可持續發展相關的技能和知識 	 
Collaboration 合作	<p>We recognize the importance of partnerships and strive to achieve synergy among stakeholders through the following approaches: 我們認識到夥伴關係的重要性，並努力通過以下方法激活持份者之間的協同作用：</p> <ul style="list-style-type: none"> • Demonstrate superior corporate governance practices 以優秀的企業管治實踐作示範 • Enhance capacity in diverse sectors through participation in associations 通過參加不同的協會，提升不同部門的能力 • Launch multi-stakeholder partnerships that advance industry innovation 建立共同點以加強多方持份者的合作關係 	  

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Sustainability Governance

Good governance facilitates sustainability, creates sustainable values and drives the Group to practice its values. The Group has established an ESG Committee comprising of executive and independent non-executive directors in 2016. The ESG Committee, chaired by an executive Director, oversees all ESG-related topics and reports periodically to all Board members.

AEC's Sustainability Working Group (the "SWG"), under the ESG Committee, includes representatives from each team and department. The SWG comprises diverse talents and stances from a broad spectrum, allowing the Group to capture opinions through a bottom-up approach. The SWG plays a crucial role in customizing and analyzing ESG-related policies and procedures to facilitate sustainability awareness across the organization. Besides, the SWG collaborates closely with relevant departments to ensure the accurate collection, analysis, and presentation of ESG data necessary for crafting the Report. Beyond its internal functions, the SWG is also responsible for advancing corporate social responsibility through commitments and targets.

This collaborative spirit extends beyond the SWG, as the Audit Committee, Risk Management Committee, ESG Committee, and the SWG cooperates in investigating and identifying possible ESG risks and opportunities in daily operations to strategize and implement AEC's sustainability vision and objective. In addition, both the Audit Committee and the ESG Committee are responsible for reviewing and overseeing the Report in compliance with the GEM Listing Rules and other applicable requirements and standards.

In February 2022, AEC has established the Responsible Investment Committee, which is delegated to implement sustainable procurement practices, integrate responsible investment principles into the investment planning and decision, taking into account the impact of ESG, sustainability, climate resilience, biodiversity and carbon neutrality.

可持續發展管治

良好的管治能促進可持續發展，創造可持續價值並推動本集團實踐其價值觀。本集團已於二零一六年成立由執行董事及獨立非執行董事組成的ESG委員會。ESG委員會由執行董事擔任主席，負責監督所有與ESG相關的主題，並定期向所有董事會成員報告。

沛然環保的可持續發展工作組（「SWG」）隸屬於ESG委員會，其中包括來各團隊和部門的代表。SWG由多元化的人才和背景構成，讓本集團能夠從自下而上的方式獲取意見。SWG在定制和分析ESG相關政策和程序方面發揮著關鍵作用，以促進組織內的可持續發展意識。此外，SWG與相關部門密切合作，以確保準確收集、分析和呈現ESG數據，這些數據對制定本報告至關重要。除了其內部功能外，SWG亦負責通過承諾和目標推進企業社會責任。

這種合作精神不僅僅存在於SWG之中，審計委員會、風險管理委員會、ESG委員會和SWG合作分析和管治日常運營中可能存在的ESG風險和機遇，以制定和實施沛然環保的可持續發展願景和目標。此外，審核委員會和ESG委員會負責根據GEM上市規則及其他適用的規定和準則審閱及監督本報告。

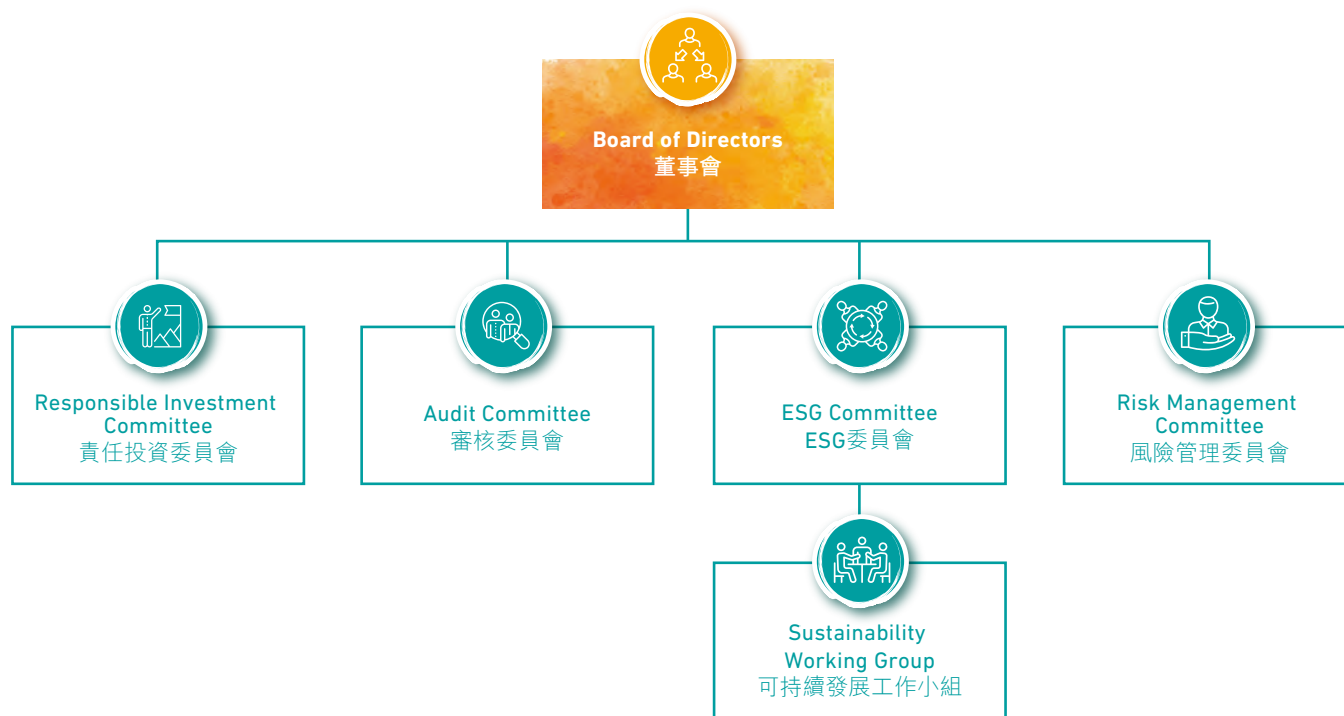
沛然環保於二零二二年二月成立責任投資委員會，致力於實踐可持續採購，並考慮到ESG、可持續性、氣候適應力、生物多樣性和碳中和的影響，將責任投資原則納入投資規劃。

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Sustainability Governance Structure

可持續發展治理架構



AEC incorporates the concept of sustainability into the Group's principles, operational strategies and operations. The ESG Committee implements sustainability policies on both environmental and social aspects.

沛然環保將可持續發展的概念融入集團的原則、運營策略和運營當中。ESG委員會在環境和社會方面實施可持續發展政策。

Environmental Policies 環境政策	Social Policies 社會政策
Implement Environmental Management Systems ("EMS") in accordance with ISO 14001:2015 根據ISO 14001:2015實施環境管理系統(「EMS」)	Operate Quality Management Systems ("QMS") in accordance with ISO 9001:2015 根據ISO 9001:2015執行品質管理系統(「QMS」)
Optimize energy, water and other resources as efficient as possible 盡可能高效地優化能源、水和其他資源	Fulfill commitment as a Caring Company that cares about the employees, the community and the environment 履行「商界展關懷」對員工、社區和環境的承諾
Reduce environmental impacts on business and maintain efficient and effective operation 減少業務對環境的影響，並保持高效有效的運營	Promote sustainable procurement of products and services 促進產品和服務的可持續採購

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Corporate Governance

企業管治



Adhering to strict business ethics and integrity, AEC is dedicated to strong corporate governance to assure fair and transparent operations. As stipulated in our Staff Handbook, employees must avoid and declare any potential conflicts of interest and benefits, for instance, gifts received while accomplishing their tasks. More details are disclosed in the Corporate Governance Report of our 2023/24 Annual Report.

In order to maintain a high standard of corporate governance, the Group is committed to enhancing anti-corruption awareness among its staff and provides anti-corruption training to its staff and directors. Relevant personnel are required to understand the requirements of anti-corruption practice and integrity, and bribery in any form is strictly prohibited. During the Year, the Group has provided anti-corruption training to our staff, including directors.

Should there be any incidents of misbehavior and malpractice, employees are required to report to the administrative/human resources department through the reporting box – an anonymous whistleblowing mechanism. Upon receipt of any such report, an investigation shall be initiated by the legal department as soon as possible. During the Year, AEC was not convicted of any non-compliance with anti-corruption-related rules and regulations.

Moreover, effective from 2022, the Stock Exchange has amended the rule on gender equality under the amended corporate governance code. AEC was well prepared to address the new update, as we have already attained over 33% of women's representation on the Board.

沛然環保秉持嚴謹的商業道德及誠信，並致力於有效的企業管治，以確保公平而透明的企業運營。我們的員工手冊亦有申明，員工必須避免並聲明任何潛在的利益和利益衝突，如在完成任務時收取禮物。更多資訊可參閱我們於二零二三／二四年報中的企業管治報告。

本集團致力於提升員工的反貪污意識，並為員工及董事提供反貪污培訓，以維持高水準的企業管治。相關人員需要了解反腐倡廉的要求，並嚴禁任何形式的賄賂。本年度內，本集團已向包括董事在內的員工提供反貪污培訓。

若發現任何不當行為和瀆職事件，員工可通過舉報箱，以匿名舉報的方式，向行政或人力資源部門作出舉報。法律部門應會盡快啟動審查。本年度內，沛然環保並無被指控違反反貪污相關規則及法規。

此外，自二零二二年起，聯交所在經修訂的企業管治守則下收緊了性別平等規則。沛然環保已為應對更新作好充分的準備，在我們董事會中已獲得了超過33%的女性代表。

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Stakeholder Engagement

Sustainable development is strongly linked to our stakeholders' feedback as they engage in our business activities and value chain. We treasure all opinions from our internal and external stakeholders as their views would assist our decision-making, and we have set up different communication platforms to connect with our stakeholders.

持份者參與

可持續發展與我們持份者的反饋息息相關，他們參與了我們的業務活動和價值鏈。我們重視來自內部和外部持份者的所有意見，因為他們的意見將協助我們的決策，因此我們已建立不同的溝通平台來與我們的持份者保持聯繫。

Communication Platforms 通訊平台



OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Materiality Assessment

To identify, assess and prioritize our material ESG issues, AEC conducted a sustainability survey with external and internal stakeholders in the Year. Based on the results and feedback, AEC was able to review its performance and impacts on various sustainability aspects and adopt relevant responses and actions.

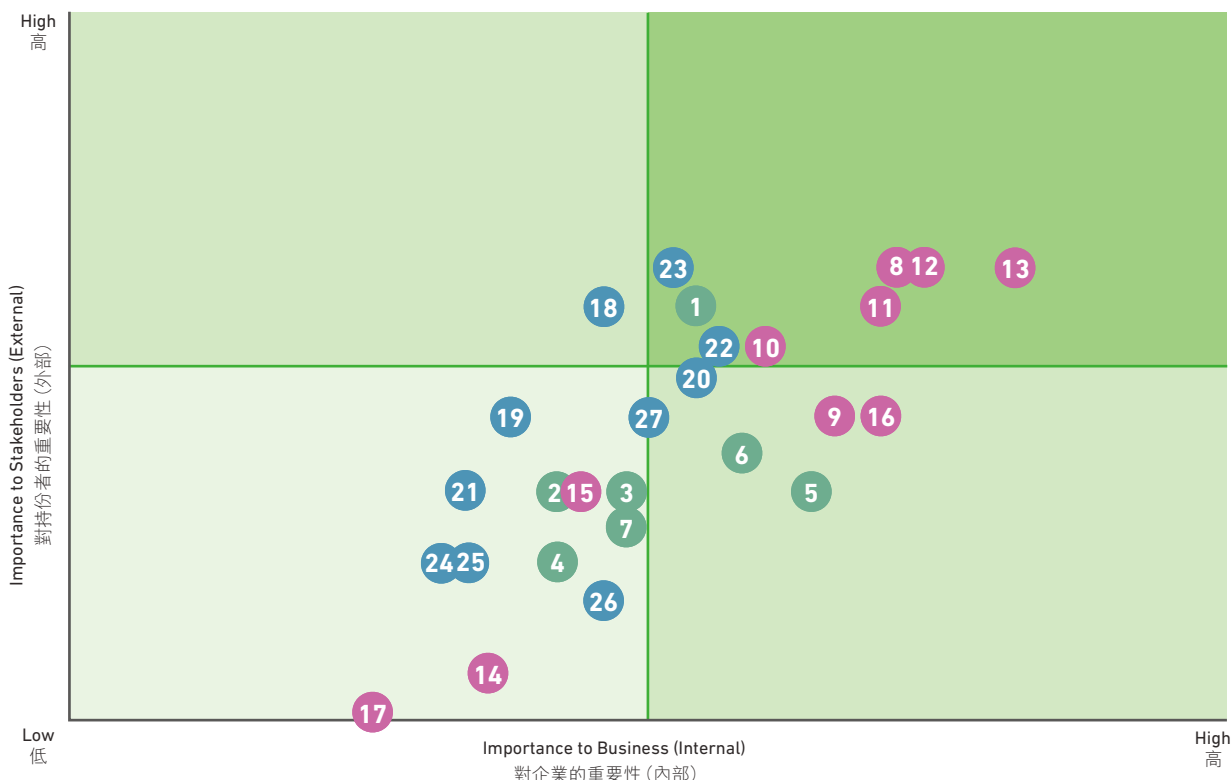
The following materiality matrix was generated to rank our material ESG issues. The Board, the ESG Committee and the SWG have confirmed its relevance for the Year and is continuously working to incorporate into AEC's sustainability roadmap and daily operations. The results of materiality assessment are also the focus areas of the Report.

重要性評估

為了識別、評估和優先考慮最重要的ESG議題，沛然環保於本年度與外部和內部持份者進行了可持續發展問卷調查。根據結果和反饋，沛然環保可以審查其在各個可持續性方面的表現和影響，並採取相關的回應和行動。

我們使用以下重要性矩陣來對我們的重要ESG議題進行排名。董事會、ESG委員會和SWG已確認其與本年度的相關性，並不斷努力將其納入沛然環保的可持續發展路線圖和日常運營。重要性評估結果也為本報告的重點領域提供了信息。

Materiality Matrix
重要性矩陣



OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Environment 環境	Social 社會	Economic and Business 經濟和業務
<p>1. Sustainability awareness promotion^{Note 1} 推廣可持續發展意識^{註一}</p> <p>2. Resources optimization 善用資源</p> <p>3. GHG and air emission 溫室氣體及廢氣排放</p> <p>4. Innovation building design 創新建築設計</p> <p>5. Green office culture 綠色辦公室文化</p> <p>6. Office waste management 廢棄物管理</p> <p>7. Eco-friendly procurement 環保採購</p>	<p>8. Talent attraction 人才招攬</p> <p>9. Equal opportunities and non-discrimination 平等機會及無歧視</p> <p>10. Team communication and building 團隊溝通與建設</p> <p>11. Employee professional training 員工專業培訓</p> <p>12. Employee well-being and safety 員工福祉與安全</p> <p>13. Employee satisfaction 員工滿意度</p> <p>14. Workplace diversity 工作場所多元化</p> <p>15. Labor standards (e.g. preventing illegal labor) 勞工準則(防止非法勞工)</p> <p>16. Workplace environment (e.g. gender and racial diversity) 工作場所環境(如辦公室舒適度)</p> <p>17. Community investment and involvement 社區投資及參與</p>	<p>18. Financial performance 財務績效</p> <p>19. ESG governance (e.g. Board's involvement in ESG issues) ESG管治(如董事會對ESG議題的參與)</p> <p>20. Business ethics and integrity 商業道德與誠信</p> <p>21. Anti-corruption 反貪污</p> <p>22. Client satisfaction and feedback 客戶滿意度和反饋</p> <p>23. Service quality 服務質素</p> <p>24. Supplier/Subcontractor quality 供應商/分包商質素</p> <p>25. Supplier/Subcontractor management 供應商/分包商管理</p> <p>26. Handling mechanism for complaints and inquiries 投訴和查詢處理機制</p> <p>27. Information privacy and protection 信息隱私與保護</p>

Note 1: Material ESG issues have been highlighted in bold.

註一：重要ESG議題以粗體突出顯示。

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Climate-related Financial Disclosures



Since the TCFD has been disbanded at COP28, the ISSB will take up control of TCFD progress. The International Sustainability Standards Board (ISSB) issued its first standards, IFRS S1 and IFRS S2, on 26 June 2023, which build on the TCFD's disclosure framework and usher in a new era of sustainability-related disclosure in the global capital markets. The standards establish, for the first time, a common language for disclosing the impact of climate-related risks and opportunities on a company's prospects. IFRS S1 sets out disclosure requirements designed to enable companies to report to investors on the sustainability-related risks and opportunities they face in the short, medium and long term. IFRS S2 sets out specific climate-related disclosures designed to be used alongside IFRS S1.

Recognizing the risks and opportunities associated with climate change in our business operations, AEC is committed to demonstrating to our stakeholders our approach to managing climate risks and opportunities aligns with the ISSB Disclosure Guidelines and the UK Transition Plan Taskforce (TPT) Guidance. We disclose our approach to the management of climate-related risks and opportunities through four core elements: governance, strategy, risk management and metrics and targets.

氣候相關財務信息披露



由於TCFD已在COP28上解散，國際可持續發展標準委員會將接管TCFD的進展。國際可持續準則理事會 (ISSB)在二零二三年六月二十六日發佈了其首批準則IFRS S1和IFRS S2，該披露準則奠基於TCFD的披露框架，並開啟了全球資本市場可持續相關披露的新時代。該準則首次為披露氣候相關風險和機遇對企業前景的影響建立了一種通用語言。IFRS S1規定的披露要求，旨在使企業能夠向投資者報告其在短期、中期和長期面臨的可持續相關風險和機遇。IFRS S2規定了具體的氣候相關披露，旨在與IFRS S1一併使用。

沛然環保意識到我們業務營運中與氣候變化相關的風險和機遇，為了向我們的持份者展示我們應對氣候風險和機遇的管理方法，致力與ISSB披露準則和英國的Transition Plan Taskforce (TPT)的過度計劃披露指南保持一致。我們通過管治、策略、風險管理以及指標和目標這四個核心元素來披露我們的氣候相關風險和機遇的管理方法。



OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Governance

AEC's governance on climate-related risks and opportunities is part of the sustainability governance. The Board is responsible for overseeing climate-related risk management, which provides guidance on the overall direction of the management and conducts final decision-making. The ESG Committee and the SWG meet regularly and report to the Board on climate-related risk information. The Audit Committee, the Risk Management Committee, the ESG Committee, and the SWG collaborate with each another to analyze and manage potential climate risks and opportunities. The following sets out the details of the respective climate management related duties of each sustainability governance function.

管治

沛然環保對氣候相關風險和機遇的管治是可持續發展管治的一部分。董事會負責監督氣候相關風險管理，為管理層的總體方向提供指導並進行最終決策。ESG委員會和SWG定期舉行會議，並向董事會報告氣候相關風險信息。審計委員會、風險管理委員會、ESG委員會和SWG相互合作，分析和處理潛在的氣候風險和機遇。以下詳細介紹每個可持續發展管治職能的氣候管理相關職責。

Sustainability Governance 可持續發展管治	Climate Management Related Duties 氣候管理相關職責
Board 董事會	Oversee climate-related issues and set overall climate-related goals for the Company 監督氣候相關問題並為本公司設定與氣候相關的總體目標
ESG Committee ESG委員會	Provide information and guidance on addressing sustainability issues and implementing measures 解決可持續性問題和實施措施提供信息和指導
SWG 可持續發展工作小組	Provide a wide range of perspectives, including reporting implementation difficulties and collecting feedbacks from different stakeholders 提供不同持份者觀點，包括報告實施困難和收集不同持份者的意見
Risk Management Committee 風險管理委員會	Advise on matters that may have an impact on the risk management and practices related to climate-related financial risks 就可能影響與氣候相關金融風險相關的風險管理和實踐的事項提供建議
Audit Committee 審核委員會	Oversee the Company's risk management framework to identify and deal with financial, operational, legal, regulatory, technology, business and strategic risks faced by the Company 監督本公司的風險管理框架，以識別和處理集團面臨的財務、運營、法律、監管、技術、業務和戰略風險

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Strategy

In the Year, AEC further analyzed climate-related risks by using different climate scenarios in the risk assessment with reference to the ISSB recommendations. We engaged our management and external stakeholders to identify climate-related risks relevant to our assets. We have adopted quantitative and qualitative scenario analysis to identify risk and develop a comprehensive strategy.

Physical Risks

We have conducted climate assessment on our office's exposure to floods, sea-level rise, hurricanes and typhoons, heat stress and water stress to mid-term projection period, 2030–2040. This modeling allowed us to evaluate long-term risk exposure and the underlying risk drivers for each hazard. The result showed that there is an overall nil to low risk level of floods, heat stress, water stress and wildfire, a low-medium risk level of sea level rise, and a high-risk level regarding typhoons. Typhoons can directly damage physical buildings and can also cause indirect disruption through impacts on transportation, energy supply and communications infrastructure. In response to the physical risks of climate change, we have formulated contingency arrangements in case of extreme weather conditions for our operations.

策略

本年度內，沛然環保參考ISSB建議，在風險評估中使用氣候情景，進一步分析了氣候相關風險。我們聘請了管理層和外部持份者來識別與我們資產相關的氣候相關風險。我們採用定量和定性情景分析來識別風險並製定綜合策略。

實體風險

我們對辦公室進行中期預測，在二零三零年至二零四零年期間遭受洪水、海平面上升、颶風和颱風、熱壓力風險和缺水風險的風險進行了氣候評估。該模型使我們能夠評估長期風險敞口和每種危害的潛在風險驅動因素。結果表明，在洪水、熱壓力風險、水資源壓力和野火方面沒有或低風險水平，海平面上升為中低風險水平，而颱風的風險水平很高。颱風可以直接破壞實體建築，也可以通過對交通、能源供應和通信基礎設施的破壞造成間接影響。為應對氣候變化帶來的實體風險，我們為運營製定了極端天氣情況下的應急安排。

Climate Hazard 氣候災害



Floods, Heat Stress, Water Stress, Wildfire
洪水、熱壓力風險、水資源壓力和野火



Risk Level 風險水平

Nil to low
沒有或低水平



Sea Level Rise
海平面上升



Low-medium
中低風險水平



Typhoons
颶風和颱風



High
高風險

Climate Risks 氣候風險

Description 描述



Physical Risks
實體風險

Increased intensity and frequency of extreme weather, as well as typhoons and sea level rises
極端天氣以及颶風和海平面上升的強度和頻率增加



Transition Risks
過渡風險

Shift to a low-carbon economy, which may involve policy, legal, technological and market changes in response to climate change mitigation and adaptation requirements
轉向低碳經濟，這可能涉及政策、法律、技術和市場變化，以應對氣候變化的減緩和適應要求

OUR APPROACH TO SUSTAINABILITY

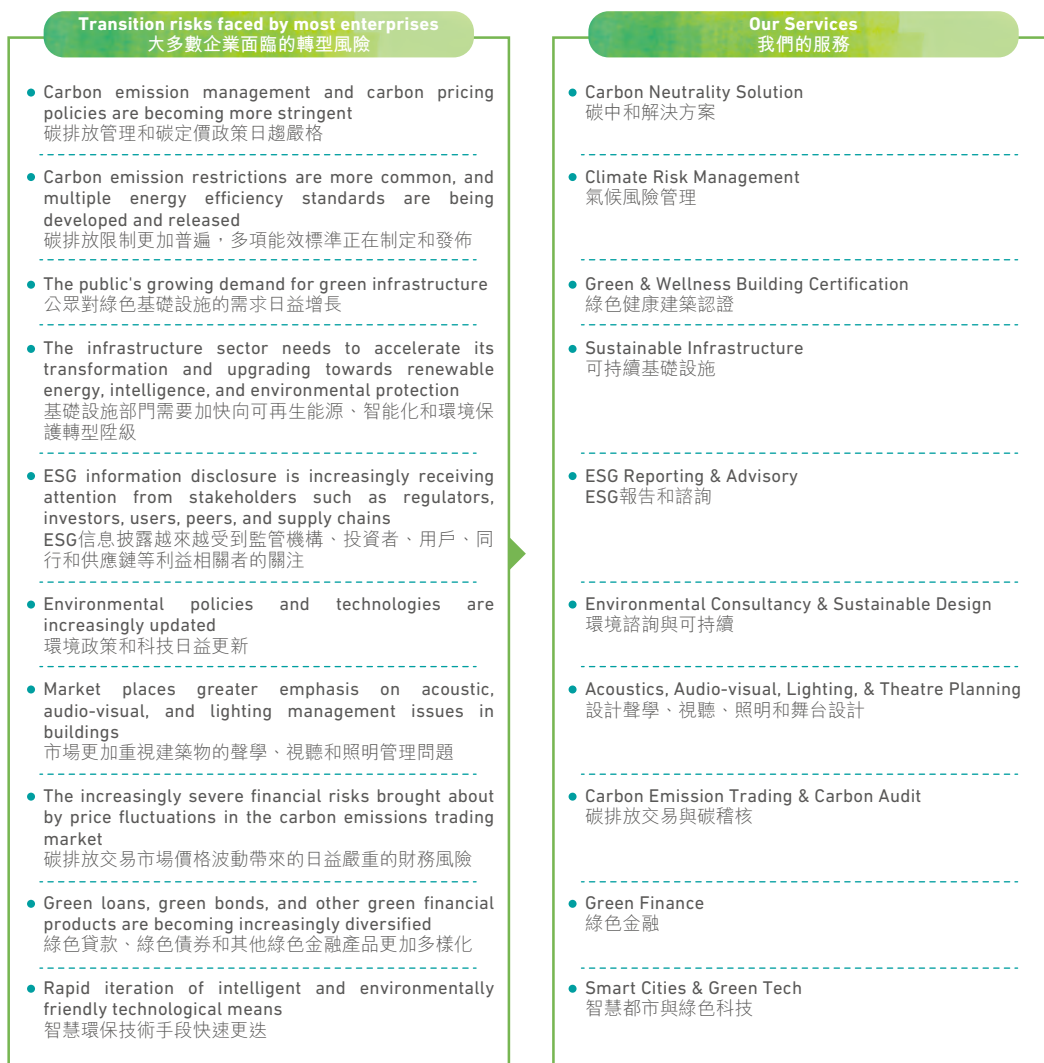
我們的可持續發展方針

Transitional Risks

To steer towards a low carbon economy and future, AEC has committed to Science Based Target initiative ("SBTi") in alignment with Business Ambition for 1.5°C scenarios. In this scenario, we assume a rise in climate policy ambition and coordinated to limit global warming to well below 1.5°C. The Government and investors are focusing more on "Sustainable Investing" and customers are increasingly climate-conscious. Taking carbon reduction even further, we are also stepping up our commitment and pledged to the Business Ambition for 1.5°C and Towards Zero Carbon campaigns, with our commitment to a zero-carbon future.

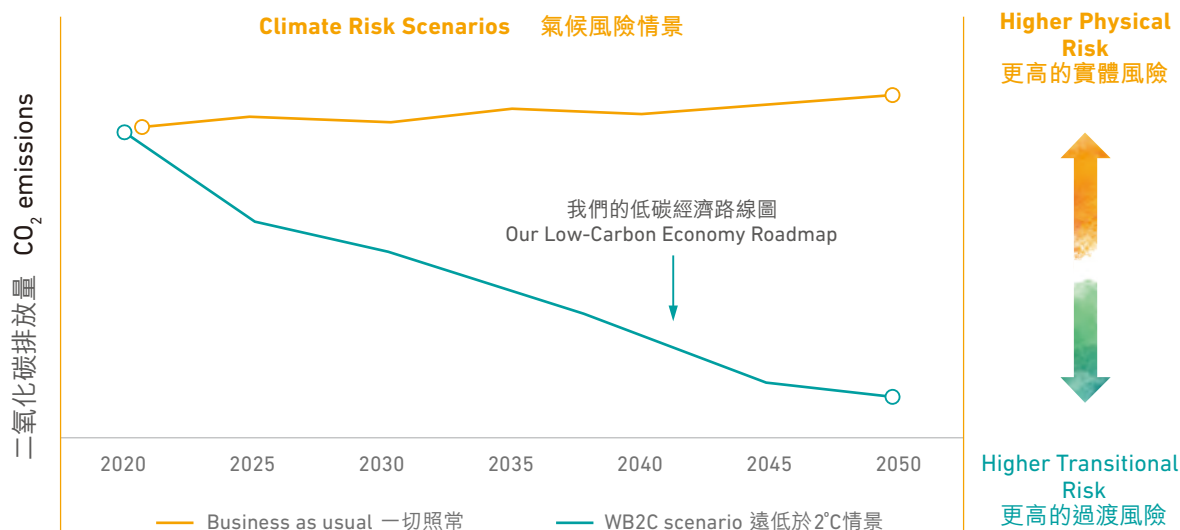
過渡風險

為了邁向低碳經濟和未來，沛然環保已承諾科學基礎目標倡議（「SBTi」）與商業雄心助力1.5°C限溫目標保持一致。在這個情景下，我們假設氣候政策雄心壯志，並協調將全球變暖限制在遠低於1.5°C的範圍內。政府和投資者更加關注「可持續投資」，客戶也越來越關注氣候。在進一步減少碳排放的同時，我們也正在加強我們的承諾，並承諾對1.5°C和邁向零碳運動的商業抱負，以及我們對零碳未來的承諾。



OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針



Climate-related Opportunities

In addition to our internal commitments, we foresee an increase in the market demands for green building and ESG-related businesses. The Hong Kong Government has announced Hong Kong's Climate Action Plan 2050, which covered net-zero electricity generation, energy-saving and green buildings, green transport and waste reduction. It also offers transitional opportunities to AEC's business. As climate change risks increase in real estate and other industries, the market preferences are to gravitate towards more sustainable buildings and more robust ESG strategy formulation. We are expanding our consultancy services in the area of green finance, where more capital will be available to fund climate-related projects. Moreover, climate-related opportunities also include increase of resource efficiency, for instance, increasing the energy utilization efficiency can reduce operating costs. We have purchased Renewable Energy Certificates ("RECs"), use of lower-emission sources of energy can reduce exposure to future fossil price increases.

氣候相關機會

除了我們的內部承諾，我們預計綠色建築和ESG相關業務的市場將會擴展。香港政府已公佈香港氣候行動藍圖2050，涵蓋淨零發電、節能綠建、綠色運輸和全民減廢。它還為沛然環保的業務提供了過渡機會。隨著房地產和其他行業的氣候變化風險增加，市場偏好傾向於更可持續的建築和更穩健的ESG戰略制定。我們正在擴大綠色金融領域的諮詢服務，將有更多資金用於資助氣候相關項目。此外，氣候相關機會還包括了資源效率提升，例如增加能源使用效率能降低營運成本。我們購買了可再生能源證書，使用低碳能源能使我們降低暴露在未來化石燃料價格上升的風險。

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Risk Management

The Finance Department is responsible for the management and assessment of the Group's financial risks. Based on those financial data, the SWG further analyzes the same to identify climate-related risks and opportunities and reports to the ESG Committee and the Board.

風險管理

財務部負責本集團財務風險的管理及評估。基於這些財務數據，SWG進一步分析風險以識別與氣候相關的風險和機遇，並匯報ESG委員會和董事會。

Climate-related Risks and Opportunities 氣候相關風險和機遇	Potential Impact 潛在影響	Our Climate Strategy 我們的氣候策略
<p>Physical Risks 實體風險</p> <p>Increase of frequency and severity of extreme weather 極端天氣的頻率和嚴重程度增加</p>	<p>Increased operation cost from increased health and safety insurance premiums 健康和保險費增加導致運營成本增加</p> <p>Increase physical impact on existing building and infrastructures 增加對現有建築和基礎設施的實體影響</p>	<p>Adopt enhanced policies to ensure a safe workplace for all our employees, including business continuity plans 採取強化政策，確保我們所有員工的工作場所安全，包括業務連續性計劃</p> <p>Expand our sustainability consultancy to tackle the impact from physical climate risks on buildings and organizations. For example, our consultancy services assist clients in addressing climate-resilient design. Sponge-city design ensures buildings are flood-resilient, while microclimate studies ensure the thermal comfort of outdoor areas to bolster heat stress resilience 擴展我們的可持續諮詢，以應對實體氣候風險對建築物和公司的影響。例如，我們的諮詢服務可幫助客戶解決氣候適應性設計問題。海綿城市設計確保建築物具有抗洪能力，而微氣候研究確保室外區域的熱舒適性以增強熱應力恢復能力</p>
<p>Sea level rise 海平面上升</p>	<p>More vulnerable to storm surges and coastal flooding, as our office is located near the harbor 位於海邊附近的辦公室更容易受到風暴潮和沿海洪水的影響</p>	<p>Adopt enhanced policies to ensure a safe workplace for all our employees, including business continuity plans 採取強化政策，確保我們所有員工的工作場所安全，包括業務連續性計劃</p>

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Climate-related Risks and Opportunities 氣候相關風險和機遇	Potential Impact 潛在影響	Our Climate Strategy 我們的氣候策略
Transition Risks 過渡風險 Policy and legal risks 政策和法律風險 2024 – Mandatory regulation of municipal solid waste (MSW) charging 二零二四年城市固體廢物 (MSW)收費的強制性規定 2025 – Mandatory TCFD-aligned climate-related disclosures by the Stock Exchange ¹ 二零二五年聯交所強制性披露與TCFD的氣候相關披露一致 ¹	Increased human and financial resources expenditures in sustainability management 可持續性管理方面的人力和財力支出增加	Enhance our waste management and reduce diversion from landfill in our environmental policy 在我們的環境政策中加強我們的廢物管理並減少棄置廢物到堆填區 Expand our sustainability consultancy to tackle the impact from climate change on buildings, infrastructures and organizations 擴展我們的可持續諮詢，以應對氣候變化對建築物、基礎設施和組織的影響
Technology risk 技術風險	Transition to low emissions technology 向低碳技術過渡	Keep abreast of the latest sustainable technological applications and innovative construction methods such as Air Improvement Photovoltaic (AIPV), Modular Integrated Construction (MiC) and introduce to our clients when deemed an effective solution 定時了解最新的可持續技術應用和創新施工方法，例如空氣淨化太陽能(AIPV)、組裝合成建築法(MiC)，並為我們的客戶提供有效的解決方案
Market risk 市場風險	Increased market demand for climate-resilient and green building design 市場對氣候適應性和綠色建築設計的需求增加 Increased investor demands for green and low-carbon financing and investment 投資者對綠色低碳投融資需求增加	Increase opportunities and revenue from green buildings and ESG businesses 增加綠色建築和ESG業務的機會和收入 Attract green investments and provide green finance consultancy services 吸引綠色投資，提供綠色金融諮詢服務
Reputation risk 聲譽風險	Increased risk of greenwashing 漂綠風險增加	Enhance credible third-party certification and sustainability benchmarking 加強可信的第三方認證和可持續性基準測試

¹ New Climate Requirements aligns more closely with IFRS S2, to be effective from 2025 reporting year in phases.

¹ 新氣候要求與《國際財務報告準則》S2更為一致，將從2025報告年度起分階段生效。

OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

Metrics and Targets

The table below presents key metrics related to the impact of GHG emissions, energy, green building projects and ESG projects on the financial aspects of the Company related to revenue and expenditure.

Financial Category 財務類別	Climate-related Category 氣候相關類別	Metric 指標	Unit of Measure 單位	2023/24	2022/23
Revenue 收入	Risk Adaptation & Mitigation 風險應對與緩解	Percentage of Revenue From Green Building Consultancy Projects 綠色建築顧問項目收入百分比	%	64.2	58.8
Revenue 收入	Risk Adaptation & Mitigation 風險應對與緩解	Percentage of Revenue From ESG Reporting and Consultancy Projects ESG報告與顧問項目收入百分比	%	7.5	9.4
Expenditure 支出	Energy/Fuel 能源/燃料	Total Electricity Consumption 總耗電量	kWh 千瓦時	165,025	172,015
Expenditure 支出	GHG Emissions 溫室氣體排放	Total GHG Emissions (scope 1, 2, 3) 總溫室氣體排放量 (範圍1, 2, 3)	Tonnes of CO ₂ e ("tCO ₂ e") 噸二氧化碳當量	109.39	100.97
Expenditure 支出	GHG Emissions 溫室氣體排放	GHG Emission Intensity 溫室氣體排放密度	tCO ₂ e/Employee 噸二氧化碳當量/員工	1.30	1.28
Assets & Liabilities 資產與負債	Risk Adaptation & Mitigation 風險應對與緩解	Responsible Investment 責任投資	HK\$ million 百萬港元	N/A	N/A

指標和目標

下表列出了與溫室氣體排放、能源、綠色建築項目和ESG項目對與收入和支出相關的財務方面的影響相關的關鍵指標。

OUR COMMITMENTS TO SUSTAINABILITY

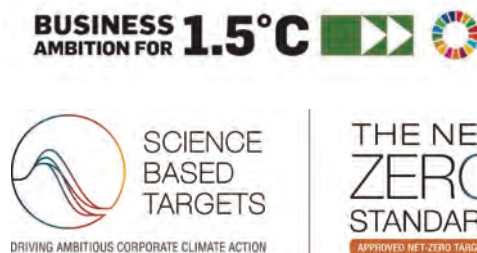
我們對可持續發展的承諾

Our Science-based Targets and Participation in Race to Zero

The Group recognizes the severe impact of climate change and understands that humanity is facing an unprecedented crisis. As such, AEC strives to lead as a role model and has set decarbonization targets validated by the SBTi. The Year, AEC has updated its near-term target to align with the Business Ambition for 1.5°C scenarios, in which AEC is committed to reducing scope 1 and scope 2 GHG emissions by 42% compared to the base year (2023) by no later than 2030 and to measure and reduce its scope 3 emissions. Moreover, AEC has also set its net-zero target validated by SBTi, in which AEC is committed to reducing scope 1, 2, and 3 emissions by 90% by no later than 2044 compared to the base year (2023). Meanwhile, to better demonstrate the Group's decarbonization ambition, it commits to achieve carbon neutrality within its own operations and along the value chain by 2030.

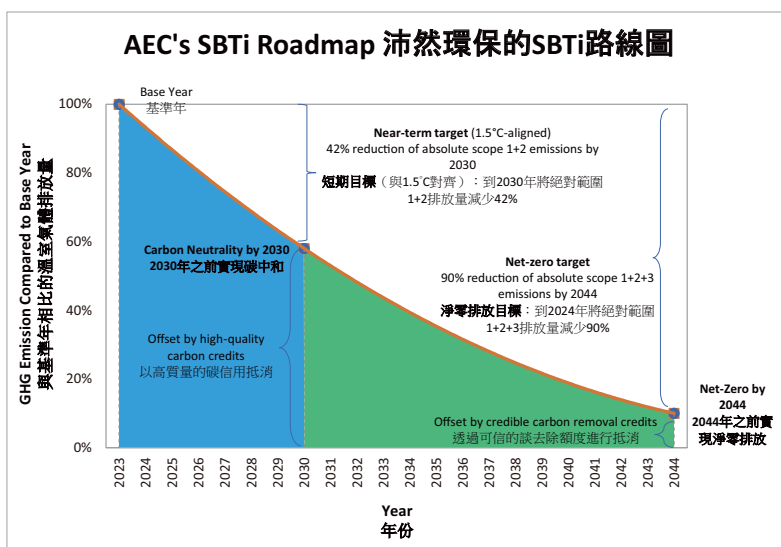
我們的科學基礎目標和參與「奔向零碳」

本集團意識到氣候變化的嚴重影響，並理解人類正面臨前所未有的危機。因此，沛然環保努力以身作則，並製定了經過科學基礎目標倡議組織(SBTi)驗證的減排目標。本年度，沛然環保更新其商業雄心助力1.5°C限溫目標，與基準年(二零二三年)相比，不遲於二零三零年將範圍1和範圍2溫室氣體排放量減少42%，並測量和減少其範圍3排放量。此外，沛然環保也設立了經SBTi驗證的淨零目標，承諾與基準年(二零二三年)相比，不遲於二零四四年將範圍1、2及3溫室氣體排放量減少90%。同時，為更好展現本集團的減碳決心，本集團承諾於二零三零年前實現自身營運及價值鏈碳中和。



Beyond the current science-based target, the Group is also a part of the UN-backed Race to Zero campaign. The campaign aims to halve global emissions by 2030 and achieve net-zero carbon emissions by 2050 at the latest.

除了目前的科學基礎目標之外，本集團也是聯合國支持的奔向零碳運動的成員之一。該運動旨在到二零三零年將全球碳排放量減半，最遲到二零五零年實現淨零排放。



OUR COMMITMENTS TO SUSTAINABILITY

我們對可持續發展的承諾

In order to work towards a zero-carbon future, AEC has formulated a net-zero roadmap to transit to a low carbon economy and living and progressively realise the Company's zero carbon strategic ambition. The details of roadmap are as follows:

為了實現零碳未來，沛然環保制定了向低碳經濟和生活過渡的淨零路線圖，逐步實現集團的零碳戰略目標。詳細信息如下所示：

Reduction of GHGs

減少溫室氣體排放

Scope 1:

範圍1：

- Conduct face to face meetings to online virtual meetings as far as is possible
將面對面會議轉為網上會議
- Purchase an electric car for company business use
購置電動車作為公司商務用車

Scope 2:

範圍2：

- Smart lighting
智能照明
- Room temperature control
室溫控制
- Enhance energy efficiency
提高能源效益

Scope 3:

範圍3：

- Smart water tap
智能水龍頭
- Dual water flushing
雙鈕式沖水
- Waste recycle
廢物回收
- EPD waste recycle scheme
環保署廢物回收計劃
- Sub-procurement
採購
- Waste measure
廢棄物統計
- Reverse vending machine
智能回收機
- Carbon Neutral Carpet
碳中和地毯
- Coffee ground recycling
咖啡渣回收

RECs

可再生能源證書

Scope 2:

範圍2：

- Purchase RECs from local electric companies
從本地電力公司購買可再生能源證書
- Purchase reputable I-RECs
購買認受性高的國際可再生能源證書

Offsetting Any Remaining GHG Emissions

抵消任何剩餘的溫室氣體排放

Scope 1, 2 and 3:

範圍1、2和3：

- Purchase carbon offset credits
購買碳抵消信用

OUR COMMITMENTS TO SUSTAINABILITY

我們對可持續發展的承諾

Commitment to Carbon Neutrality with WorldGBC and GBACNA

To achieve carbon neutrality targets established in the Mainland China and Hong Kong, AEC is proud to join ranks of WorldGBC Asia Pacific Net Zero Collaborators and be the founding member of GBACNA, which strengthens international exchanges and collaborations, seeks for the optimal governance towards climate change and works together to protect the earth.

As one of the WorldGBC Asia Pacific Net Zero Collaborators, AEC is collaborating closely with WorldGBC in the Asia Pacific Region to increase confidence and motivation to achieve a net-zero built environment. It represents perspectives from diverse sections of the buildings value chain, providing further insights, as well as resourcing the roll out of WorldGBC's Advancing Net Zero program, a global project working towards all sector decarbonization by 2050, in the Asia Pacific region.

Carbon neutrality is the only option to promote the systematic change of economy and society in line with the trend of global ecological management change. The missions and objectives of GBACNA are to facilitate the country's dual carbon reduction targets under climate change and meet international commitments, promote green carbon neutrality and industry transformation in the Greater Bay Area, utilize the expertise of Greater Bay Area to promote the development of green technology, develop green finance and carbon trading market in the Greater Bay Area, etc. As a member of the WorldGBC Asia Pacific Net Zero Collaborators and a founding member of the GBACNA, AEC will continue to assist and play a key part in promoting carbon neutrality of the Greater Bay Area.

承諾與世界綠色建築委員會和大灣區碳中和協會一同實現碳中和

為實現中國大陸和香港所設立的碳中和目標，沛然環保很榮幸能列入世界綠色建築委員會亞太地區淨零合作夥伴之一，並成為大灣區碳中和協會的創始成員，以加強國際間的交流與協作，並尋求最佳管理氣候變化的方法，以共同保護地球。

作為世界綠色建築委員會亞太地區的淨零合作夥伴之一，沛然環保與亞太地區的世界綠色建築委員會緊密合作，以加強實現在建築行業碳淨零的決心和行動力。沛然環保代表建築價值鏈不同界別的觀點，提供進一步的見解，並為世界綠色建築委員會致力於二零五零年前在亞太地區實現整體行業脫碳的全球項目淨零計劃之推進提供資源。

碳中和是應對全球生態管理變化的趨勢下，推動經濟社會系統性變革的唯一選擇。為此，大灣區碳中和協會的使命和目標是促進國家在氣候變化下的雙重碳減排目標、履行國際間的承諾、促進大灣區的綠色碳中和及產業轉型、利用大灣區的专业知識促進綠色科技的發展、以及發展綠色金融和大灣區碳交易市場等。作為世界綠色建築委員會亞太地區淨零合作組織的一員和大灣區碳中和協會的創始成員，沛然環保將繼續努力，加速實現大灣區碳中和。

OUR COMMITMENTS TO SUSTAINABILITY

我們對可持續發展的承諾

Commitment to Wellness

One of our most important goals is to maintain a safe and harmonious working environment for our employees. We continuously enhance health and safety measures in our workplace and we were pleased to receive the WELL Health-Safety seal in the consecutive years of 2023 and 2024, which demonstrated the recognition of our continuous effort on employees' wellness. We monitor our office's indoor air and water quality strictly by conducting air quality and water quality assessment on a regular basis to ensure that the indoor data meets the standards. Besides physical wellness, we are expanding our attention to mental wellness and have participated the Mental Health Workplace Charter initiated by the Advisory Committee on Mental Health.

AEC Malaysia Office Goes Green: Embracing Sustainable Practices
馬來西亞沛然環保辦公室綠色路線：擁抱可持續實踐

AEC Malaysia Office is dedicated to fostering a sustainable, employee-centric workspace that aligns with our core values of environmental responsibility and employee well-being. In the Year, we have achieved the prestigious WELL Health-Safety Rating certification for Malaysia office space.

馬來西亞沛然環保辦公室致力於建立一個可持續的、以員工為中心的工作空間，符合我們的核心價值觀，即環境責任和員工福祉。本年度，馬來西亞辦公空間獲得了備受尊敬的WELL健康安全評級認證。



我們對健康的承諾

我們最重要的目標之一是為我們的員工維護一個安全和諧的工作環境。我們不斷加強我們的工作場所健康和安全措施，我們很高興在二零二三年和二零二四年連續獲得WELL健康—安全標識，這表明我們對員工健康的持續努力得到認可。我們嚴格監控辦公室的室內空氣和水質，定期進行空氣質量和水質評估，確保室內數據達標。除了身體健康，我們正將注意力轉移到心理健康，並已參與由心理健康諮詢委員會發起的《精神健康職場約章》。

Greenery Integration
綠色融入

To enhance the ambiance and well-being of the workspace, potted plants and green walls are introduced to further harmonize our workspace with nature, creating a healthier and more vibrant environment.

為了提升工作空間的氛圍和福祉，引入了盆栽植物和綠色牆壁，進一步使我們的工作空間與自然和諧，打造更健康、更有活力的環境。



OUR COMMITMENTS TO SUSTAINABILITY

我們對可持續發展的承諾

Lighting Features

照明特色

Our lighting systems have undergone a transformative upgrade for maximum energy efficiency. With timer controls, manual overrides, and motion sensors, our lights are activated only when necessary. Zoning controls and toggle switches offer flexibility, reducing unnecessary energy consumption. Our indoor illuminance falls within the range of 300 lux to 500 lux, meeting the requirements of Malaysian Standard MS1525: Energy Efficiency and Use of Renewable Energy for Non-Residential Buildings. Moreover, the lighting is designed with a Unified Glare Rating (UGR) of lower than 19, ensuring comfortable workplace illumination.

我們的照明系統經過轉型升級，實現了最大的能源效率。具有定時控制、手動覆蓋和動態感應器，只有在必要時才會啟動照明。分區控制和切換開關提供了靈活性，減少了不必要的能源消耗。我們很高興地宣布，我們的室內照度在300勒克斯至500勒克斯的範圍內，符合馬來西亞標準MS1525：非住宅建築能源效率和可再生能源使用的要求。此外，照明設計的統一眩光評分(UGR)低於19，確保了舒適的工作場所照明。



Waste Management

廢物管理

In our pursuit of reduced environmental impact, strategically placed recycling bins encourage responsible waste disposal. Our waste weighing scale aids in efficient waste tracking, supporting our waste reduction goals.

為了減少環境影響，我們策略性地放置回收桶以鼓勵負責任的廢物處置。我們的廢物稱重秤有助於有效跟蹤廢物，支持我們的廢物減量目標。



OUR COMMITMENTS TO SUSTAINABILITY

我們對可持續發展的承諾

Low Emitting Materials

低排放材料

Sustainability is a fundamental principle incorporated into the essence of the Group. We prioritize the use of low Volatile Organic Compound (“VOC”) emission materials, contributing to an improved indoor air quality. The reception area showcases bamboo panel with Platinum certified under Hong Kong Green Building Council (“HKGBC”) Green Product Assessment Scheme, combining eco-friendliness with style.

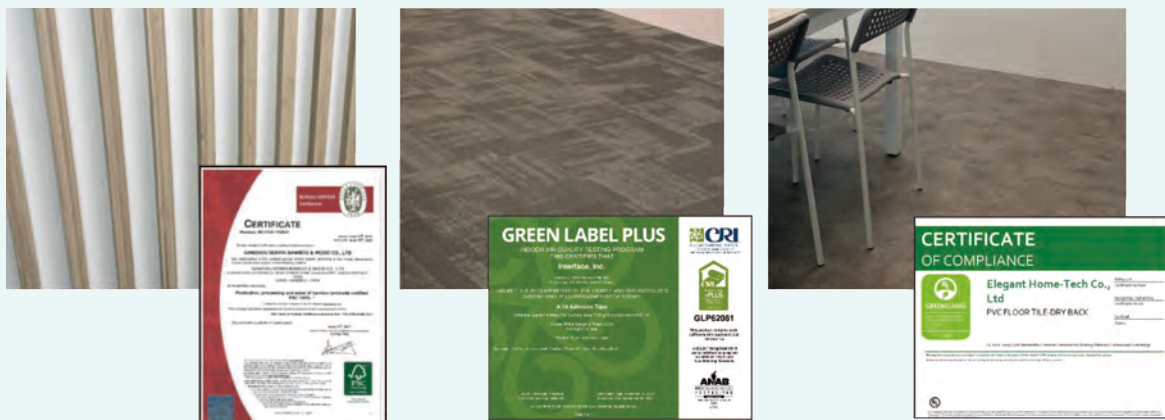
可持續性是集團的基本原則，深深融入其本質之中。我們優先使用低揮發性有機化合物(「VOC」)排放材料，有助於改善室內空氣質量。接待區展示了經過香港綠色建築議會(「HKGBC」)綠色產品評估計劃鉑金認證的竹製板材，將生態友好和時尚結合在一起。

Also, GreenGuard and FloorScore certifications guarantee our Vinyl and carpet tiles meet California Department of Public Health (CDPH) standards for low VOC emissions. This additional certification underscores the dedication to providing a workspace that not only reflects our values but also meets the highest standards for sustainability and indoor air quality.

此外，GreenGuard和FloorScore認證保證我們的乙烯基和地毯磚符合加利福尼亞公共衛生部(CDPH)對低VOC排放的標準。這額外的認證突顯了我們致力於提供一個不僅體現我們價值觀，而且符合最高可持續性和室內空氣質量標準的工作空間的承諾。

At every step, the Group aims to create a workspace that not only stands out in style but also contributes to a healthier and greener planet.

在每一步，我們的目標是創造一個不僅在風格上脫穎而出，而且有助於創造一個更健康、更綠色的地球的工作空間。



OUR COMMITMENTS TO SUSTAINABILITY

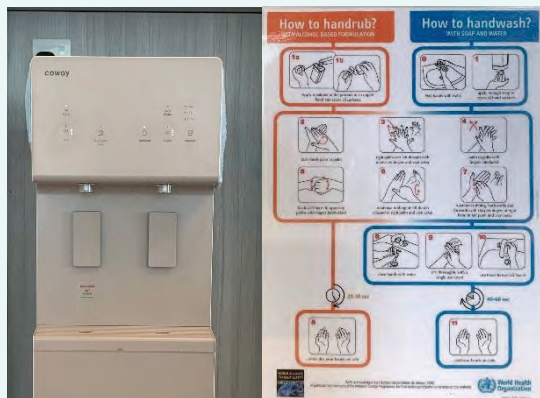
我們對可持續發展的承諾

Handwashing Initiative

手部清洗計劃

Prioritizing hygiene and water conservation, clear handwashing signage has been introduced in our washrooms, maintaining a healthy workplace and contributing to water conservation efforts.

我們將衛生和節水視為首要考慮，因此在洗手間引入了清晰的手部清洗標誌，以保持健康的工作環境，同時也對節水工作作出貢獻。



Refreshing Hydration

清新水源

Contributing to our eco-friendly endeavors, we have introduced bottleless water dispensers, minimizing single-use plastic waste.

為了支持我們的環保努力，我們引入了無瓶裝水的水源裝置，從而減少了一次性塑料廢棄物的產生。

Wellness Assurance

健康保證

We are committed to conducting annual IAQ testing and water quality assessments, ensuring a healthy and safe work environment.

我們承諾每年進行室內空氣質量測試和水質評估，確保健康安全的工作環境。



The sustainable initiatives implemented by AEC Malaysia Office signify our dedication to creating a workspace that not only meets professional standards but also aligns with our core values of sustainability and employee well-being.

馬來西亞沛然環辦公室實施的可持續倡議，體現了我們對於創建一個不僅符合專業標準，而且符合我們的可持續核心價值和員工福祉的工作空間的承諾。

OUR COMMITMENTS TO SUSTAINABILITY

我們對可持續發展的承諾

Progress Report against UNGC 10 Principles

聯合國全球契約十項原則進度報告

AEC is a signatory to the UNGC which outlines 10 Principles for responsible business activities that endeavor to do no harm and advance positive impacts on our environment and society. The following is our progress in advancing the 10 Principles during the Year.

沛然環保是UNGC的簽署方，該契約概述了作為負責任的商業活動的十項原則，這些活動致力於不傷害並促進為我們的環境和社會帶來積極正面影響。以下是我們於本年度推進十項原則的進展。

Principle 原則	AEC's Approach 沛然環保的方法	Sections 章節
Human rights 人權		
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights 企業應該尊重和維護國際公認的各項人權</p>	<p>AEC values human rights and creates a healthy and safe working environment for our staff. Our office has installed air purifiers to improve IAQ. Regarding the acoustics comfort, acoustic foam was installed at the ceiling to reduce the noise from the surrounding which provides a comfortable and quiet environment to our employees. 沛然環保重視人權，為我們的員工創造一個健康安全的工作環境。我們的辦公室內安裝了空氣淨化器並改善了室內空氣質量。在聲學舒適度方面，我們在天花板上安裝了吸音棉，以減少周圍的噪音，為我們的員工提供舒適安靜的環境。</p>	<p>Our Commitment to Wellness 我們對健康的承諾</p>
<p>2. Businesses should make sure that they are not complicit in human rights abuses 企業決不參與任何漠視與踐踏人權的行為</p>	<p>Further, AEC focuses on staff's mental health. A human resources advisor who provides counseling services is available. We also promise to protect employees' privacy and ensure proper handling and management of confidential personal information. 此外，沛然環保關注員工的心理健康。人力資源顧問提供心理諮詢服務。我們還承諾保護員工的隱私，並確保妥善處理和管理機密的個人信息。</p>	<p>Our Sustainable Team 我們的可持續團隊</p>

OUR COMMITMENTS TO SUSTAINABILITY

我們對可持續發展的承諾

Principle 原則	AEC's Approach 沛然環保的方法	Sections 章節
Labor 勞工標準		
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining 企業應該維護結社自由，承認勞資集體談判的權利	<p>A range of recruitment standards and policy are stipulated. To prevent child labor, forced labor and any forms of illegal labor, the validity of identity documentation, age and working permit of the candidates are verified by administrative/human resources department.</p> <p>沛然環保規定了一系列招聘標準和政策。為防止童工、強迫勞動和任何形式的非法勞工，申請人的身份證件、年齡和工作許可證的有效性由行政／人力資源部門核實。</p>	
4. Elimination of all forms of forced and compulsory labor 該消除各種形式的強迫性勞動	<p>We endeavor to respect the uniqueness of our staff and create an inclusive and diverse working environment, upholding the principles of equal opportunities regardless of race, ethnic background, sexual orientation, and gender. We hired employees from Malaysia, India and Hong Kong, and organize team building activities regularly to cultivate a harmonious working culture among the company.</p> <p>我們努力尊重員工的獨特性，並創造一個包容和多元化的工作環境，不分種族、民族背景、性取向和性別，給予平等機會。我們聘用了馬來西亞、印度和香港地區的員工，並定期組織團隊建設活動，在公司內部營造和諧的工作文化。</p>	
5. Effective avoidance of child labor 有效禁止童工制度	<p>我們努力尊重員工的獨特性，並創造一個包容和多元化的工作環境，不分種族、民族背景、性取向和性別，給予平等機會。我們聘用了馬來西亞、印度和香港地區的員工，並定期組織團隊建設活動，在公司內部營造和諧的工作文化。</p>	
6. Elimination of discrimination in respect of employment and occupation 消除就業和職業方面的歧視	<p>We cherish our staff's opinions. Therefore, we conduct an open and transparent dialog with our colleagues annually. Through conducting surveys, we can obtain our employees' feedback on various aspects, including compensation package, workplace, staff benefits, corporate image, training and development and team building. This "bottom-up" approach allows AEC to receive opinions from the employees and fulfill their contentment.</p> <p>我們珍惜員工的意見。因此，我們每年都會與同事進行公開透明的對話。通過調查，我們可以獲得員工對薪酬方案、工作場所、福利、企業形象、培訓和發展以及團隊建設等不同方面的反饋。這種「由下而上」的方法使沛然環保能夠接收員工的意見並滿足他們的需求。</p> <p>In addition, to communicate with staff and exchange ideas among departments and top management, staff meetings are conducted on a regular basis. AEC also provides feedback to our staff members annually. This two-way communication allows employees and their seniors to discuss and improve performance.</p> <p>此外，為了與員工溝通，部門和高層管理人員之間交換意見，我們定期召開員工會議。沛然環保還每年向我們的員工提供反饋。這種雙向溝通允許員工和他們的上級討論和提高績效。</p>	

OUR COMMITMENTS TO SUSTAINABILITY

我們對可持續發展的承諾

Principle 原則	AEC's Approach 沛然環保的方法	Sections 章節
Environment 環境		
7. Businesses should support a precautionary approach to environmental challenges 企業應支持對環境挑戰未雨綢繆	AEC adopts a precautionary approach to climate action. Climate projections encompass a level of uncertainty. However, it has not deterred AEC from driving proactive climate action given the potential climate impacts of catastrophic scale. As such, AEC has pledged to the SBTi, the worldwide initiative that supports business companies to minimize their GHG emission with a global temperature alignment for a goal to reduce its scope 1 and 2 emission before 2030 by 42%. In addition, AEC has cooperated with the WorldGBC to offer net-zero solutions in the property development and management sectors. Since AEC is one of the members agreeing to attain net-zero emission by 2030, a net-zero roadmap navigating to the target was initiated. 沛然環保對氣候行動採取預防措施。氣候預測包含一定程度的不確定性，但考慮到災難性規模的潛在氣候影響，它並沒有阻止我們積極推動的氣候行動。因此，沛然環保已向科學基礎倡議組織作出承諾，這是一項全球倡議，商業公司支持通過全球溫度調整來最大限度地減少溫室氣體排放，以實現在二零三零年之前將其範圍1和範圍2排放量減少42%的目標。此外，沛然環保與世界綠色建築委員會合作，在房地產開發和管理領域提供淨零解決方案。由於沛然環保是承諾到二零三零年實現淨零排放的成員之一，因此制定了目標的淨零排放路線圖。	Our Commitments to Sustainability 我們對可持續發展的承諾
8. Undertake initiatives to promote greater environmental responsibility 主動增加對環保所承擔的責任	Enhancing energy efficiency is one of the fundamental steps to achieve the target. As we are aware that using resources efficiently can reduce the environmental impacts and expand the resilience on business continuity and minimize our operation cost, we keep monitoring and managing our energy usage pattern with smart devices. 加強能源效率是實現目標的基本步驟之一。我們深感了解到有效利用資源可以減少對環境的影響，擴大業務連續性的彈性並最大限度地降低我們的運營成本，我們通過智能設備持續監控和管理營運上的能源使用模式。	Accelerating Decarbonization 促進減碳
9. Encourage the development and diffusion of environmentally friendly technologies 鼓勵開發和推廣環境友好型技術	Our core business is to provide environmental solutions to our clients. We motivate our clients to take up more environmental responsibility in their building projects. For example, selecting sustainable building materials and installing high efficiency facilities. Also, to extend the environmental responsibility to our business value and community, we share sustainability ideas among our suppliers and the public by organizing career talks, symposiums, webinars and other community participation activities. 我們的核心業務是為客戶提供環境解決方案。我們鼓勵客戶在他們的建築項目中承擔更多的環境責任。例如，選擇可持續建築材料和安裝高效設施。此外，為了將環境責任延伸到我們的商業價值和社區，我們通過組織職業講座、研討會、網絡研討會和其他社區參與活動，在供應商和公眾之間分享可持續發展理念。	Partnerships Towards Net-Zero 邁向淨零的夥伴關係

OUR COMMITMENTS TO SUSTAINABILITY

我們對可持續發展的承諾

Principle 原則	AEC's Approach 沛然環保的方法	Sections 章節
Anti-corruption 反貪污		
10. Businesses should work against corruption in all its forms, including extortion and bribery 企業應反對各種形式的貪污，包括敲詐勒索和行賄受賄	<p>AEC prohibits any form of corruption and bribery. Our staff received a staff handbook that includes the section of Code of Conduct. The staff is informed that soliciting or accepting any advantage in connection with his/her work without consent from AEC is strictly prohibited. In order to allow our employees to report any misconduct and malpractice anonymously to the administrative/human resources department, whistleblowing mechanisms have been established. The legal department shall then conduct investigation promptly. Regarding anti-corruption and bribery, no major non-compliance with the laws and regulations nor whistleblowing incidents were reported during the Year.</p> <p>沛然環保禁止任何形式的貪污和賄賂。我們的員工收到了包含行為準則的員工手冊。沛然環保嚴禁員工在未經公司許可的情況下索取或接受與其工作有關的任何利益。為了讓員工能夠匿名向行政／人力資源部門舉報任何不當行為和瀆職行為，我們建立了舉報機制。法務部門應及時進行調查。在反貪污賄賂方面，本年度未發生重大違法違規和舉報事件。</p>	Corporate Governance 企業管治

OUR COMMITMENTS TO SUSTAINABILITY

我們對可持續發展的承諾

ESG Certified Professional (ESGCP) Examination

As a pioneering force in the sustainability and environmental consultant sector, AEC is committed not only to providing independent and professional environmental advisory services, but also to promoting the development of a more robust ESG market and building a more environmentally friendly future for all sectors of society.

In 2024, on the occasion of AEC's 30th anniversary, we acted as a knowledge partner to assist the Chamber of Hong Kong Listed Companies (CHKLC) in developing ESGCP, which will be the first public rules-based examination in Hong Kong incorporating the latest updates to the Hong Kong Exchanges and Clearing Limited (HKEX)'s ESG Reporting Guide.

The ESGCP is based on publicly available information from the HKEX and covers authoritative standards such as Climate Standards from the International Sustainability Standards Board (ISSB), Task Force on Climate-Related Financial Disclosures (TCFD), and Science Based Targets Initiatives. It aims to assess the proficiency and knowledge level of ESG practitioners in applying HKEX's rules and regulations, and to help Hong Kong-listed companies to establish standards and improve the quality of their ESG professionals.

Furthermore, AEC's ESG Academy will provide a 6-hour training course to help ESG practitioners to understand the general regulations and latest requirements of the HKEX. This training aims to strengthen the supply of ESG talents, meet the demands of the ESG market, and create a sustainable ESG professional development and certification loop. This training initiative seeks to enhance the availability of competent ESG professionals, cater to the needs of the local ESG market, and establish a self-sustaining ecosystem for ESG professional development and certification in Hong Kong.

ESG認證專業人員(ESGCP)考試

作為可持續發展和環境顧問行業的先鋒力量，沛然環保不僅致力於提供獨立和專業的環境諮詢服務，還致力於推動發展一個更強大的ESG市場，進一步為社會各界建設環保未來。

2024年，在沛然環保成立30周年之際，我們作為知識合伙人，與香港上市公司協會(CHKLC)合作，協助開發ESGCP。這將是香港第一次基於交易所規則的公開考試，納入了香港交易及結算所(HKEX)ESG報告指引的最新更新。

ESGCP基於香港交易所的公開資訊，涵蓋權威標準，如國際可持續發展標準委員會(ISSB)的氣候標準、氣候相關財務披露工作組(TCFD)和基於科學的目標倡議。它旨在評估ESG從業人員應用香港交易所規則和法規的熟練程度和知識水平，並幫助香港上市公司為ESG從業人員建立標準及提高其質素。

此外，沛然環保的環社治學院將提供6小時的培訓課程，幫助ESG從業者理解香港交易所的一般規定和最新要求。本次培訓旨在加強ESG人才供應，滿足ESG市場需求，打造永續的ESG專業發展和認證迴圈。



ACCELERATING DECARBONIZATION

促進低碳

Core values: Wellness and Environment

Expanding Sustainability Footprints

AEC has been pioneering and expanding its services in the sustainability field, actively contributing to the construction of sustainable cities and spearheading efforts towards a decarbonized world. With our headquarters based in Hong Kong, we have established a strong operational presence not only in Hong Kong but also across the extensive regions of the Mainland China and the Asia Pacific.

AEC promises to provide our clients with high-quality and satisfactory services and products. We uphold this commitment by rigorously overseeing the quality of our services and products in alignment with the ISO 9001:2015 QMS to ensure that our clients receive professional and reliable services throughout every phase of project planning, management, execution, and monitoring.

AEC has always been at the forefront of sustainable development, and recently, the movement of advancing towards net-zero. In the quest of achieving our shared goal of advancing net zero alongside with our clients, AEC strives to provide one-stop solution-based services that covers various environmental and sustainable services:

Environmental Consultancy & Sustainable Design
環境諮詢及可持續設計



Green and Healthy Buildings
綠色及健康建築



Green Finance Sustainability Strategies & ESG Advisory
綠色金融、可持續發展策略及 ESG 諮詢

Acoustics, Audiovisual, Lighting & Theater Planning
聲學、視聽、照明及舞台設計



e-Learning Platform, Air Quality, Smart & Green Internet of Things (IoT)
網上學習平台、空氣質量、智能和綠色物聯網

核心價值觀：福祉和環境

擴展我們的可持續發展足跡

沛然環保一直在可持續發展領域開創先河，不斷擴展其服務範圍，積極促進可持續城市的建設，引導邁向一個低碳的世界。作為總部位於香港的企業，我們不僅在香港建立了強大的運營基礎，還在中國大陸和亞太地區建立了極具影響力的業務網絡。

沛然環保承諾為我們的客戶提供高質量及令人滿意的服務和產品。我們通過嚴格監督我們的服務和產品的質量，符合 ISO 9001:2015 QMS 的要求，以確保我們的客戶在項目計劃、管理、執行和監控的每個階段都能收到專業可靠的服務。

沛然環保一直處於可持續發展的最前線，並且為向最新的淨零目標邁進。為了實現我們與客戶一起推進淨零排放的共同目標，沛然環保致力於提供涵蓋多種環保和可持續發展服務的一站式解決方案服務：

ACCELERATING DECARBONIZATION

促進低碳

Green and Healthy Buildings

The green building certification consulting services of AEC provide environmental design and one-stop certification application services in order to attain greater sustainability for the new and existing structures. Through leveraging our expertise in the Building Environmental Assessment Method (“BEAM Plus”), Leadership in Energy and Environmental Design (“LEED”), Building Research Establishment Environmental Assessment Method (“BREEAM”), China Green Building Label (“China GBL”), EDGE Green Building Certification (“Excellence in Design for Greater Efficiencies”), WELL Building Standard (“WELL”) and Fitwel, our clients can fulfill the local and international green building standards.

Environmental Consultancy & Sustainable Design

AEC’s sustainability and environmental consulting services offer architects with sustainable designs solutions for urban renewal, integrated planning and sustainable development since we emphasize on the health and well-being of those who live in and around the built environment. The sustainable solutions consist of environmental impact assessment, air quality impact assessment, air ventilation impact assessment, noise impact assessment, environmental monitoring and audit, carbon and energy audit and building environment research.

Green Finance, Sustainability Strategies & ESG Advisory

The ESG reporting and consulting services of AEC have grown consistently to assist businesses in formulating their sustainability approaches. During the Year, we continued to improve our one-step online ESG management platform – Sustainature. It simplifies ESG data processing, enable data analytics and management with the same platform and generate the HKEX and Bursa Malaysia compliant ESG reports, helping enterprises track their progress towards carbon neutrality goals and enhancing ESG performance. In line with sustainability reporting, we also offer auxiliary value-added services such as stakeholder engagement, materiality assessment, target setting, sustainability assessments such as Global Real Estate Sustainability Benchmark (“GRESB”) consulting and sustainable strategy development. Our mission is to direct our clients toward a sustainable future on a solution basis that outperforms regulatory standards. In light of more stringent disclosure requirements of sustainability reporting guidelines and frameworks, we aspire to advise clients on up-to-date industrial trends and assist them in growing their capacity for long-term sustainable development.

綠色健康建築

沛然環保的綠色建築認證顧問服務提供環境設計和一站式認證申請服務，以幫助新建築和現有建築實現更高的可持續性表現。我們運用綠建環評(「BEAM Plus」)、領先能源與環境設計(「LEED」)、英國建築研究院環境評估方法(「BREEAM」)、中國綠色建築評價標識(「China GBL」)、EDGE綠色建築認證(「卓越設計，提高效率」)、健康建築標準(「WELL」)及Fitwel方面的專業知識，幫助不同客戶達到本地及全球綠色建築標準。

環境諮詢與可持續設計

沛然環保的可持續發展和環境諮詢服務為建築師提供城市更新、綜合規劃和可持續發展的可持續設計解決方案，因為我們重視居住在建築環境中和周圍居民的健康和福祉。可持續解決方案包括環境影響評估、空氣質量影響評估、通風影響評估、噪音影響評估、環境監測和審計、碳與能源審計和建築環境研究。

綠色金融、可持續發展策略和ESG諮詢

沛然環保持續發展ESG報告和諮詢服務，以為企業的可持續發展方法提供建議和協助。本年度內，我們持續改善我們的一站式線上ESG管理平台 – Sustainature，以平台簡化ESG數據處理程序、在同一平台上實現數據分析和管理、並生成符合聯交所和馬交所要求的ESG報告、幫助企業實現碳中和目標進度追蹤，並提高ESG績效。除了可持續發展報告，我們還提供輔助增值服務，例如持分者參與、重要性評估、目標設定、全球房地產可持續發展標準(「GRESB」)諮詢，以及可持續策略制定等可持續發展評估。我們的使命是在超越監管標準解決方案的基礎上，引領我們的客戶邁向可持續的未來。鑑於可持續發展報告指南和框架的披露要求越趨嚴格，我們有志於就最新的行業趨勢為客戶提供建議，並協助他們提高長期可持續發展能力。

ACCELERATING DECARBONIZATION

促進低碳

We are honored to be recognized with several significant accolades throughout the Year, which assure our expertise and devotion to producing high-quality ESG reports. AEC has been awarded the Best in ESG Reporting Awards (GEM), Best in ESG Awards (GEM), and ESG Report of the Year (GEM) by BDO Limited, which acknowledged the outstanding performance of AEC's 2021/22 ESG report. These accomplishments epitomize our leadership position in both Hong Kong's and Mainland China's green building consulting industry.

In addition to our ESG reporting and consulting services, responsible investment is also a key area of AEC's business focus. We provide consultancy services to assist our clients to commit to investments that have taken into consideration of ESG factors on the long-term investment return and its sustainability. Moreover, AEC has committed to the responsible investment of a number of projects that play key roles in sustainable development. In recent years, AEC has made investments in a range of projects related to climate risk.

Acoustics, Audiovisual, Lighting & Theater Planning

The acoustic, audio-visual and lighting design consulting services offered by AEC help the engineers and architects to evaluate the environmental performance of various building materials and products to make the acoustic and lighting environment comfortable. The services include architectural acoustics, building acoustics, sound reinforcement and public address systems, architectural and façade lighting systems, mechanical service and airborne noise control, as well as theater design and stage equipment systems.

e-Learning Platform, Air Quality, Smart & Green IoT

In addition to our core services, AEC also provides a number of enhancement services for our clients to further their sustainable development aspirations. To enhance properties' overall indoor environmental quality, AEC has been providing real-time air quality monitoring solutions to our clients, to aid them to monitor and improve indoor IAQ of their properties. Moreover, to improve our clients' knowledge and understanding on the importance of sustainable development, AEC has also been providing our clients with e-Learning platform on training for ESG topics.

我們很榮幸能夠在本年度獲得多項重大榮譽，這肯定了我們在撰寫高質量ESG報告上的專業性和貢獻。沛然環保榮獲香港立信德豪會計師事務所有限公司所頒授的最佳ESG報告大獎(GEM)，和最佳ESG大獎(GEM)和ESG年度大獎(GEM)，以表彰沛然環保於二零二一／二二年度ESG報告中的出色表現。這些成就亦體現了我們在香港和中國大陸綠色建築諮詢行業中的領導地位。

除了我們的ESG報告和諮詢服務以外，責任投資也是沛然環保業務中的一個重點範疇。我們在提供諮詢服務時，會就ESG因素所帶來的長期投資回報及其可持續性的投資為客戶作出考量。此外，沛然環保承諾對一系列在可持續發展發展中發揮關鍵作用的項目進行負責任的投資。近年來，沛然環保投資了一系列與氣候風險相關的項目。

聲學、視聽、照明及舞台設計

沛然環保的聲學、視聽、照明及舞台設計諮詢服務幫助工程師和建築師評估各種建築材料和產品的環境性能，使聲學和照明環境舒適。這些服務包括建築聲學、樓宇建築聲學、擴聲和公共廣播系統、建築和外牆照明系統、機械服務和空氣噪聲控制，以及舞台設計和舞台設備系統。

網上學習平台、空氣質量、智能和綠色物聯網

除了我們的核心服務外，沛然環保還為我們的客戶提供多項提升服務，以進一步實現他們的可持續發展願景。為了提高物業的整體室內環境質素，沛然環保一直在向我們的客戶提供實時空氣質量監測解決方案，以幫助他們監測和改善其物業的室內空氣質量。此外，為了提高客戶對可持續發展重要性的認識和理解，沛然環保還一直為客戶提供ESG主題培訓的在線學習平台。

ACCELERATING DECARBONIZATION

促進低碳

01 Case Study 個案分析



The Fullerton Ocean Park Hotel Hong Kong

As the first Fullerton hotel in Hong Kong and first Fullerton resort worldwide, The Fullerton Ocean Park Hotel Hong Kong is a sustainability-minded, oceanfront luxury resort offering a relaxing and tranquil retreat for every kind of traveler. Each of the 425 well-appointed guest rooms enjoys panoramic ocean views overlooking the South China Sea.

The resort also features 4 dining destinations, an infinity pool, a kids' lagoon, an indoor kids' zone, a gym and a luxury spa. Guests and visitors will discover the treasures of the vibrant and stunning Southside, where local lifestyles blend seamlessly with natural wonders, marine park adventures, and endless attractions.

In this project, AEC, serving as the green & healthy building consultant, offers professional consultancy services to aid the client in achieving a GOLD rating in BEAM Plus New Building Certification and WELL Certification.

Furthermore, the project received the following recognitions:

- The Greatest Reduction in Estimated Annual Energy Consumption – Commercial/Hotel Category – Year 2022/23 from the BEAM Plus Certificate Presentation Ceremony
- The first hospitality project achieving WELL v2 certification across the Greater China

香港富麗敦海洋公園酒店

作為香港第一家富麗敦酒店和全球首家富麗敦度假村，香港富麗敦海洋公園酒店是一家位於海濱的豪華度假酒店，致力於可持續發展，為各類旅客提供放鬆和寧靜的度假場所。酒店擁有425間設備完善的客房，每間客房均享有俯瞰南海的全景海景。

度假村還設有四個用餐場所、一個無邊際泳池、一個兒童泳池、一個室內兒童遊樂區、一個健身房和一個豪華水療中心。客人和遊客將會發現南區充滿活力和迷人，當地的生活方式與自然奇觀、海洋公園冒險和無盡的景點融為一體。

在這個項目中，沛然環保作為綠色和健康建築顧問，提供專業的諮詢服務，幫助客戶實現BEAM Plus新建築認證的金級評級和WELL認證。

此外，該項目獲得以下認可：

- 來自BEAM Plus證書頒獎典禮的商業／酒店類別2022/23年度估計年度能耗最大減少獎項
- 在大中華地區首個獲得WELL v2認證的酒店項目



ACCELERATING DECARBONIZATION

促進低碳

Wellness and Healthy Design

健康與健康設計



AIR 空氣

To minimize occupant exposure to second-hand smoke and reduce smoke pollution, smoking and the use of e-cigarettes are prohibited in all interior spaces, on all decks, and balconies.

為了最大程度地減少居民接觸二手煙並減少煙霧污染，所有室內空間、所有甲板和陽台均嚴格禁止吸煙和使用電子煙。這一措施旨在保障客人的健康，並創造一個清潔、健康的環境，讓每位住客都能享受到優雅的海畔體驗。

All central air handling units use ultraviolet lamps to irradiate the surfaces of the cooling coils and drain pans. All cooling coils without ultraviolet lamps are inspected on a quarterly basis for mold growth and cleaned.

所有中央空調機組都配備了紫外線燈，用於照射冷卻盤管和排水盤的表面，以確保空氣品質的衛生和安全。此外，每季度都會對未配備紫外線燈的冷卻盤管進行檢查，以防黴菌生長，並進行必要的清潔工作，確保設備的良好運行和環境的舒適度。



NOURISHMENT 營養

Primary ingredients are prominently displayed and all menus clearly indicate common food allergens and dietary concerns. Guests can make informed choices based on their dietary needs and preferences.

餐廳的功能表清晰標明常見的原材料與食物過敏原，為顧客提供了方便和安心。因此，顧客可以根據自己的飲食需求和喜好做出知情的選擇，確保他們享用的美食符合他們的健康和口味標準。



MOVEMENT 運動

The Fullerton Ocean Park Hotel offers an ergonomic comfort focusing on the workplace safety for employees. Equipment is available to adjust the height of desktop monitors and laptop screens. Anti-fatigue mats and recessed toe space are provided for standing front line colleagues as well.

富麗敦海洋公園酒店非常注重員工的人體工程學舒適度和工作場所的安全性。為了滿足員工的需求，酒店提供了可調節高度的台式顯示器和筆記型電腦螢幕，以確保每個員工都能夠找到適合自己的最佳工作姿勢。此外，酒店還為需要長時間站立工作的員工提供了抗疲勞墊和具備充足腳趾空間的鞋，以減輕他們的腳部壓力，提高工作效率。



COMMUNITY 社區

Throughout the design and operation phases, project stakeholders collaborated to ensure adherence to collective wellness goals. Lush greenery enveloping the entire development and indoor plant installations aim to foster a deeper connection between humans and nature, enhancing well-being. Outdoor farming areas are designated for staff to enjoy gardening activities. Information boards and preservation efforts pay homage to Hong Kong's unique natural beauty and heritage. Additionally, the flora and waterfront promenade designs celebrate the waterfront and the picturesque Tai Shue Wan.

在專案的設計和運營中，各利益相關者共同努力，以確保專案實現共同的健康目標。綠色景觀環繞著整個開發區域，旨在加深人與自然之間的聯繫，提升整體福祉感。同時，酒店內的「海洋農莊」為員工提供了一個理想的戶外場所，通過不同的農莊活動，讓客人、員工與各社區人士盡情享受園藝活動，融入自然之中。有關大自然的資訊板和保護措施是酒店對香港獨特自然美景和文化遺產的致敬。此外，植物和海濱長廊的設計也是對大樹灣和南海美景的贊禮。

ACCELERATING DECARBONIZATION

促進低碳

02 Case Study 個案分析

One Soho

One Soho, situated in the vibrant Mong Kok district, is a composite development project that consists of a 23-storey residential tower atop a 3-storey podium, along with a 2-storey basement parking facility.

Recognized for its excellence, One Soho has received several recognitions, including the Grand Award in the New Buildings category of the Green Building Award 2023, BEAM Plus New Building 'Provisional Gold' rating and WELL Core 'Certified Gold' rating.

One Soho is envisioned as an urban insertion that promotes renewal, revitalization, healing, and well-being of its occupants and surrounding neighborhood. AEC, as the green building consultant for One Soho, has provided professional consultancy services for the BEAM Plus certification in this outstanding project.

One Soho

One Soho位於充滿活力的旺角區，是一個綜合開發項目，由一座位於3層平台之上的23層住宅樓和一個2層的地庫停車場組成。

One Soho因其卓越表現而獲得多項認可，包括2023年綠色建築獎新建築類大獎、BEAM Plus新建築「臨時金獎」評級和WELL Core「認證金獎」評級。

One Soho被設想為一個都市插入物，促進居住者和周圍社區的更新、振興、治癒和福祉。沛然環保作為One Soho的綠色建築顧問，為該傑出項目的BEAM Plus認證提供了專業的諮詢服務。



ACCELERATING DECARBONIZATION

促進低碳

Green Features

綠色特性



- Use of reflective roof tile to reduce heat gain
- Majority units facing open views. Large IGU glazing with low-e coat
- Optimized building façade (WWR, VLT, SC, U-values, STC) to control the indoor environmental quality and heat gain
- Maximize glazing & openable windows and balconies to allow natural ventilation & lighting to habitable space
- Landscaped terraces & vertical greeneries
- Façade vertical fins for sun-shading & reduce heat gain without compromising visibility



Large glazing & natural ventilation for all units



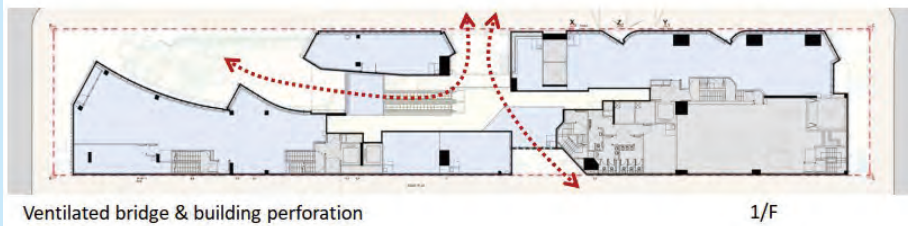
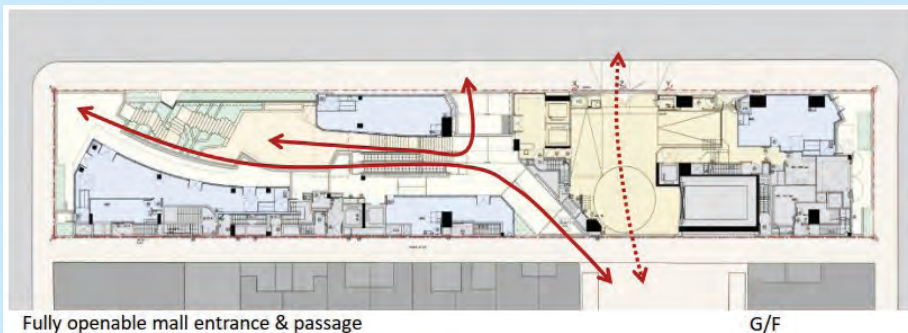
Landscaped staircase at sunken garden



Vertical greenery & water feature at sunken garden

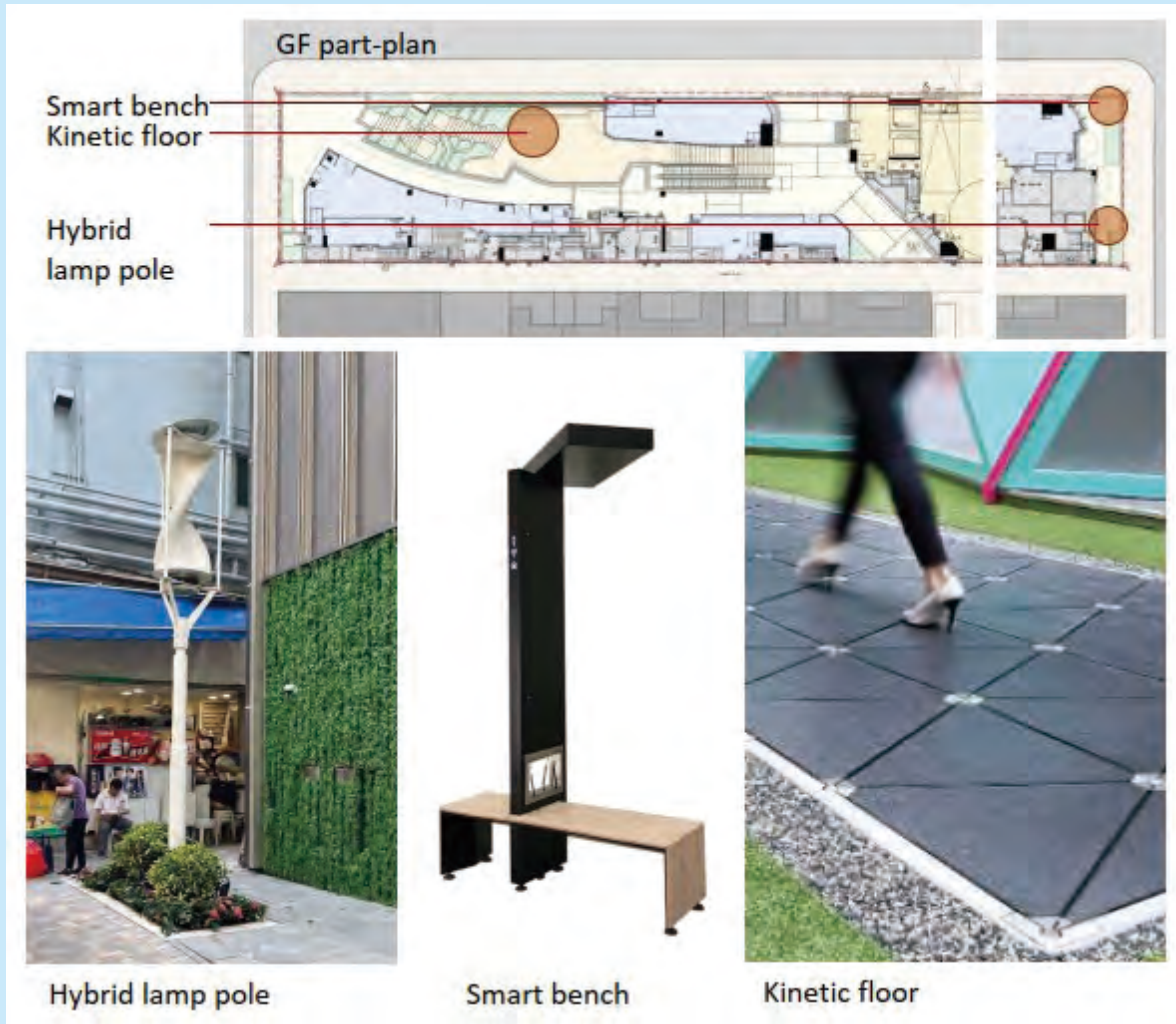


Vertical fins at podium façade as shading device



ACCELERATING DECARBONIZATION

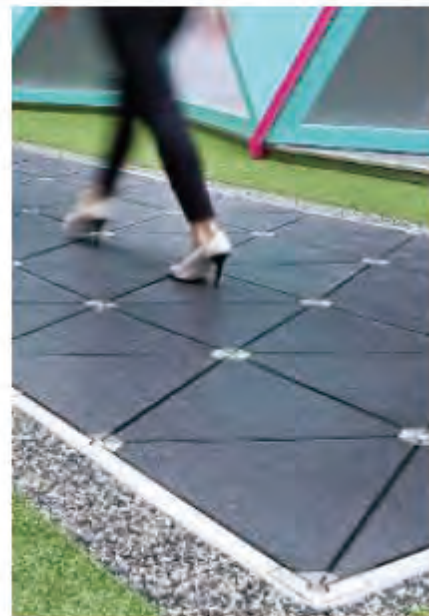
促進低碳



Hybrid lamp pole



Smart bench



Kinetic floor



Air Induction Unit (AIU) at urban passage & arcade



Water feature at sunken plaza feature wall

ACCELERATING DECARBONIZATION

促進低碳

UNSDGs

聯合國可持續發展目標

3 GOOD HEALTH AND WELL-BEING



- High floor-to-floor height (3.4m) for comfort and better lighting quality
- Large Insulated Glass Unit (IGU) glazing with low-e coat to minimize heat gain
- Multiple community amenities integrated around the large urban plazas & passage to enhance the use of space, improve comfort and inspire sustainable living
- Optimized building façade to control the indoor environmental quality and heat gain
- Touchless lift button for more hygienic experience
- 層高3.4米，舒適且照明質量更好
- 大型隔熱玻璃單元(IGU)嵌裝玻璃，具有低e塗層，以最大限度地減少熱增益
- 大型城市廣場和通道周圍集成了多種社區設施，以提高空間利用率，提高舒適度，激發永續生活
- 優化建築立面，控制室內環境質量和熱增量
- 無接觸升降按鈕，帶來更衛生的體驗

7 AFFORDABLE AND CLEAN ENERGY



- Maximize natural ventilation across the retail arcades to reduce cooling load
- Energy Efficient Appliance, LED lighting and Large IGU glazing to reduce energy consumption
- Air Induction Unit (AIU) to improve the air flow rate of podium spaces
- Adoption of renewable energy, for example, solar-powered mosquito trap and solar-wind lamp pole
- 最大限度地提高零售商場的自然通風，以減少製冷負荷
- 節能電器、LED照明和大型IGU玻璃，以降低能耗
- 空氣導入裝置(AIU)，用於提高裙樓空間的空氣流量
- 採用可再生能源，例如太陽能捕蚊器和太陽能風燈杆

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Digital work supervision system (DWSS) for site supervision and quality control
- Smart home display systems to encourage residents to engage and be aware of their energy consumption habits and waste produced
- 用於現場監督和品質控制的數位工作監督系統(DWSS)
- 智能家居顯示系統，鼓勵居民參與並了解他們的能源消費習慣和產生的廢物

11 SUSTAINABLE CITIES AND COMMUNITIES



- Expansion of open spaces with lush landscaping for the community and mitigate urban heat island
- Urban passage is created linking Reclamation Street to the rear lane and urban park fronting Canton Road
- Rear lane revitalization with new landscape, visual and physical connection
- Water feature at sunken plaza feature wall to create a tranquil environment and reduces temperature
- 擴展開放空間，為社區提供鬱鬱蔥蔥的景觀，緩解城市熱島效應
- 創建了都市通道，將填海街與後車道和廣州路前的都市公園連接起來
- 具有新景觀、視覺和物理連接的後車道振興
- 下沉式廣場特色牆的水景，營造寧靜的環境，降低溫度

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- BIM for planning and coordination to reduce cost and wastages
- Modular and repeated façade elements to reduce waste generation
- Rainwater recycling system deployed for planting irrigation and water conservation
- BIM用於規劃和協調，以降低成本和浪費
- 模組化和重複的立面元素可減少廢物產生
- 雨水回收系統用於種植灌溉和節水

ACCELERATING DECARBONIZATION

促進低碳

03 Case Study 個案分析



Helping our client to become a Global and Regional Sector Leader (Diversified – Office/Retail) and achieve the highest 5-Star rating in the GRESB 2023 real estate assessment

As a partner of GRESB, AEC collaborates closely with GRESB and we possess extensive expertise in offering technical advice to help our clients to achieve and even surpass the industry best practices of sustainability.

The GRESB 2023 Real Estate Assessment encompassed over 2,000 participants spanning 15 sectors and 75 markets, providing a comprehensive and rigorous analysis of the industry's efforts, progress, and advancements in ESG management, performance, and development.

In the GRESB 2023 Real Estate Assessment, AEC provided professional consultancy services to our esteemed client, Henderson Land Development Company, to achieve the highest GRESB 5-Star rating in both the Standing Investment and Development Benchmarks. On top of the outstanding results, Henderson has been recognized as a Global and Regional Sector Leader (Diversified – Office/Retail) in the Standing Investment Benchmark. This recognition signifies that Henderson is among the top-performing participants globally and regionally in the Diversified – Office/Retail sector.

With this successful case, we will continue to work hand in hand with our clients to enhance their ESG performance and achieve sustainability in the built environment.

幫助我們的客戶在GRESB房地產評估2023中獲得最高5星評級並成為全球和區域業界領導者(多元化：辦公室／零售)

作為GRESB的夥伴，沛然環保與GRESB密切合作並擁有廣泛的專業知識，以提供技術諮詢，幫助客戶實現甚至超越行業的可持續最佳實踐。

GRESB房地產評估2023涵蓋了15個行業和75個市場的2,000多個參與者，全面而嚴謹地分析了房地產行業在ESG管理、績效和發展方面的進展、努力和進步。

在GRESB房地產評估2023中，沛然環保為我們尊貴的客戶恒基兆業地產有限公司提供專業諮詢服務，並在常設投資基準指標和發展基準指標中獲得最高的5星評級。除了出色的成績外，恒基還在常設投資基準指標中被GRESB評為全球和區域業界領導者(多元化：辦公室／零售)。這一認可表明恒基在全球和區域內的多元化：辦公室／零售業界中是表現最佳的參與者之一。

憑藉這個成功個案，我們將繼續與我們的客戶攜手合作，提升他們的ESG績效，實現建築環境的可持續發展。



ACCELERATING DECARBONIZATION

促進低碳

04 Case Study 個案分析



Supply and installation of IAQ sensor at ICC 14 floors of office

In recent years, IAQ has emerged as a critical concern in scientific, environmental, and political circles. The global pandemic has underscored the importance of maintaining healthy indoor environments. Studies have established strong links between building indoor conditions, IAQ, and human health, including productivity and workers' well-being. The supply and installation of such sensors can reveal insights into the balance between maintaining optimal IAQ and energy efficiency. The project aligns with ESG principles, emphasizing sustainability and occupant well-being.

The supply chain for air quality sensors is a critical component. The supplier, Airthings is selected based on their commitment to sustainable practices and awarded a silver ranking in EcoVadis for their effort, including responsible sourcing of materials, energy-efficient manufacturing processes, and fair labour practices.

To address IAQ concerns, we deployed a comprehensive IoT framework using commercially available hardware and software. The key components included off-the-shelf sensors, data integration tools, and user-friendly applications. This project was an open-plan office within ICC, one of the most prestigious office properties. The framework allowed seamless data flow from sensors to databases, enabling real-time monitoring and informed decision-making. Notably, the flexibility of our approach allowed for easy adaptation to different worksites with minor modifications. By integrating the collected data into analytics software, building managers would also gain valuable insights to manage IAQ effectively.

為ICC 14層辦公樓供應和安裝室內空氣質量傳感器

近年來，室內空氣質量已成為科學、環境和政治界的一個重大關切。全球新冠病毒流行病凸顯了保持健康室內環境的重要性。研究已經建立了建築室內條件、室內空氣質量和人類健康之間的強烈聯繫，包括生產力和員工福祉。這些傳感器的供應和安裝可以揭示在維持最佳空氣質量和能源效率之間的平衡。該項目符合ESG原則，強調可持續性和居民福祉。

空氣質量傳感器的供應鏈是一個關鍵組件。供應商Airthings基於其對可持續實踐的承諾被選中，並在EcoVadis中獲得銀級評級，包括負責任的材料採購、節能製造過程和公平勞動慣例。

為了解決空氣質量問題，我們部署了一個全面的物聯網框架，使用商業上可用的硬件和軟件。關鍵組件包括現成的傳感器、數據集成工具和用戶友好的應用程序。該項目位於環球貿易廣場中的開放式辦公室。該框架允許從傳感器到數據庫的無縫數據流，實現實時監測和知情決策。值得注意的是，我們的方法的靈活性只需進行輕微的修改使其能夠輕鬆適應不同的工作場所。通過將收集的數據集成到分析軟件中，建築管理人員還可以獲得有價值的洞察，以有效地管理空氣質量和能源效率。

ACCELERATING DECARBONIZATION

促進低碳

Driving Sustainable Operations

AEC places significant emphasis on its own environmental performance and strives to minimize its impact on the environment. AEC has implemented many green measures in the workplace to achieve good environmental management, from improving energy efficiency and reducing energy consumption to protect water resources. Furthermore, we are committed to optimizing resource usage and enhancing environmental consciousness among our employees.

推動可持續營運

沛然環保非常重視我們自身的環境績效，並將其對環境的影響降至最低。沛然環保在工作場所採取了各種綠色措施以實現良好的環境管理，從提高能源效益到節約水資源。此外，我們致力於優化資源使用，並提升員工對環境的意識。

Workplace Sustainability Initiatives

工作場所可持續發展倡議

Energy Efficiency

能源效益

Obtain LEED for Existing Interior & Arc Platform (Target Gold)

獲得LEED現有室內認證和Arc平台(目標金級)

Reduce 42% of absolute scope 1 and scope 2 GHG emission by 2030 from base year 2023

二零三零年範圍1及範圍2的絕對溫室氣體排放量較二零二三基準年減少42%

Water Conservation

節約用水

Provide water dispensers to discourage the use of disposable plastic water bottles

提供飲水機，避免使用即棄塑膠水瓶

Display water saving logos to raise staff awareness

張貼節水標籤，以提高員工意識

Resources Management

資源管理

Provide recycling bins to separate recyclable waste from source

提供回收箱從源頭分類可回收廢棄物

Control the use of raw materials such as packaging to minimize waste generation

控制包裝等原材料的使用，以盡量減少廢物的產生

Adopt green products, such as printing the Annual Report with soy ink

採用綠色產品，例如使用大豆油墨印刷年報

Adopt the "paperless office" practice with paperless publications and newsletters and provide e-statements and e-trade platform to customers

採用無紙化刊物和通訊以實踐「無紙化辦公室」，為客戶提供電子結賬單和電子貿易平台

Updating of the Human Resources System so that staff are required to apply for annual leave through the HR-Lite, thereby reducing the use of paper

更新人力資源系統，員工需通過HR-Lite申請假期，從而減少紙張使用

Reuse containers and utensils

重複使用容器和餐具

ACCELERATING DECARBONIZATION

促進低碳

Workplace Sustainability Initiatives

工作場所可持續發展倡議

<p>Awareness Raising and Education 提高意識及教育</p>	<p>At least 6 trainings/activities per person 每人至少6次培訓／活動</p> <p>Organize green-themed activities such as ESG, green building, and other sustainability related talks and seminars 舉辦以綠色為主題的活動，例如關於ESG、綠色建築和其他可持續發展相關主題的講座及研討會</p> <p>Establish and implement Environmental Policy 訂立和執行環境政策</p>
<p>Office Waste Management 辦公室廢棄物管理</p>	<p>Set up baseline using 3-month data 使用三個月的數據設立廢棄物基準線</p> <p>Measure general wastes once per week 每週測量一次普通廢棄物</p>
<p>Talent Attraction and Retention 吸引與保留人才</p>	<p>Reduce overall turnover rate to below 20% 將整體離職率降至20%以下</p>
<p>Health and Safety 健康及安全</p>	<p>Keep zero injury rate 保持零工傷率</p>
<p>Communication 交流</p>	<p>Quarterly update/sharing (all staff meeting) 季度更新／分享(全員會議)</p> <p>Social bonding sessions (every month) 社交聯繫會議(每月)</p>

ACCELERATING DECARBONIZATION

促進低碳

Achievements in Green Building Projects

The following graph illustrates the overall savings in resources associated with BEAM Plus and LEED-certified projects from 2016/17 to 2023/24 in comparison to their respective baseline standards:

綠色建築項目的研究成果

下圖說明了於二零一六／一七年至二零二三／二四年期間，BEAM Plus和LEED認證項目與各自的基線標準相比的總節約量：

tCO₂e of GHG emissions
estimated reduction (estimate)
噸預計二氧化碳當量減排量

453,049.20

=

trees
planted
樹木栽種

19,697,791.38

MWh electricity reduction
(estimate)
兆瓦時預計減電量

226,109.63

=

households' average
electricity consumption
個家庭的平均用電量

49,047.64

million liter water
reduction (estimate)
百萬升預計減水量

2,881.74

=

Olympic-sized
swimming pools
奧運會規模游泳池

1,152.69

MWh Solar Energy
generated (estimate)
兆瓦時預計太陽能產電量

761.98

=

households' average
electricity consumption
個家庭的平均用電量

165.29

tonnes waste
recycled (estimate)
噸預計廢棄物回收量

33,216.14

=

Hong Kong people's yearly
disposal rate of municipal solid waste
香港人每年的都市固體廢物棄置量

60,266.96

ACCELERATING DECARBONIZATION

促進低碳

Environmental Performance Review

環境表現概況

Energy 能源	Unit 單位	2023/2024	2022/2023
Electricity Consumption 耗電量	kWh 千瓦時	123,105	129,616
Fuel Consumption 燃料耗量	kWh 千瓦時	41,920	42,399
Total Energy Consumption 總能源耗量	kWh 千瓦時	165,025	172,015
Energy Intensity 能源消耗密度	kWh/Employee 千瓦時/員工	1,965	2,177

GHG 溫室氣體	Unit 單位	2023/2024	2022/2023
Scope 1 GHG Emission ^{Note 1} 範圍1溫室氣體排放 ^{註一}	tCO ₂ e 噸二氧化碳當量	11.51	11.64
Scope 2 GHG Emission ^{Note 2} 範圍2溫室氣體排放 ^{註二}	tCO ₂ e 噸二氧化碳當量	83.71	88.14
Scope 3 GHG Emission ^{Note 3} 範圍3溫室氣體排放 ^{註三}	tCO ₂ e 噸二氧化碳當量	14.17	1.19
Total GHG Emission 總溫室氣體排放	tCO ₂ e 噸二氧化碳當量	109.39	100.97
GHG Emission Intensity 溫室氣體排放密度	tCO ₂ e/Employee 噸二氧化碳當量/員工	1.30	1.28

Materials and Waste 材料和廢棄物	Unit 單位	2023/2024	2022/2023
Landfilled General Waste 棄置於堆填區的一般廢棄物	tonnes 噸	3.20	0.25
Recycled General Waste 已回收廢棄物	tonnes 噸	0.19	0.38
Landfilled Paper Waste (HK only) (Scope 3) 棄置於堆填區的廢棄紙張(僅限香港地區)(範圍3)	tonnes 噸	0.06	/

Note 1: AEC's Scope 1 GHG emission refers to energy direct emissions, including the consumption of fuel for company-owned private cars.

註一：沛然環保的範圍1溫室氣體排放為公司私家車消耗燃料所引致的直接排放。

Note 2: AEC's Scope 2 GHG emission refers to energy indirect emissions, including the consumption of purchased electricity and cooling energy. Although the Malaysian office was included in the Reporting Scope this year, due to its small size and the significant results achieved by the Hong Kong office in reducing electricity consumption, overall GHG emissions in Scope 2 have decreased. The relevant emission figures are calculated with reference to EPD's Guidelines to Account for and Report on GHG Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition).

註二：沛然環保的範圍2溫室氣體排放為間接排放，包括消耗外購電力和冷卻能源。本年度雖將馬來西亞辦公室納入統計範圍，但由於其規模較小，且香港辦公室採取多項措施減少用電並取得顯著成效，所以總體來看範圍2溫室氣體排放有所下降。相關排放數字乃參考由環保署所編製的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引》(2010年版)所計算。

Note 3: During the Year, Scope 3 GHG emissions include carbon emissions from paper disposed of in landfills, as well as carbon emissions from company staff business travel (air transportation only).

註三：本年度範圍3的溫室氣體排放為除了包括棄置於堆填區的紙張碳排放量，亦新增公司員工差旅的碳排放量(僅空中交通)。

ACCELERATING DECARBONIZATION

促進低碳

Sustainable Operation Initiatives

Over the years, AEC has remained steadfast in its commitment to enhancing environmental performance by continuously refining and streamlining its operations. This dedication is exemplified through the implementation of various sustainable operational initiatives aimed at minimizing our ecological footprint.

Continuous Real-Time Indoor Environmental Monitoring

To improve the indoor environmental condition of the office, AEC continues to monitor the IAQ with the use of real-time IAQ system. The system installed sensors at different areas of the office, for real-time data collection of IAQ data. The gathered data is used for strategy setting for improving IAQ condition of the office in the future.

Smart Meter for Air Conditioning System

To better control the indoor environment of the office and improve energy management of the air-conditioning system of the office, AEC has upgraded the air conditioning control system, to newer computer-controlled smart control and metering system. This allows us to improve the energy management of the air-conditioning system. Moreover, the improved control system enables us to improve indoor comfort for our employees.

Real-time Energy Consumption Monitoring System

To reduce energy consumption to fulfill our commitment to SBTi in 2030, AEC has upgraded its energy monitoring system with new smart energy meters available for real-time energy data collection and data analysis. AEC aims to use the data collected from the new monitoring system to devise strategies and initiatives to further reduce energy consumption.

Coffee Ground Recycling

To tackle the increasing level of food wastes generated from coffee consumptions in the office, AEC is participating in Eco-Greenergy's Zero Ground Coffee Campaign, for the recycling and upcycling of coffee ground wastes generated from its operation. We collect and transfer all of the coffee grounds consumed at the office to Eco-Greenergy for further upcycling of coffee ground wastes, to be turned into products such as soaps, compost and handwash. The proceeds from the participation in the initiative also serves to support the research work on the valorization of food wastes for sustainable production of chemicals and materials at the City University of Hong Kong.

可持續營運倡議

多年來，沛然環保一直堅定致力於通過不斷完善和精簡其運營來提高環境表現。這種奉獻精神通過實施各種可持續營運倡議得以體現，旨在最大程度地減少我們的生態足跡。

連續實時室內環境監測

為了改善辦公室的室內環境，沛然環保繼續使用實時系統監測室內空氣質量。該系統利用安裝在辦公室不同區域的傳感器，實時收集室內空氣質量數據。所收集的數據用於未來改善辦公室室內空氣質量的策略制定。

空調系統智能電錶

為了更好地控制辦公室的室內環境，提高辦公室空調系統的能源管理，沛然環保將空調控制系統升級為更新的計算機控制的智能控制和計量系統。這使我們能夠改善空調系統的能源管理。此外，改進的控制系統能夠提高員工的室內舒適度。

實時耗能監測系統

為了降低能源消耗以兌現我們對二零二零年SBTi的承諾，沛然環保將其能源監控系統升級，新的智能電錶可用於實時能源數據收集和數據分析。目的是利用新監測系統收集的數據來制定進一步降低能源消耗的戰略和措施。

咖啡渣回收

為了解決辦公室咖啡消耗產生的廚餘問題，沛然環保正在參與Eco-Greenergy的零咖啡渣運動，以回收和升級其運營中產生的咖啡渣。我們收集辦公室消耗的所有咖啡渣並將其運送到Eco-Greenergy，以進一步升級回收咖啡渣，用於製造肥皂、堆肥和洗手液等產品。參與該計劃的收益也有助於支持香港城市大學關於廚餘作可持續生產化學品和材料的價值研究。

OUR SUSTAINABLE TEAM

我們的可持續團隊

Core Values: Wellness and Symbiotic

Our employees are our backbone to our success as a professional consultancy firm. We fully appreciate and protect all employee's fundamental rights and offer them diverse career environment and equal development opportunities, so that they can showcase their talents and ideas, and achieve mutual achievement and symbiotic between employees and the Group.

Boosting Diversity and Inclusion

AEC is committed to building a diverse and inclusive work environment, providing assurance for employees to explore their unlimited potential. We will never adopt discriminative approach against candidates based on their gender, age, ethnicity and religion or disability in the recruitment and employment decision-making process, and strive to improve employment policies that promote fairness and anti-discrimination to create an equal and diverse workplace platform. We also encourage each employee to express their curiosity, creativity and ideas to lead the company to new vitality.

Besides, AEC sustains a corporate culture which esteems human rights, protects female rights and safeguards the vulnerable. We respond promptly to issues related to human rights with the provision of targeted solutions to minimize the risk of human rights violations. During the recruitment process, our administrative/human resources department is appointed to verify candidates' valid identity documentation, age, and working permit to prevent child labor, forced labor and other forms of illegal labor.

Beyond the workplace, we have long been actively promoting diversity and inclusive development in the community. AEC is regularly invited by GRESB Insights to share insights on a wide range of topics including gender diversity, and to provide examples of the apparent correlation between a gender-diverse workforce and workplace effectiveness. It puts along with our suggestions on a multi-faceted strategy to shaping gender-balanced human resources.

核心價值觀：福祉和共贏

作為一家專業顧問公司，員工是支持我們成功的中堅力量。我們充分尊重和保護所有員工的基本權益，並為他們提供多元的職場環境和平等的職業發展機會，讓他們能夠展現自己的才華和想法，實現員工與公司的互相成就和合作共贏。

推動多元化及共融

沛然環保致力於建構一個多元共融的工作環境，為員工探索自我的無限潛力提供保障。我們在招聘和僱傭的決策過程中絕不將候選人的性別、年齡、種族和宗教或殘疾的差異納入考量範疇，努力完善促進公平和反歧視的就業政策，打造一個平等且多元的職場平台。我們還鼓勵每位員工展示自己的好奇心、創意和想法，引領公司煥發新活力。

此外，沛然環保秉持尊重人權、保護女性權利和保護弱勢群體的企業文化。我們通過提供針對性的解決方案及時應對與人權相關的問題，將侵害人權的風險降至最低。在招聘過程中，我們的行政／人力資源部門將會核實候選人的有效身份證件、年齡和工作許可，以防止童工、強迫勞動和其他形式的非法勞工。

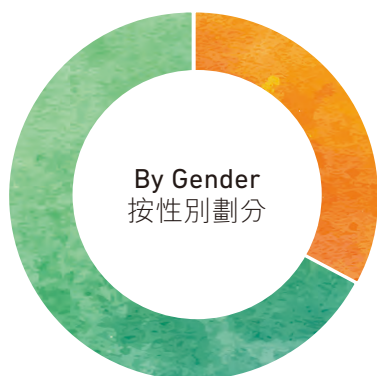
於職場以外，我們長期以來積極推動社區多元化及共融發展。沛然環保定期受「GRESB Insights」邀約，在該平台上就包括性別多元化在內的廣泛主題分享見解並說明了性別多元化工作團隊與職場工作效率之間密不可分的關係。並對如何以多管齊下的方針，建立性別平衡的人力資源提出建議。

OUR SUSTAINABLE TEAM

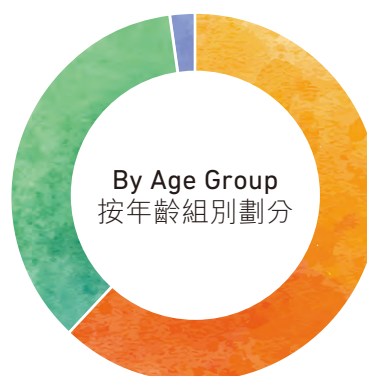
我們的可持續團隊

Number of Employees

員工人數



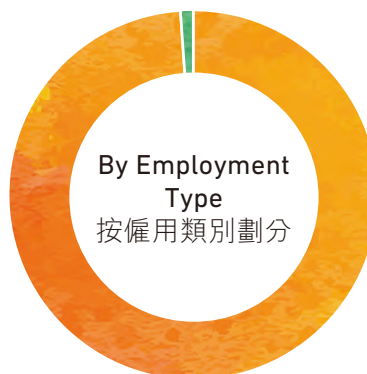
- 28 (33%)
Male
男
- 56 (67%)
Female
女



- 52 (62%)
Under 30 Years Old
30歲以下
- 30 (36%)
30-50 Years Old
30-50歲
- 2 (2%)
Over 50 Years Old
50歲以上



- 15 (18%)
Senior Management ^{Note 1}
高級管理層 註一
- 37 (44%)
Professional Consultants
專業顧問
- 32 (38%)
Other Working Staff ^{Note 2}
其他員工 註二



- 83 (99%)
Full-time
全職
- 1 (1%)
Part-time
兼職



- 68 (81%)
Hong Kong
香港
- 16 (19%)
Malaysia
馬來西亞

Note 1: The senior management includes our managing directors, directors, associate directors, and principal consultants.

Note 2: Other staff include our technicians and employees from the administrative/human resources department, marketing and communications team, and finance and accounting team.

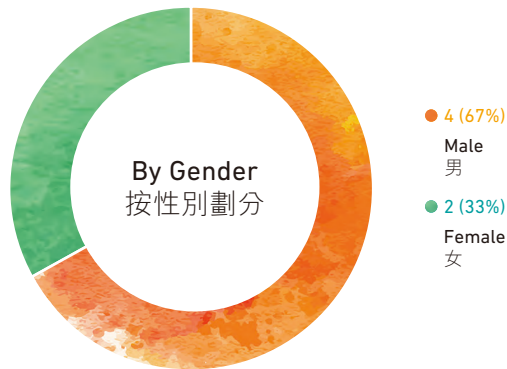
註一：高級管理層包括我們的董事總經理、董事、副董事和首席顧問。

註二：其他員工包括我們的技術人員、行政／人力資源部門、市場推廣及傳訊部門，以及財務和會計部門的員工。

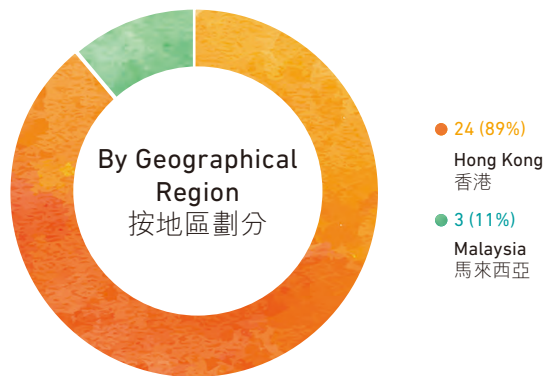
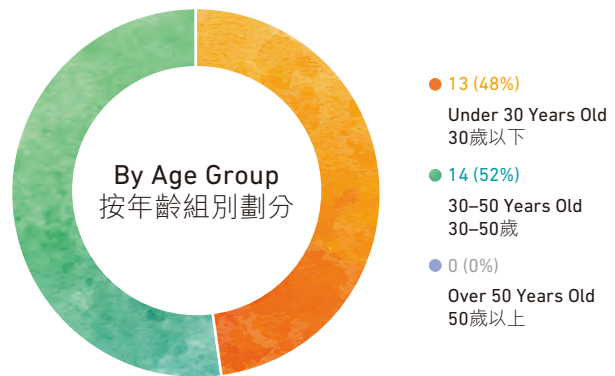
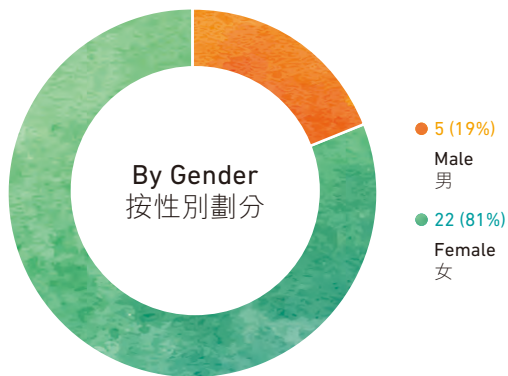
OUR SUSTAINABLE TEAM

我們的可持續團隊

Board Members 董事會成員



Employee Turnover ^{Note 3} 離職員工 註三



Note 3: The overall turnover rate is 32% and the turnover rate for male and female employees are 18%, 39% respectively, and for employees under 30, between 30-50, and above 51 are 25%, 47%, 0% respectively. The turnover rate is 35% for Hong Kong office and 19% for Malaysia office.

註三：整體離職率為32%，男性和女性離職率分別為18%、39%，30歲以下、30-50歲、51歲以上員工分別為25%、47%、0%。香港辦公室的流動率為35%，馬來西亞辦公室為19%。

OUR SUSTAINABLE TEAM

我們的可持續團隊

Fostering Workforce's Development

AEC acknowledges that training and education is a vital element of opportunity which inspire ideas, creates possibilities and helps employees improve their motivation. We persist in prioritizing and investing in creating proper training and development possibilities, including a series of sustainability and professional training programs to help our people boost their expertise and skills. In addition, we offer our employees study leaves and subsidies for professional examinations and qualifications. Our senior management or department heads conduct annual evaluations to assess employee performance and comprehend their training needs following our business development plans.

In order to cultivate more relevant professional talents and allow them to develop their personal potential and leadership, AEC launched the Management Trainee Program ("MT Program") during the Year, aiming to provide high-quality graduates with a solid foundation and help them to reasonably and clearly plan their career. In the future, we will continue to provide the best resources and opportunities to cultivate more outstanding talents for sustainable business development.

Aside from investing in our employees, we are determined to support young people to equip them for their future, in line with our belief that youngsters are the future leaders in environmental protection. AEC is committed to providing mentoring programs for student interns to help enhance their professional skills and practical experiences. We have partnered with local universities in Hong Kong and Malaysia since 2009 to execute the Student Industrial Attachment Program to provide practical opportunities for final-year students to assist them in making the first step into their future.

促進員工發展

沛然環保深知培訓和教育是創造機會的關鍵，可以啟發思維、創造可能，並有助於提升員工積極性。我們一直優先考慮為員工提供適當的培訓和發展機會，包括一系列可持續發展和專業培訓項目，幫助我們的員工提升自身的專業知識和技能。此外，我們還為員工提供學習假期和專業資格考試津貼。我們的高級管理人員或部門負責人亦會開展年度員工績效評估，結合我們的業務發展計劃，深入了解他們的培訓需求。

為了培養更多相關專業人才，讓其發揮個人潛能和領導力，沛然環保於本年度內推出了管理培訓生計劃（「MT計劃」），旨在為高素質的畢業生提供穩固的基礎，幫助他們合理清晰地規劃其職業生涯。在未來，我們將會繼續提供最好的資源和機會，培育更多可持續發展業務的卓越人才。

除了投資於我們的員工，我們還致力於支持年輕人，為他們的將來做準備，這與我們相信年輕人是未來環境保護的領導者的信念一致。沛然環保長期以來為學生實習生提供輔導計劃，以幫助提升他們的專業技能和實踐經驗。自二零零九年起，我們與香港和馬來西亞的本地學校合作推行學生實習計劃，為應屆畢業生提供實習機會，協助他們踏出邁向未來的第一步。

OUR SUSTAINABLE TEAM

我們的可持續團隊

Training 培訓	Percentage of employee trained 員工受訓比率	Average training hour 平均受訓小時數
Total 總數	93%	4.73
By Gender 按性別劃分		
Male 男性	33%	4.39
Female 女性	60%	4.92
By Employee Category 按僱員類別劃分		
Senior management 高級管理層	8%	4.71
Professional consultants 專業顧問	36%	6.52
Other staff 其他員工	49%	3.43

Safeguarding Workforce's Wellness

AEC acknowledges that our employees' health and wellbeing is paramount to the long-term sustainable development of the Group. AEC strictly follows the relevant health and safety regulations. Employees that are required to work and operate at construction sites are required to undergo mandatory safety training courses under Construction Workers Registration Ordinance (Cap. 583 of the Laws of Hong Kong) prior to site-based works, to ensure our site-based staff are well-equipped and trained for high-risk works (i.e. on-site audits).

To ensure a healthy workplace, AEC implements relevant safety policies to regulate the management system and control measures regarding the employees' safety and health at work. With an aim to avoid accidents, employees are required to report any working methods and facilities in workplaces that may lead to accidents to their supervisors and human resources department and take follow-up actions.

保障員工健康

沛然環保深知員工的健康和福祉對本集團的長期可持續發展至關重要。沛然環保嚴格遵守相關的健康和安全規例，對於需在建築工地工作和進行操作的員工，沛然環保要求員工在開展現場工作前，接受《建造業工人註冊條例》(香港法例第583章)下的強制性安全訓練課程，以確保我們的工地人員通過高風險工作(即現場審核)的培訓。

為確保工作場所健康，沛然環保實施相關的安全政策，以規範員工有關工作安全和健康的管理制度和控制措施。僱員須向主管及人力資源部報告工作場所任何可能導致意外的工作方法及設施，以通過採取適當的跟進程序避免意外發生。

OUR SUSTAINABLE TEAM

我們的可持續團隊

To ensure the safety of employees are required to work and operate at the construction sites, employees are required to log and report the activity to their supervisors and managers for record prior to commencement of work. Employees undertaking on-site work activities are required to maintain a clear communication channel with their supervisor throughout site work, and to report on any incidents if necessary, AEC provides the relevant personal protective equipment (PPE) (i.e. safety helmets, reflective vests, safety work boots, life vests, etc.) to employees to ensure complete protection against work-related accidents on site.

為確保需在建築工地工作和進行操作的員工安全，員工必須在開始工作前進行記錄，並向其主管和經理進行報告。從事現場工作的員工亦必須在整個工作期間，與其主管保持清晰的溝通渠道，並在必要時報告任何事項。為進一步保障員工在現場工作的安全，沛然環保為員工提供相關的個人防護裝備 (PPE) (即安全帽、反光背心、安全工作靴、救生衣等)，以確保員工在現場事故中得到全面保護。

Health and Safety 健康和安全	Unit 單位	2023/24	2022/23
Total number of work-related fatalities ^{Note 1} 與工作相關的總死亡人數 ^{註一}	No. of people 人數	0	0
Work-related injury 與工作相關的受傷事件	Cases 個例	0	0
Lost days due to work-related injury 工傷引致的損失工作天數	Days 天數	0	0

Note 1: No work-related fatalities were recorded in the 2021/22 reporting years.

註一：在2021/22報告年度中，沒有與工作相關的死亡事件記錄。

OUR SUSTAINABLE TEAM

我們的可持續團隊

AEC also has completed a number of physical health initiatives, aimed at further improving the employees' physical well-being and therefore creating a more productive and harmonious working environment for all:

為進一步改善員工的身體健康，沛然環保還實施了多項身體健康措施，從而為所有人創造一個更高效、更和諧的工作環境：

Case Study 個案分析

WELL Health-Safety Rating

To further the wellness and safety of the AEC office, a number of initiatives and improvements have been made to the operation of the office.

Automatic handwashing facilities have been provided to ensure decent hygiene levels amongst the workforce. Furthermore, touchless door handles have been installed to reduce the likelihood of contracting diseases.

Air and water quality monitoring were conducted to ensure the indoor environment is at a healthy level for all employees. Automatic real-time IAQ system and sterilising LED lights have been installed to help to continue maintaining good IAQ for the office.

Health benefits and services are provided to ensure employees are assisted in maintaining health. On top of this, continuous communications are maintained with employees to inform them of health-related news and information.

AEC had been awarded WELL Health-Safety seal for its effort in maintaining a safe and healthy workspace since 2022.

WELL健康—安全評價

為了促進沛然環保辦公室的健康和安全，我們對辦公室的運作進行了多項措施和改進。

我們已提供自動洗手設施，以確保員工保持良好的衛生水平。此外，我們安裝非接觸式門把手以減低感染疾病的可能性。

我們亦進行了空氣和水質監測，以確保所有員工都處於健康水平的室內環境。此外，我們的辦公室已安裝自動實時室內空氣質量系統和具有殺菌作用的LED燈，以助繼續保持良好的室內空氣質量。

我們亦有提供健康福利和服務，以確保幫助員工保持健康。我們亦有與員工保持持續溝通，以告知他們與健康相關的新聞和信息。

沛然環保在維護安全和健康的工作空間方面所付出的努力，自二零二二年獲授WELL健康安全標識。



OUR SUSTAINABLE TEAM

我們的可持續團隊

AEC continues to improve and develop more wellbeing initiatives for our employees. In compliance with local employment laws and standards, we ensure reasonable working hours and paid holidays. We also encourage work-life balance and a pro-family culture, and the Home Affairs Bureau and the Family Council have designated us as a “Family-Friendly” Employer. We also offer extra staff benefits such as performance bonuses, special paid leave, corporate fitness discount, and medical insurance plan to boost employees’ happiness. Our measures implemented include:

沛然環保持續為我們的員工優化和制定更多的福利計劃。根據本地勞工法律和標準，我們為合理的工作時間和有薪假期提供保障。我們鼓勵工作與生活的平衡和親家庭文化，已被民政事務局和家庭議會認可為「家庭友善僱主」。我們還提供額外的員工福利，例如花紅、特殊有薪假期企業健身折扣和醫療保險計劃，以提升員工幸福感。我們實施的措施包括：

- Fruit distribution 派發水果
- Refreshment 茶點
- Fitness center corporate discount 健身中心公司折扣
- Ergonomic workstation 符合人體工程學的工作間
- Regular office cleaning 定期辦公室清潔
- Relaxation area 休息區
- Prayer room 祈禱室
- Wellness coupon 健康津貼
- “Health and Wellbeing Study” 「健康與福祉研究」



Relevant Key Measures on Mental Health

The physical and mental health of our employees is the top concern of the Group. We have taken measures to ensure the physical and mental health of its employees, including the installation of soundproofing facilities and mental health counseling. These initiatives enable our employees to work in a healthy and sustainable work environment. To further improve our employees’ mental health and wellbeing, AEC had become a signatory of the Mental Health Workplace Charter, and had provided mental health workshops during the Year. The Group will continue to monitor its employees’ mental health status for the upcoming reporting year and organize more mental health related activities.

精神健康相關重點措施

本集團優先重視員工的身心健康。我們已採取安裝隔音設施及心理健康輔導等措施確保員工的身心健康，使我們的員工能夠在健康和可持續的工作環境中工作。為了進一步改善員工的心理健康和福祉，沛然環保已成為《精神健康工作場所憲章》的簽署方，並在本年度提供了心理健康研討會。本集團將在往後的報告年度繼續監察其僱員的心理健狀，並提供更多與心理健康相關的活動。

Maintaining Team Cohesion

AEC attaches great importance to the work experience of employees, advocates happy work and healthy life, and is committed to helping employees achieve a reasonable balance between work and life. At the same time, AEC creates a harmonious and friendly working atmosphere and carries out diverse employee activities to promote mutual understanding and common progress among employees.

保持團隊凝聚力

沛然環保重視員工的工作體驗，倡導快樂工作和健康生活，致力於幫助員工合理平衡工作與生活。同時，沛然環保營造和諧友好的工作氛圍，開展多樣的員工活動，促進員工相互了解，共同進步。

OUR SUSTAINABLE TEAM

我們的可持續團隊

Lai Shi Feng Recycling

利是封回收

After the Lunar New Year, we will set up a “Lai Shi” recycling bin in the office, encouraging all employees to actively participate in recycling and reduce holiday waste. Each recycling Lai Shi is a part of our practical ESG practice.

農曆新年後，我們在辦公室設「利是」回收箱，倡導全體員工踴躍參與回收，減少節日浪費，每一封回收的利是都是我們身體力行實踐 ESG 的一部分。



Mid-Autumn Festival Activity

中秋節活動

Our Chairman and Executive Director – Grace Kwok has prepared multiple boxes of exquisite mooncakes for the Mid-Autumn Festival and delivered Mid-Autumn greetings to our company members.

我們的主席及執行董事—郭美珩女士，在中秋佳節為大家準備了多盒精緻的月餅，向公司成員遞送中秋祝福。



International Women's Day Activity

國際婦女節活動

On International Women's Day, the Group gathers together to celebrate this meaningful holiday. We have prepared a nourishing soup to thank the ladies for their contributions to environmental protection and sustainable development.

國際婦女節，本集團聚首一堂慶祝這個有意義的節日。我們準備了滋潤的湯水，酬謝女士們在環保及可持續發展上作出的貢獻。



OUR SUSTAINABLE TEAM

我們的可持續團隊

Badminton Activities

羽毛球活動

AEC Malaysia organized badminton activities for employees which serves as a holistic approach to promoting employee well-being, fostering teamwork, and nurturing a positive company culture, and ultimately contributing to a more productive and engaged workforce.

馬來西亞沛然環保為員工組織了羽毛球活動，作為促進員工健康、培養團隊合作精神和培育積極企業文化的全面方法的一部分，最終有助於打造更具生產力和參與度的員工團隊。



Lunar New Year Celebration

慶祝農曆新年

AEC Malaysia celebrates Lunar New Year with its staff, gathering together to honor their hard work and dedication over the past year. This joyous occasion not only strengthens the bonds within our team but also serves as a token of appreciation for their contributions.

馬來西亞沛然環保與員工一同慶祝農曆新年，聚集在一起表彰他們過去一年的辛勤工作和奉獻。這個喜慶的時刻不僅加強了我們團隊之間的聯繫，也是對他們貢獻的一種感激的表達。



PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係



Core Values: Collaboration

As one of the most professional sustainability and environmental consulting companies in Hong Kong, AEC is not only committed to promoting the sustainable development of corporates, but also strives to integrate sustainable development into the company's development strategy and throughout our value chain. Therefore, creating value with our employees, customers, suppliers, contractors and other stakeholders is part of our sustainability commitment.

Emboldening Clients

At AEC, we are committed to serving clients from different fields, including property developers and owners, architects and designers, professional firms and property management offices, as well as Government authorities and public bodies, contractors, and the Stock Exchange listed companies, providing them with targeted, meticulous and sustainable solutions. We constantly communicate with our clients to understand their sustainability needs and provide them with professional and feasible advice.

核心價值觀：合作

作為香港最專業的可持續發展及環境顧問公司之一，沛然環保不僅致力推動企業的可持續發展，更致力於將可持續發展融入公司的發展策略及貫穿我們的價值鏈。因此，與我們的員工、客戶、供應商、承包商以及其他持份者共同創造價值是我們的可持續發展承諾之一。

鼓勵我們的客戶

在沛然環保，我們致力於服務來自不同領域的客戶，包括房地產開發商和業主、建築師和設計師、專業公司和物業管理辦公室、以及政府機關和公共機構、承建商以及聯交所上市公司，為他們提供有針對性、細緻且可持續的解決方案。我們通過持續的溝通來了解客戶的可持續發展需求，並為他們提供專業可行的建議。



PARTNERSHIPS TOWARDS NET-ZERO

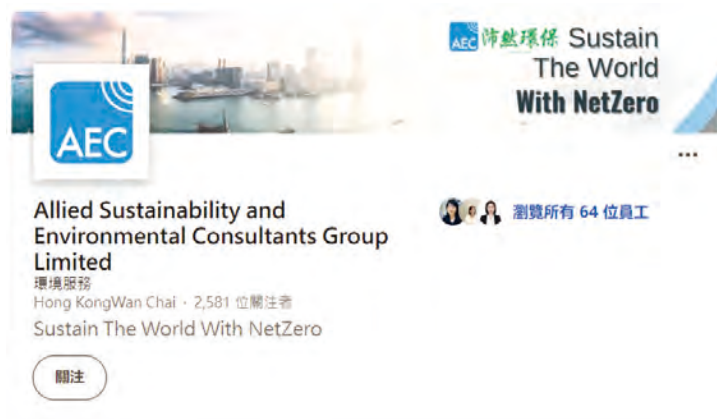
邁向淨零的夥伴關係

Maintaining Ongoing Communication

We maintain constant contact with our clients. Our corporate website and various social media including Facebook, Youtube, LinkedIn and WeChat are important mediums for interacting with clients and building long-term relationships. We look forward to sharing our latest industry news and sustainability journey with our customers through our diversified networking platform, and promoting their awareness of environmental protection and sustainable development.

持續溝通

沛然環保定期與客戶溝通。我們的公司網站和各種社交平台，包括Facebook、Youtube、LinkedIn和微信，都是我們與客戶互動和建立長期關係的重要媒介。我們期待通過多元化的網絡平台，與客戶分享我們的最新行業動態和可持續發展之旅，促進客戶的環境保護和可持續發展的意識。



LinkedIn page of AEC
沛然環保的LinkedIn主頁



Facebook page of AEC
沛然環保的Facebook主頁

PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

Privacy Protection

Protecting personal data and privacy of our customers is the foundation of our trust with our customers and other stakeholders. We strictly comply with data privacy laws and regulations and have established confidentiality rules to guide the behavior of our staff in protecting our customers. In order to minimise the risk of leakage and misuse of our customers' confidential data, our staff and also the Group take necessary precautions, such as requiring staff to check all documents before sending them. Unauthorized use of customer information is strictly prohibited. During the Year, there were no incidents in which the Group violated laws and regulations relating to customer privacy that had a material impact on the Group's operations.

Protecting Intellectual Property Rights

AEC has established policies and guidelines in accordance with all applicable legal requirements to prevent infringement of intellectual property rights and is committed to maintaining the confidentiality of all proprietary technology and privileged information in our day-to-day business activities. During the Year, we did not receive any customer complaints or material breaches of relevant laws and regulations relating to privacy and intellectual property rights that had a significant impact on the Group's operations.

保障私隱

保護客戶的個人數據和私隱是我們與客戶和其他持份者信任的基礎。我們嚴格遵守數據私隱相關的法律和法規，並制定了保密規則來指導員工的行為為客戶提供保障。為了減少客戶的機密數據洩露和被濫用的風險，本集團採取了必要的預防措施，例如要求員工在發送之前檢查所有文件。未經授權而使用客戶信息是被嚴格禁止的。本年度，集團並沒有發生因違反涉及顧客隱私的法律和法規並對本集團運營有重大影響的事件。

保護知識產權

沛然環保已根據所有適用的法律和法規要求而制定政策和指導方針，以禁止侵犯知識產權，並在日常業務活動中致力於維持一切專有技術和特權信息的機密性。本年度，我們沒有收到任何客戶投訴或重大違反與私隱和知識產權有關的相關法律和規例並對本集團運營有重大影響的事件。

PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

Engaging Value Chain

For the sake of ensuring the competitive edge and maintain daily operations, AEC strives to maintain good relationships with suppliers who also need to follow the requirement on business ethics, ethical conduct, labor practices, environmental conservation, human rights and legal compliance to guarantee quality standards and sustainability performance.

參與我們的價值鏈

沛然環保旨在維持合作和信任的供應商關係，以確保我們的競爭優勢並維持日常運營。本集團要求供應商遵守我們在商業道德、道德操守、勞工實踐、環境保護、人權和法律合規方面的要求，以保證質量標準和可持續發展表現。為了確保競爭優勢和維持日常運營，沛然環保努力與供應商保持良好關係，這些供應商也需要遵守商業道德、道德行為、勞工實踐、環境保護、人權和法律合規等要求，以保證質量標準和可持續性表現。



PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

Green Supply Chain

A green and sustainable supply chain has a significant impact in encouraging environmental, social and economic progress. We incorporated green and sustainable management concepts into our procurement policies and practices. The Group continuously updates its sustainable supply chain management strategies in accordance with the development needs of the society in order to monitor and mitigate the risks associated with the supply chain.

綠色供應鏈

綠色可持續的供應鏈在鼓勵環境、社會和經濟進步方面有著重大影響。我們將綠色可持續的管理理念融入採購政策和實踐中，本集團根據社會的發展需求不斷更新可持續的供應鏈管理戰略，以監督和減輕與供應鏈相關的風險。

Selection criteria 選擇標準

- 1 **Select based on their previous work experience and performance, and service/production capability**
根據以往的工作經驗和表現，以及服務／生產能力進行選擇

Compliance monitoring 合規監控

- 2 **Oversee the entire project cycle to ensure their regulatory compliance to minimize potential risk**
監督整個項目週期，以確保其合規性以最大程度地降低潛在風險

Communication channel 溝通渠道

- 3 **Host regular meetings with them to convey our expectations such as project schedule and quality requirement**
與他們定期召開會議，傳達我們的期望，例如項目進度和質量要求

With the aim of environmental and social responsibility along with supply chain, local suppliers are preferred whenever possible to minimize the carbon emissions from transportation and to support local economy. During the Year, we cooperated with over 32 suppliers and all of them are local suppliers.

沛然環保以環境和社會責任為供應鏈目標，盡可能首選本地供應商，以盡量減少運輸中的碳排放並支持當地經濟。本年度，我們與超過32家供應商合作，全部為本地供應商。

PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

Sustainable Procurement

We have been a member of the Green Council's Sustainable Procurement Charter since 2018 to ensure the consistency with business commitments. We also promised to carry out sustainable procurement practices. As a member of the Charter, we have to meet the requirements stated in the ISO 20400 Sustainable Procurement – Guidance. During the Year, we followed our Sustainable Procurement Policy and implemented sustainable procurement in our day-to-day operations, aiming to minimize the environmental impact of our procurement processes.

可持續採購

自二零一八年以來，我們一直是環保促進會可持續採購約章的成員，以確保與業務承諾的一致性。我們還承諾開展可持續採購實踐。作為章程的成員，我們必須滿足ISO 20400永續採購指南中的要求。本年度，我們遵循可持續採購政策，在日常營運中推行可持續採購，力求在採購過程中將環境影響減至最低。



可持續採購約章
SUSTAINABLE
PROCUREMENT
CHARTER

Sustainable Procurement 可持續採購

Objective 目的

Establish, implement and convey a green procurement policy to staff members
建立、實施並向員工傳達綠色採購政策

Goal 目標

Organize at least one sharing session for employees once a green procurement policy is established
建立綠色採購政策後，為員工舉辦至少一次分享會

Also, we are a Sustainable Consumption Enterprise under the "Fostering Sustainable Consumption for Hong Kong Business and the Community" program of BEC.

此外，我們是BEC的「推動香港商界及社區可持續消費」計劃中支持可持續消費行為企業之一。

PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

Responsible Investment

The Group has established the Responsible Investment Committee to integrate responsible investment principles into investment planning, which takes into account the impact of ESG, sustainability, climate resilience, biodiversity, and carbon neutrality on the long-term investment returns and their respective positive impacts. The Group actively expanded its business footprint and adhered to building a diversified portfolio, including Building Information Modeling (“BIM”) project life cycle, green business and consumer goods. During the Year, AEC Group has taken a significant step forward in its commitment to advancing the development of a robust carbon trading market by joining both Core Climate and Verra.

AEC is listed as an official participant on Core Climate, the first international carbon marketplace initiated by the Stock Exchange in September 2023. As a participant role, AEC is able to source, hold, trade and retire carbon credits on Core Climate Platform. All projects listed on Core Climate are verified against international standards, such as the Verified Carbon Standard by Verra. They are well-governed and internationally-certified carbon credits projects from around the world, including carbon avoidance, reduction, and removal projects, located mainly in China, African countries, Brazil, and Southeast Asian countries. In just a few months, AEC has purchased 114 carbon credits in supporting afforestation project for event offset and give out as souvenirs for our partners and guests.

AEC also holds a General Account on Verra since January 2024, who sets the world’s leading standards for climate action and sustainable development. As holding a general account on Verra, AEC offers comprehensive support to clients in registering their projects, transforming them into valuable carbon credits, assisting clients in achieving their environmental goals and contributing to global emissions reductions. AEC is qualified to register projects, issue carbon credits, transfer or export carbon credits to counterparties, received transfers of credits from counterparties and retire VCUs.

The engagement of AEC Group with both Core Climate and Verra stands as a significant milestone in our commitment to nurturing the expansion of the carbon trading market. Meanwhile, we will continuously develop projects related to carbon credit in our future operations.

責任投資

本集團成立責任投資委員會，將責任投資原則納入投資規劃，考慮ESG、可持續發展、氣候適應力、生物多樣性和碳中和對長期投資回報的影響及其各自的積極影響。本集團積極拓展業務版圖，堅持構建多元化的產品組合，包括建築信息模型(「BIM」)項目生命週期、綠色商業和消費品。本年度，沛然環保加入了Core Climate和Verra，在致力於推動健全的碳交易市場發展方面邁出了重要一步。

沛然環保於二零二三年九月正式成為聯交所發起的首個香港國際碳市場Core Climate的參與者。作為參與者，沛然環保可透過平台獲取產品信息、持有、交易、交收及註銷自願碳信用產品。Core Climate上列出的所有項目均根據Verra驗證碳標準等國際標準進行驗證。大部分項目來自世界各地，治理良好且經過國際認證，包括碳避免、減少和消除項目，項目主要位於中國、非洲國家、巴西和東南亞國家等。在短短幾個月內，沛然環保已購買了114個碳信用額並特別支持植樹造林這類項目，所購買的碳信用額均用作抵銷各類活動的碳排放，並作為紀念品送給我們的合作夥伴和嘉賓。

自二零二四年一月起，沛然環保也持有全球氣候行動和永續發展的領先標準Verra的帳戶。作為Verra的綜合帳戶持有者，沛然環保致力為客戶註冊專案、將其轉化為有價值的碳信用額、協助客戶提供全面支援，實現環境目標並為全球減排做出貢獻。沛然環保具備資格在平台上註冊項目、發放、轉讓、接收以及抵銷VCU碳信用額。

沛然環保與Core Climate和Verra的合作是我們致力於促進碳交易市場擴張的一個重要里程碑。同時，我們在未來的營運中亦會不斷發展碳信用相關的項目。

PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

Core Values: Awareness

核心價值觀：意識

Empowering Community

賦權於我們的社區



AEC's diversified businesses are closely related to the long-term development of the communities and societies in which we operate. Since our establishment, we have been committed to being a responsible member of the community by raising awareness of sustainability amongst our stakeholders, actively engaging in a number of external activities and developing shared values in the communities in which we operate. We are committed to connecting with the community to meet ESG requirements, advance sustainability efforts and work together to build a more sustainable city.

沛然環保多元化的業務與所在社區和社會的長遠發展息息相關。自成立以來，我們秉持提高持份者可持續性的意識，積極參與多個外界活動，並在我們營運的社區中發展共同價值觀的理念，希望成為社區中都負責任的一員。我們致力於與社區建立聯繫，以滿足ESG要求，推進可持續發展工作，並共同建設一個更為可持續的城市。

PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

Industry Engagement

During the Year, AEC continued growing with our industry partners in challenging times. We have participated in and organized sustainability workshops and seminars to facilitate knowledge exchanges.

HKEJ ESG Forum 2023 信報ESG論壇2023

On 11 November 2023, AEC is dedicated to working together with different sectors to pave the way for a low-carbon transformation in the new era. AEC offered valuable insights on how to establish zero-carbon emission goals and strategies from policy-making and regulatory perspectives, integrating the principle of zero-carbon emissions into production, business models and supply chains.

二零二三年十一月十六日，沛然環保致力與各行各業攜手準備低碳轉型之新紀元。沛然環保剖析如何從政策及法規等層面制定零碳排放目標及策略，將零碳排放理念納入產品製程、商業模式及供應鏈。



行業參與

本年度，沛然環保與其行業合作夥伴在充滿挑戰的時代中繼續前行。我們參與並組織了多個可持續發展工作坊和研討會，以促進各行業之間的知識交流。

ESG Asia Forum ESG亞洲論壇

On 9 May 2023, AEC shared insights on how collaborative efforts in the industry can contribute to decarbonization and exchanged ideas on how to accelerate decarbonization in the built environment through decarbonizing design and interdisciplinary collaboration across sectors and stakeholders.

在二零二三年五月九日，沛然環保探討如何透過同業間的緊密合作實踐減碳目標，就如何透過跨界別的通力合作和減碳建築設計，加快實踐去減碳目標等主題展開深入討論。



PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

The 3rd Guangzhou International Construction and Planning & Design Industry Expo 2023

2023年第三屆廣州國際建築業和規劃設計產業博覽會

On 30 August 2023, AEC was honored to join “The 3rd Guangzhou International Construction and Planning & Design Industry Expo 2023”. We will continue to bridge and collaborate with different sectors to promote green and low-carbon transformation as well as sustainability while seizing golden opportunities in the Guangdong-Hong Kong-Macao Greater Bay Area for more chances to connect.

在二零二三年八月三十日，沛然環保很榮幸參加「2023年第三屆廣州國際建築業和規劃設計產業博覽會」。我們亦會繼續和各界合作，促進綠色以及低碳轉型，推動可持續未來，積極把握粵港澳大灣區發展新機遇。



1st International ESG Forum 2023

首屆ESG國際研討會2023

On 15 June 2023, our Chairman and Executive Director – Grace Kwok was invited to speak at the 1st International ESG Forum 2023, organized by Universiti Tunku Abdul Rahman (UTAR) from Malaysia. As a representative from the Hong Kong, Grace Kwok was joined by Dr. Martin Ng Chin Liang, Deputy Group CEO of UWC Berhad, to engage in an inspiring discussion where she shared her insights on how implementing ESG practices will lead to impactful industrial transformation and also highlighted the latest ESG development with case sharing.

在二零二三年六月十五日，我們的主席及執行董事－郭美珩女士獲邀成為馬來西亞拉曼大學首次舉行的首屆ESG國際研討會2023的講者之一。在討論環節中，郭美珩女士以香港身份代表與馬來西亞UWC公司集團副行政總裁 Dr. Martin Ng Chin Liang 進行交流，談及如何實踐ESG策略，並分享ESG最新發展趨勢，促進行業發展。



Think Business, Think Hong Kong Expo in Thailand

「成就機遇·首選香港」泰國博覽會

On 21 July 2023, after organizing “Think Business, Think Hong Kong” event in Thailand, AEC was pleased to expand our reach at the event and make new connections with buyers from different ASEAN countries who have shown great interest to leverage our expertise in ESG and sustainability for their business growth.

二零二三年七月二十一日，沛然環保參與「成就機遇·首選香港」泰國博覽會，很高興與來自東盟各國商家交流，以及分享有關ESG及可持續發展的專業知識，商討業務發展的方案。



PARTNERSHIPS TOWARDS NET-ZERO 邁向淨零的夥伴關係

AEC advocates climate risk strategies at HKGBC environmental forum

沛然環保在香港綠色建築議會環保論壇分享氣候風險策略

On 5 December 2023, AEC attended the “Environmental Forum on Climate Change Framework For Built Environment” which was organized jointly by the HKGBC and Hong Kong Metropolitan University. AEC shared insights on climate risk assessment, disclosure and management.

在二零二三年十二月五日，沛然環保出席由香港綠色建築議會和香港都會大學舉辦的「建築環境氣候變化框架」環保論壇，分享氣候風險評估、披露及管理三方面的見解。



AEC supports HKGBC Zero-Carbon-Ready Building Certification Scheme

沛然環保支持「零碳就緒建築認證」推動建築業界實現減碳目標

On 11 November 2023, AEC supports HKGBC's launch of the “Zero-Carbon-Ready Building Certification Scheme”. This Certification Scheme forms a crucial part of the HKGBC Climate Change Framework for Built Environment, which proposes a path for commercial buildings to achieve a Zero-Carbon-Ready rating by 2050. This certification scheme will be a great support for diverse sectors in improving the built

environment collaboratively towards carbon neutrality and decarbonization.

在二零二三年十一月八日，沛然環保持香港綠色建築議會推出「零碳就緒建築認證」。認證是香港綠色建築議會環境氣候變化框架的重要一環，針對商業建築在二零五零年實現零碳準備評級的路徑。認證計劃將推動不同行業改善建築環境、實現碳中和以及減少碳排放。



PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

HKMA Green and Sustainable Banking Conference

金管局「綠色及可持續銀行研討會」

On 14 December 2023, our Chief Executive Officer – Dennis Wu joined the Hong Kong Monetary Authority (HKMA) “Green and Sustainable Banking Conference”. AEC is proud to be at the forefront of green innovation and sustainability and is willing to interact with industry leaders to drive more positive changes. We believe our one-stop, on-demand services in Smart and Green Internet of Things (IoT), as well as developing our own ESG platform Sustainature, will greatly contribute to net-zero transition.

在二零二三年十二月十四日，我們的首席執行官一胡伯杰先生參加香港金融管理局舉辦的「綠色及可持續銀行研討會」。沛然環保一直站在綠色創新科技和可持續發展的尖端，期待繼續向業界專家交流帶來正面的影響。除了顧問服務外，我們亦提供一系列智能及綠色物聯網(IoT)解決方案，其中包括自家開發的ESG平台Sustainature，為實現淨零轉型作出貢獻。



AEC shares first-hand insights on newly launched carbon calculation and estimation tools at SFC press conference

沛然環保在證監會發佈會上分享碳排放計算和估算工具的經驗

On 22 February 2024, the Green and Sustainable Finance Cross-Agency Steering Group (CASG), Securities and Futures Commission (SFC) and The Hong Kong University of Science and Technology had jointly introduced GHG emissions calculation and estimation tools. AEC shared first-hand experience of using these tools to improve sustainability practices with other industry leaders.

在二零二四年二月二十二日，綠色和可持續金融跨機構督導小組、證監會與香港科技大學一起推出「溫室氣體排放計算和估算工具」。沛然環保與業界領袖交流使用這類工具推動可持續發展的第一手資料。

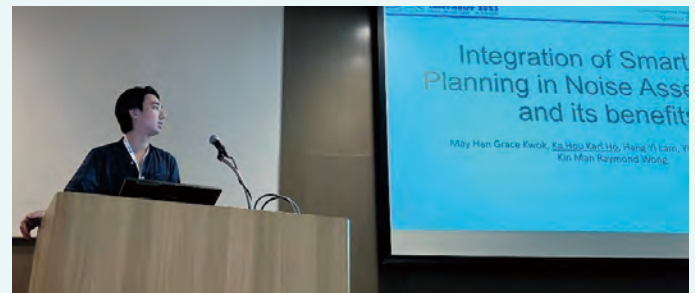


AEC research paper shortlisted at Inter-noise 2023

沛然環保國際噪聲控制工程大會發表論文

On 7 September 2023, AEC attended “Inter-noise 2023 conference” in Japan, presented a shortlisted research paper named as “Integration of Smart City: Planning in Noise Assessment and its Benefits” and exchanged ideas with a thousand of representatives from over 40 countries. In the conference, the theme was “Quieter Society with Diversity & Inclusion” covering all aspects of noise, acoustics, and vibration design. 18 technical areas and over 100 structured sessions were included.

在二零二三年九月七日，沛然環保遠赴日本出席「Inter-noise 2023國際噪聲控制工程大會」，發表研究論文「Integration of Smart City: Planning in Noise Assessment and its Benefits」，與來自40多個國家共計千名代表進行交流。會議主題為「多元化和包容性的寧靜社會」，交流涵蓋噪聲控制工程以及聲學與振動各個方面，並安排了18個技術領域和100多個會議。



PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

AEC drives climate mitigation efforts at the First Annual Hong Kong Climate Forum

香港首屆氣候論壇 沛然環保支持緩和氣候變遷

On 27 March 2024, AEC was invited by the Institute for Climate and Carbon Neutrality of The University of Hong Kong, AEC Group attended 'The First Annual Hong Kong Climate Forum: Greater Bay Area Climate Action and Cooperation' and explored how green finance and investment can contribute to climate mitigation efforts with experts, decision-makers and business leaders. We believe that we can jointly accelerate positive change and create a more sustainable future through similar forums.

二零二四年三月二十七日，沛然環保應香港大學氣候及碳中和研究中心的邀請，出席首屆「香港氣候論壇」，與專家、決策者、商界領袖探討綠色金融及投資如何幫助緩解氣候變化。我們相信這類論壇可以為大家帶來良好的轉變及創造可持續發展的未來。



Inspiring sharing at HKTS Environmental Talk

香港運輸服務環保講座分享

On 13 October 2023, invited by MTR Corporation Limited, our Chairman and Executive Director – Grace Kwok attended the "Hong Kong Transport Services' Environmental Talk" to do a sharing session for railway staff introducing Green Building Certification Schemes and BEAM Plus as well as highlighting a concept of sustainable development.

二零二三年十月十三日，我們的主席及執行董事－郭美珩女士出席由香港鐵路有限公司舉辦的「香港運輸服務環保講座」，向鐵路僱員介紹綠色建築認證計劃和綠建環評相關議題，宣揚可持續發展概念。



ESG: Navigating for Engineering Sustainability by ENGINEER & MARVEX 2023

ESG：工程可持續性導航ENGINEER & MARVEX 2023

AEC Malaysia, led by our Chief Executive Officer – Dennis Wu, joined ENGINEER & MARVEX 2023 in Malaysia, engaging with tech enthusiasts and showcasing our services. During the event, Dennis Wu shared insights on embedding ESG practices and corporate governance to the industry and our ESG platform, Sustainature, earned an ENGINEER Excellence Award nomination for its innovative data collection and analysis capabilities.

馬來西亞沛然環保，由我們的首席執行官－胡伯杰先生領導，參加了馬來西亞的ENGINEER & MARVEX 2023，與科技愛好者互動，展示我們的服務。在活動期間，胡伯杰先生與業界分享了嵌入式ESG實踐和企業治理的見解，而我們的ESG平台Sustainature則因其創新的數據收集和分析能力而獲得了ENGINEER Excellence Award的提名。



PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

Synergy Green Building Festival Synergy綠色建築日

AEC Malaysia, together with AEC Hong Kong, joined the Synergy Green Building Festival in Indonesia, fostering discussions on sustainability in the property sector. Our Chief Executive Officer – Dennis Wu, delivered a compelling talk on “Decarbonising Buildings Through Green Finance and Certifications”, to consolidate the participants' knowledge in advancing sustainable practices for a greener built

environment in Indonesia.

馬來西亞沛然環保與香港沛然環保一同參加了在印度尼西亞舉辦的Synergy Green Building Festival，促進了房地產行業可持續性討論。我們的首席執行官－胡伯杰先生在「透過綠色金融和認證實現建築物的脫碳」方面發表了引人入勝的演講，以鞏固參與者對於在印度尼西亞推進可持續實踐、建設更綠色環境的知識。



AEC was proud to join the ranks of WorldGBC Asia Pacific Net Zero Collaborators and be the founding member of GBACNA. GBACNA is a non-profit association aims to promote the systematic change of economy and society in line with the trend of global ecological management change.

沛然環保很榮幸地加入了世界綠色建築委員會亞太區淨零合作夥伴行列，並成為大灣區碳中和協會的創始成員。大灣區碳中和協會是一個非營利性協會，旨在順應全球生態治理變革趨勢，推動經濟社會系統性變革。

AEC has contributed to the Climate Change Framework for Built Environment launched by HKGBC to address the high demand from the building industry for clear net-zero definitions and mechanisms, playing roles as:

沛然環保為香港綠色建築議會推出的《建築環境氣候變化框架》作出了貢獻，以滿足建築行業對明確的淨零定義和機制的巨大需求，並發揮了以下作用：

- Editorial Panel
- Convener leading the development of Physical Climate Risk Assessment and Climate Adaptation and Resilience
- Expert Group for Embodied Carbon and Adaptation & Resilience
- As one of the supporting organization and pilot testing of carbon calculator



- 編輯小組
- 實體氣候風險評估及氣候適應和應變能力發展的召集人
- 隱含碳與氣候適應和應變專家小組
- 作為碳排放量計算器的支持機構和試點之一

PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

CREEM Early Adopter Program 碳風險房地產監測項目先鋒計劃

Webinar introducing Net Zero Real Estate Pioneers for Hong Kong and Mainland China CRREM Early Adopter Program

On 22 March 2024, AEC as the first Training Partner of CRREM in Hong Kong and the Mainland China, AEC Group is excited to launch the 8-month “Net Zero Real Estate Pioneers for Hong Kong and Mainland China CRREM Early Adopter Program”, which aims to inform, instruct and encourage the real estate sector to adopt the transparent, science-based decarbonization pathways aligned with the Paris Climate Goals of limiting global temperature rise to 2°C – with ambition towards 1.5°C – with both operational carbon and energy intensities as the key consideration.

香港和中國大陸碳風險房地產監測項目先鋒計劃

二零二四年三月二十二日，沛然環保是碳風險房地產監測項目在香港及中國大陸的第一個合作夥伴，很榮幸推出為期八個月的「香港和中國大陸碳風險房地產監測項目先鋒計劃」，為房地產客戶提供機會，幫助他們有效地利用切實可行的減碳策略，根據巴黎協定的目標，確保過渡期間減碳節能進展符合要求，控制全球增溫在2度之內，實現1.5度的淨零路徑。



The Joint Venture Developing Carbon, ESG, and Sustainability – AI & ChatGPT Big Data Analytic Platform 合資企業正在開發碳排放、ESG和可持續性—人工智能和ChatGPT大數據分析平台

The joint venture between AEC and Farseer signifies a response to the market demand for improved transparency and consistency in ESG data management. This demand stems from the complexities associated with various local and international ESG and sustainability-related standards, requirements, and KPIs. To address this challenge, the joint venture has led to the development of the Carbon, ESG, and Sustainability – AI & ChatGPT Big Data Analytic Platform. This platform leverages artificial intelligence and big data analysis to address the digitalization needs arising from sustainable ESG and low-carbon practices. By incorporating internet intelligence tracking, big data monitoring, and industry peer analysis, the platform enables corporations to track, search, and analyze various industry data efficiently.

We recognize the importance of this collaboration in shaping the future of ESG. By leveraging expertise in AI-powered analytics platforms, the joint venture aims to empower a more efficient financial ecosystem through knowledge sharing in ESG big data technology. This collaboration seeks

to enhance carbon neutrality ratings and facilitate effective crisis management among target stakeholders, marking a significant step forward in the evolution of ESG practices.

沛然環保與洞視之間的合資企業象徵著對改善ESG數據管理透明度和一致性的市場需求的回應。這種需求源於各種本地和國際ESG和可持續性相關標準、要求和關鍵績效指標所帶來的複雜性。為應對這一挑戰，該合資企業已推動開發碳審計、ESG和可持續發展目標相關人工智能和ChatGPT大數據分析平台該平台利用人工智能和大數據分析來滿足可持續ESG和低碳實踐所需的數字化需求。通過整合互聯網情報跟蹤、大數據監測和行業同行分析，該平台使企業能夠高效地跟蹤、搜索和分析各種行業數據。

我們認識到這種合作對塑造ESG未來的重要性。通過利用人工智能驅動的平台的專業知識，這個合資企業旨在通過在ESG大數據技術方面的知識共享，增強金融生態系統的效率。這種合作旨在提升碳中和評級，並促進目標利益相關者之間的有效危機管理，這標誌著ESG實踐演進中的一個重要步驟。

PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

Green Finance Promotion

綠色金融推廣

AEC Group and Standard Chartered sign Memorandum of Understanding ("MoU") to jointly drive sustainable finance solutions in ASEAN

沛然環保與渣打銀行簽訂合作諒解備忘錄，共同推動東盟的可持續金融解決方案

Under the MOU, clients applying for sustainable finance or sustainability performance-linked financing from Standard Chartered will receive free sustainability, climate change and carbon-neutral feasibility studies and technical support from AEC. Clients will also have access to AEC's consultancy services at a favorable rate to comply with the ongoing

reporting and monitoring requirements of the relevant sustainability loans.

In addition, Standard Chartered and AEC will jointly organize sustainable finance workshops to raise awareness of sustainability and sustainable finance in different markets where AEC or its affiliates have a presence, such as Malaysia, Singapore, Thailand and Vietnam.

根據簽署的備忘錄，當客戶向渣打銀行申請可持續金融或可持續發展表現掛勾融資的時候，將可獲得由沛然環保提供的免費可持續發展、氣候轉變及碳中和可行研究和技術支援。客戶亦可以以優惠的價格，獲得沛然環保的顧問諮詢服務，以遵守相關可持續貸款所要求的持續報告和監察。

此外，渣打銀行及沛然環保將合辦可持續金融工作坊，在不同的市場，如馬來西亞、新加坡、泰國和越南這些沛然環保或其關聯公司設有業務據點的地方，提高客戶有關可持續發展和可持續金融的意識。



AEC x GRESB 2023 GRESB regional insights: Hong Kong event to explore new insights to improve real estate sustainability

沛然環保x GRESB合辦「2023 GRESB區域洞察：香港」

On 5 December 2023, "2023 GRESB Regional Insights: Hong Kong event", co-organized by AEC Group and GRESB and co-hosted by GBA Carbon Neutrality Association, was successfully held. Cooperating with the GRESB, AEC Group can act as a bridge between environmental protection and green financing. 二零二三年十二月五日，沛然環保與GRESB合辦、大灣區碳中和協會協辦的「2023年GRESB區域洞察：香港」活動順利舉行。這次與GRESB合作，沛然環保在環境保護與綠色融資之間擔當重要的角色。



PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

VGBC Green Finance Technical Advisory Committee (TAC) VGBC綠色金融技術諮詢委員會(TAC)

In January 2024, AEC's Chief Executive Officer – Dennis Wu joined the VGBC green finance Technical Advisory committee (TAC). The overall purpose of the TACs is for the VGBC to work closely with our professional network of members, academics, experts, and institutions to tackle critical green building issues facing Vietnam today. This joining will help AEC enhance our industry influence, participate in industry decision-making, and promote our innovation and development in the field of green finance in the South and East Asian market.

二零二四年一月，AEC首席執行官胡伯杰先生加入VGBC綠色金融技術諮詢委員會(TAC)。TAC的總體目的是讓VGBC與我們的專業成員、學者、專家和機構網絡密切合作，解決越南今天面臨的關鍵綠色建築問題。此次加入有助於沛然環保提升行業影響力，參與行業決策，並促進我們在東南亞市場綠色金融領域的創新和發展。

MBAM OneBuild – Malaysian International Construction & Infrastructure Technology Exhibition 2023 2023馬來西亞國際建築與基礎設施技術展覽會

AEC Malaysia, under the leadership of Chief Executive Officer – Dennis Wu, participated in the 9th edition of MBAM OneBuild, which focused on digitalization, sustainability, and industrialization in the construction sector to showcase the importance of ESG in construction. During the event, Dennis Wu's speech highlighted the role of green financing in promoting greener practices in the construction sector, while the Malaysian team provided insights on integrating environmental considerations into projects.

馬來西亞沛然環保在首席執行官—胡伯杰先生的領導下，參加了以數位化、可持續性和工業化為主題的第九屆馬來西亞國際建築與基礎設施技術展覽會，旨在展示ESG在建築行業中的重要性。活動期間，胡伯杰先生的演講突顯了綠色融資在促進建築行業更環保做法中的作用，而馬來西亞團隊則提供了將環境考量整合到項目中的見解。



PARTNERSHIPS TOWARDS NET-ZERO

邁向淨零的夥伴關係

Giving Back to the Community

The Group recognizes the importance of making a positive contribution to the regions in which it operates and regards the interests of the community as one of its social responsibilities. All walks of life matter to AEC. With the use of our knowledge and power, AEC had undertaken various activities to help and give back to the community. AEC actively participates in public welfare activities in Hong Kong and endeavours to raise public awareness of environmental protection and public service initiatives. During the Year, we donated a total of HK\$15,000.

回饋社區

本集團深知對其所在地區做出積極貢獻的重要性，將社區的利益視為其社會責任之一。沛然環保與各行業同心同行，利用了我們的知識和力量，開展了多個活動來幫助和回饋社區。沛然環保積極參與香港的公益活動，致力於增強公眾對環境保護和公益行動的意識。於本年度內，共計捐款15,000港元。

Participating to Wu Zhi Qiao (Bridge to China) Charitable Foundation Program

On 13 January 2024, AEC participated in the "Endless Travel" Village Sustainable Public Welfare Walk 2024 organized by the Wu Zhi Qiao Charitable Foundation. The project provided service training and volunteer work opportunities for over 3,000 students from Hong Kong and Mainland China, and carried out rural revitalization projects, benefiting over 10,000 villagers.

In this event, AEC donated a total of HK\$10,000 to support the rural revitalization and youth development work of Wu Zhi Qiao in Hong Kong and Mainland China. Interact with local villagers and stakeholders during the event, experience rural roaming and low-carbon activities, and personally experience the beauty of Hong Kong's rural areas.

參與無止橋慈善基金項目

沛然環保於二零二四年一月十三日，參與了由無止橋慈善基金舉辦的「行無止」村永續公益行2024，該項目為超過3,000名香港和中國大陸學生提供服務研習和義務工作機會，並開展鄉村振興項目，惠及超過萬名村民。

在本次活動中，沛然環保共捐贈了10,000港元，用於支持無止橋在香港和中國大陸的鄉村振興及青年發展工作，旨在顯著提高公眾的環保和公益意識。活動中與當地村民和持份者互動，體驗鄉郊漫遊和低碳樂活，親身感受香港鄉郊之美。



LOOKING FORWARD

展望將來

As a sustainability and environmental consulting firm, we are committed to shaping a greener future. We will expand our expertise, stay abreast of emerging trends, and provide innovative solutions. Through collaboration, we will develop comprehensive, actionable environmental plans and foster a culture of caring for the environment. With cutting-edge technology, we will provide in-depth assessments and sustainability strategies. Transparency and accountability will guide us, adhering to ethical standards and feedback with stakeholders. Our goal is to create excellence, drive positive change, and inspire others to embrace sustainability. Working together, we will create a healthier, more resilient earth.

作為一家可持續發展及環境顧問公司，我們致力於塑造一個更綠色的未來。我們將擴展專業知識，緊跟新興趨勢，並提供創新解決方案。通過合作，我們將制定全面的可落地環境計畫，並培養一種關愛環境的文化。借助尖端技術，我們將提供深入的評估和可持續發展策略。透明度和問責制將指導我們，堅持道德標準，並與利益相關者進行回饋。我們的目標是開創卓越，推動積極變革，並激勵他人擁抱可持續發展。共同努力，我們將創建一個更健康、更有韌性的地球。



MEMBERSHIPS AND CHARTERS

會籍和憲章

Membership Logo 會籍標識	Membership Name 組織名稱	Organization 組織
	World Green Building Council Asia Pacific Net Zero Collaborator 世界綠色建築委員會亞太地區淨零合作夥伴	World Green Building Council 世界綠色建築委員會
	Silver Member of U.S. Green Building Council 美國綠色建築委員會銀級會員	U.S. Green Building Council 美國綠色建築委員會
	Education Partner of U.S. Green Building Council 美國綠色建築議會教育合作夥伴	U.S. Green Building Council 美國綠色建築議會
	BRE Academy 英國建築研究院	BRE Academy 英國建築研究院
	Silver Patron of Hong Kong Green Building Council 香港綠色建築議會銀牌贊助	Hong Kong Green Building Council 香港綠色建築議會
	Corporate Member of China Green Building (Hong Kong) Council 中國綠色建築與節能(香港)委員會公司會員	China Green Building (Hong Kong) Council 中國綠色建築與節能(香港)委員會
	Cornerstone Member of International WELL Building Institute 國際WELL建築健康研究院基石級會員	International WELL Building Institute 國際WELL建築健康研究院
	GRI Community GRI社群	GRI
	GRESB Partner 全球房地產可持續標準夥伴	GRESB
	Global Scientific & Investor Committee of Carbon Risk Real Estate Monitor (CRREM) 碳風險房地產監測—全球科學與投資者委員會	CRREM

MEMBERSHIPS AND CHARTERS

會籍和憲章

Membership Logo 會籍標識	Membership Name 組織名稱	Organization 組織
 HKGFA 香港綠色金融協會 Hong Kong Green Finance Association	Hong Kong Green Finance Association 香港綠色金融協會	Hong Kong Green Finance Association 香港綠色金融協會
 BUSINESS ENVIRONMENT COUNCIL 商界環保協會 GENERAL MEMBER since 2020	General Member of Business Environment Council 商界環保協會企業會員	Business Environment Council 商界環保協會
 HKGCCO Hong Kong General Chamber of Commerce 香港總商會1861	The Hong Kong General Chamber of Commerce 香港總商會	The Hong Kong General Chamber of Commerce 香港總商會
 香港工業總會 FHKI Federation of Hong Kong Industries	Federation of Hong Kong Industries 香港工業總會	Federation of Hong Kong Industries 香港工業總會
 CHCLC 香港上市公司商會 THE CHAMBER OF HONG KONG LISTED COMPANIES	The Chamber of Hong Kong Listed Companies 香港上市公司商會	The Chamber of Hong Kong Listed Companies 香港上市公司商會
 hkira 香港投資者關係協會 Hong Kong Investor Relations Association	Hong Kong Investors Relations Association 香港投資者關係協會	Hong Kong Investors Relations Association 香港投資者關係協會
 Hong Kong Alliance of Built Asset & Environment Information Management Associations 香港建設資產及環境信息管理聯盟	Hong Kong Alliance of Built Asset & Environment Information Management Associations 香港建設資產及環境信息管理聯盟	Hong Kong Alliance of Built Asset & Environment Information Management Associations 香港建設資產及環境信息管理聯盟
 全國工商聯房地產商會香港及國際分會有限公司 China Real Estate Chamber of Commerce Hong Kong and International Chapter Limited CRECCHKI	Corporate Member of China Real Estate Chamber of Commerce Hong Kong and International Chapter Limited 全國工商聯房地產商會香港及國際分會有限公司會員	China Real Estate Chamber of Commerce Hong Kong and International Chapter Limited 全國工商聯房地產商會香港及國際分會有限公司
	Ordinary Membership 普通會員	Environmental, Social and Governance Association Malaysia 馬來西亞ESG協會
 MBAM	Associate Member 準會員	Master Builder Association Malaysia 馬來西亞建築商協會
 malaysiaGBC	Industry Partner 行業合作夥伴	Malaysia Green Building Council 馬來西亞綠色建築協會

AWARDS AND RECOGNITIONS

獎項與榮譽

Program 計劃	Award Name 獎項名稱	Organizer 主辦方	Logos/Certificates 標誌/證書
2022 Hong Kong Awards for Environmental Excellence 2022香港環境卓越大獎	Servicing and Trading – Certificate of Merit 服務及貿易業－優異獎	Environmental Campaign Committee 環境運動委員會	
Hong Kong Green Organisation Certification 香港綠色機構認證	Energywi\$e Certificate (Basic Level) 節能證書(基礎級別)	Environmental Campaign Committee 環境運動委員會	
BOCHK Corporate Low-Carbon Environmental Leadership Awards 2022 中銀香港企業低碳環保領先大獎2022	EcoChallenger 環保優秀企業	Federation of Hong Kong Industries 香港工業總會	
BOCHK Corporate Low-Carbon Environmental Leadership Awards 2022 中銀香港企業低碳環保領先大獎2022	5 Years+ EcoPioneer 5年+環保先驅標誌	Federation of Hong Kong Industries 香港工業總會	
Green Building Award 2023 環保建築大獎2023	Finalist: Green Building Leadership – Consultants 入圍項目：綠建領導－顧問公司	Hong Kong Green Building Council Limited 香港綠色建築議會有限公司	
Hong Kong Green Awards 2023 香港綠色企業大獎 2023	Green Management Award – Service Provider (SME) – Bronze 優越環保管理獎－服務供應商(中小企)－銅獎	Green Council 環保促進會	
Hong Kong Green Awards 2023 香港綠色企業大獎 2023	Sustained Performance (9 years+) 連續獲獎機構(9年或以上)	Green Council 環保促進會	
Green Office Award Labelling Scheme (GOALS) 綠色辦公室獎勵計劃	Certificate of Recognition 認可證書	World Green Organisation 世界綠色組織	
TVB ESG Awards 2023 TVB環境、社會及管治大獎 2023	ESG Project Innovation Award and Innovative Climate Technology Award ESG項目創新大獎及創新氣候科技大獎	TVB 電視廣播有限公司	

AWARDS AND RECOGNITIONS

獎項與榮譽

Program 計劃	Award Name 獎項名稱	Organizer 主辦方	Logos/Certificates 標誌/證書
Ethical Finance Awards 2023 道德金融獎2023	Most Pioneering Sustainability & Environmental Consulting Firm 2023 – Hong Kong 2023年香港最具先鋒可持續發展及 環境諮詢公司	Wealth & Finance International 全球財經雜誌	
CHO Appreciation Award 2023 首席快樂官欣賞大獎2023	Company Award 企業大獎	Chief Happiness Officer Association 首席快樂官協會	
The 12th Junzi Corporation Award 第十二屆君子企業獎	Junzi Corporation Award 君子企業獎	The Hang Seng University of Hong Kong 香港恒生大學	
2023 Asia-Pacific Economic Cooperation (APEC) Award 2023亞太經合組織大獎	Winner of the 2023 APEC Bio- Circular-Green (BCG) Award 亞太經合組織生物循環綠色大獎 得獎者	Asia-Pacific Economic Cooperation (APEC) 亞太經合組織	

CONTENT INDEX

內容索引

Statement of use
使用聲明

Allied Sustainability and Environmental Consultants Group Limited has reported in accordance with the GRI Standards for the Year (from 1 April 2023 to 31 March 2024).
沛然環保環境評估工程顧問有限公司已依循GRI準則報導本年度(二零二三年四月一日至二零二四年三月三十一日)的內容。

GRI 1 used
使用的GRI 1

GRI 1: Foundation 2021
GRI 1：基礎2021

Applicable GRI Sector Standard(s)
適用的GRI行業準則

N/A
不適用

Disclosure of the GRI Standard GRI 準則的披露項目

General Disclosure (“GD”) and Key Performance Indicator (“KPI”) of the Stock Exchange ESG Guide 聯交所ESG 指引一般披露 (「GD」)及關鍵績效指標(「KPI」)

Section/Statement 章節／陳述

GRI 2: General Disclosures 2021 GRI 2：一般披露2021

Organizational Profile 組織概況

2-1	Organizational details 組織詳情	Who We Are 公司簡介
2-2	Entities included in the organization’s sustainability reporting 可持續發展報告中包含的實體	Annual Report 2023/24 contains additional information about our principal activities in the sections entitled “Business Review”. 二零二三／二四年報內「業務回顧」 的章節中詳述我們的主要活動。
2-3	Reporting period, frequency and contact point 報告期、報告頻率和聯絡人	
2-4	Restatements of information 信息重述	
2-5	External assurance 外界認證	The Group has not sought external assurance for our sustainability report, but the ESG Committee shall consider it for upcoming reports. 本集團並未為我們的可持續發展報 告尋求外部鑑證，但ESG委員會將 在往後的報告中予以考慮。

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Activities and workers 活動及員工		
2-6 Activities, value chain and other business relationships 活動、價值鍊和其他業務關係	KPI B5.1	Partnerships Towards Net-Zero 邁向淨零的夥伴關係
2-7 Employees 員工	KPI B1.1	Our Sustainable Team 我們的可持續團隊
2-8 Workers who are not employees 非僱員的員工		Partnerships Towards Net-Zero 邁向淨零的夥伴關係
Governance 管治		
2-9 Governance structure and composition 管治架構及組成		Sustainability Governance 可持續發展管治
2-10 Nomination and selection of the highest governance body 最高管治機構的選擇		Sustainability Governance 可持續發展管治
2-11 Chair of the highest governance body 最高管治機構主席		Sustainability Governance 可持續發展管治 Annual Report 2023/2024 – Corporate Governance Report (P.46) 二零二三／二四年報－企業管治報 告(46頁)
2-12 Role of the highest governance body in overseeing the management of impacts 最高管治機構在監督影響管理方面的角色		Sustainability Governance 可持續發展管治 Annual Report 2023/24 – Corporate Governance Report (P.49) 二零二三／二四年報－企業管治報 告(49頁)
2-13 Delegation of responsibility for managing impacts 管理影響的責任授權		Sustainability Governance 可持續發展管治

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Governance 管治		
2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續性報告中的角色	Sustainability Governance 可持續發展管治
2-15	Conflicts of interest 利益衝突	Corporate Governance 企業管治
2-16	Communication of critical concerns 關鍵問題的溝通	Sustainability Governance 可持續發展管治
2-17	Collective knowledge of the highest governance body 最高管治機構的集體知識	Sustainability Governance 可持續發展管治
2-18	Evaluation of the performance of the highest governance body 最高管治機構績效評價	Annual Report 2023/2024 – Corporate Governance Report (P.46) 二零二三／二四年報－企業管治報告(46頁)
2-19	Remuneration policies 薪酬政策	Our Sustainable Team 我們的可持續團隊 Annual Report 2023/2024 – Corporate Governance Report (P.14) 二零二三／二四年報－企業管治報告(14頁)
2-20	Process to determine remuneration 薪酬確定的流程	Annual Report 2023/2024 – Employees and Remuneration Policies (P.14) 二零二三／二四年報－員工及薪酬 政策(14頁)
2-21	Annual total compensation ratio 年度總薪酬比例	Annual Report 2023/2024 – Notes to the Consolidated Financial Statements (P.106) 二零二三／二四年報－合併財務報 表附註(106頁)

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Strategy, policies and practices

策略、政策及實踐

2-22	Statement on sustainable development strategy 可持續發展策略聲明	Foreword 前言 Our Commitments to Sustainability 我們對可持續發展的承諾
2-23	Policy commitments 政策承諾	Our Commitments to Sustainability 我們對可持續發展的承諾
2-24	Embedding policy commitments 嵌入政策承諾	Our Commitments to Sustainability 我們對可持續發展的承諾
2-25	Processes to remediate negative impacts 補救負面影響的流程	ESG Materiality Assessment ESG重要性評估 Stakeholder Engagement 持份者參與
2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出疑慮的機制	ESG Materiality Assessment ESG重要性評估 Stakeholder Engagement 持份者參與
2-27	Compliance with laws and regulations 遵守法律法規	In 2023/2024, the Group has not been subject to significant fines or non-monetary sanctions for non-compliance with such laws or regulations. 本年度內，沛然環保並未發現任何違反該等法律或法規的重大罰款或非金錢制裁。
2-28	Membership associations 會員協會	Memberships and Charters 會籍和憲章 Stakeholder Engagement 持份者參與

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Section/Statement 章節／陳述

Stakeholder engagement

持份者參與

2-29	Approach to stakeholder engagement 持份者參與的方法		Stakeholder Engagement 持份者參與
2-30	Collective bargaining agreements 集體談判協定		Within the reporting scope, there are no formal collective bargaining agreements in place. 報告範圍內並無正式的集體談判協議。

GRI 3: Material Topics 2021

GRI 3：重大主題2021

3-1	Process to determine material topics 決定重要議題的過程		ESG Materiality Assessment ESG重要性評估
3-2	List of material topics 重要性議題列表		

201: Economic Performance 2016

201：經濟表現2016

3-3	The management approach and its components 管理方針及其組成	GD A4	Please refer to our Annual Report 2023/2024. 請參閱我們的二零二三／二四年報。
201-1	Direct economic value generated and distributed 直接產生和分配的經濟價值	KPI B8.2	
201-2	Financial implications and other risks and opportunities due to climate change 氣候變遷所產生的財務影響及其它風險與機會	KPI A4.1	Climate-related Risk Disclosures (TCFD) 與氣候相關的財務信息披露

205: Anti-corruption 2016

205：反貪污2016

3-3	The management approach and its components 管理方針及其組成	GD B7 KPI B7.2	Corporate Governance 企業管治
205-3	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	KPI B7.1	Corporate Governance 企業管治

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302: Energy 2016 302: 能源2016		
3-3 The management approach and its components 管理方針及其組成	GD A2 GD A3	Driving Sustainable Operations 推動可持續營運
302-1 Energy consumption within the organization within the organization 組織內部的能源消耗量	KPI A2.1	Driving Sustainable Operations 推動可持續營運
302-2 Energy consumption outside the organization 組織外部的能源消耗量	KPI A2.1	It is not material to our operations, as AEC is a service-based consultancy that does not rely on energy-intensive operations. 這對我們的營運並不重要，因為沛 然環保 是一間顧問公司，不依賴 能源密集型營運。
302-3 Energy intensity 能源密集度	KPI A2.1	Driving Sustainable Operations 推動可持續營運
302-4 Reduction of energy consumption 減少能源消耗	KPI A2.3	Driving Sustainable Operations 推動可持續營運
302-5 Reductions in energy requirements of products and services 降低產品和服務的能源需求	KPI A2.3	It is not material to our operations, as AEC is a service-based consultancy that does not rely on energy-intensive operations. 這對我們的營運並不重要，因為沛 然環保 是一間顧問公司，不依賴能 源密集型營運。

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303: Water and Effluents 2018 303: 水與放流水2018		
3-3 The management approach and its components 管理方針及其組成	GD A2 GD A3	Driving Sustainable Operations 推動可持續營運
303-1 Interactions with water as a shared resource 共享水資源之相互影響	KPI A2.4	Driving Sustainable Operations 推動可持續營運 AEC did not encounter any issues of sourcing water during the Year. The Group has disclosed the directional target of continuously reducing its water intensity, but it is in the process of developing numerical targets. 沛然環保於本年度沒有遇到任何水源問題。本集團已經披露了持續降低其用水密度的方向性目標，但正在制定數字目標。

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305: Emissions 2016 305: 排放2016		
3-3 The management approach and its components 管理方針及其組成	GD A1 GD A2 GD A3	Driving Sustainable Operations 推動可持續營運
305-1 Direct (Scope 1) GHG emissions 直接(範疇一)溫室氣體排放	KPI A1.2	Driving Sustainable Operations 推動可持續營運
305-2 Energy indirect (Scope 2) GHG emissions 能源間接(範疇二)溫室氣體排放	KPI A1.2	Driving Sustainable Operations 推動可持續營運
305-3 Other indirect (Scope 3) GHG emissions 其他間接(範疇三)溫室氣體排放	KPI A1.2	Driving Sustainable Operations 推動可持續營運
305-4 GHG emissions intensity 溫室氣體排放密集度	KPI A1.2	Driving Sustainable Operations 推動可持續營運
305-5 Reduction of GHG emissions (Referring to our own office only) 溫室氣體排放減量(僅參考我們的辦公室)	KPI A1.5	Driving Sustainable Operations 推動可持續營運
305-6 Emissions of ozone-depleting substances (ODS) 破壞臭氧層物質的排放		It is not material to our operations, as AEC is a service-based consultancy that does not rely on energy-intensive operations. 這對我們的營運並不重要，因為沛 然環保 是一間顧問公司，不依賴 能源密集型營運。
305-7 NO _x , SO _x , and other significant air emissions 氮氧化物(NO _x)、硫氧化物(SO _x)，及其他重大的 氣體排放	KPI A1.1	Driving Sustainable Operations 推動可持續營運

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306: Effluents and Waste 2016 306: 廢污水和廢棄物2016		
3-3 The management approach and its components 管理方針及其組成	GD A1 GD A3	Driving Sustainable Operations Culture 推動可持續營運文化
306-1 Water discharge by quality and destination 按質量和目的地分類的水排放		Due to the Group’s business nature, the Group does not generate significant water discharge. 由於本集團的業務性質，並不會產 生大量污水。
306-2 Waste by type and disposal method 按類別及處置方法劃分的廢棄物	KPI A1.3 KPI A1.4 KPI A1.6	Driving Sustainable Operations 推動可持續營運 Due to the Group’s business nature, the Group does not generate significant hazardous waste. The Group has disclosed the directional target of continuously reducing its waste intensity, but it is in the process of developing numerical targets. 本集團的業務性質並不會產生大量 有害廢物。本集團已經披露了持續 降低其用廢物密度的方向性目標， 但正在制定數字目標。
306-3 Significant spills 重大洩漏		Due to the Group’s business nature, the Group does not generate significant water discharge and hazardous waste. 由於本集團的業務性質，並不會產 生大量污水和有害廢物。

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306: Effluents and Waste 2016 306: 廢污水和廢棄物2016		
306-4 Transport of hazardous waste 有害廢物運輸		Due to the Group’s business nature, the Group does not generate significant water discharge and hazardous waste. 由於本集團的業務性質，並不會產生大量污水和有害廢物。
306-5 Water bodies affected by water discharges and/ or runoff 受污水和／或徑流影響的水體		Due to the Group’s business nature, the Group does not generate significant water discharge and hazardous waste. 由於本集團的業務性質，並不會產生大量污水和有害廢物。
401: Employment 2016 401: 勞雇關係2016		
3-3 Management approach 管理方針	GD B1	Our Sustainable Team 我們的可持續團隊
401-1 New employee hires and employee turnover 新進員工和離職員工	KPI B1.2	Our Sustainable Team 我們的可持續團隊
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供給全職員工(不包含臨時或兼職員工)的福利		Our Sustainable Team 我們的可持續團隊
402-3 Parental Leave 育嬰假		Our Sustainable Team 我們的可持續團隊

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403: Occupational Health and Safety 2018 403: 職業安全衛生2018		
3-3 The management approach and its components 管理方針及其組成	GD B2 KPI B2.3	Our Sustainable Team 我們的可持續團隊 – Safeguarding Workforce’s Wellness 保障員工的健康
403-1 Occupational health and safety management system 職業安全衛生管理系統	GD B2 KPI B2.3	Our Sustainable Team 我們的可持續團隊 – Safeguarding Workforce’s Wellness 保障員工的健康
403-2 Hazard identification, risk assessment, and incident investigation 危害辨識、風險評估、及事故調查	GD B2 KPI B2.3	Our Sustainable Team 我們的可持續團隊 – Safeguarding Workforce’s Wellness 保障員工的健康
403-3 Occupational health services 職業健康服務	GD B2 KPI B2.3	Our Sustainable Team 我們的可持續團隊 – Safeguarding Workforce’s Wellness 保障員工的健康
403-4 Worker participation, consultation, and communication on occupational health and safety 有關職業安全衛生之工作者參與、諮商與溝通	GD B2 KPI B2.3	Our Sustainable Team 我們的可持續團隊 – Safeguarding Workforce’s Wellness 保障員工的健康
403-5 Worker training on occupational health and safety 有關職業安全衛生之工作者訓練	GD B2 KPI B2.3	Our Sustainable Team 我們的可持續團隊 – Safeguarding Workforce’s Wellness 保障員工的健康
403-6 Promotion of worker health 工作者健康促進	GD B2 KPI B2.3	Our Sustainable Team 我們的可持續團隊 – Safeguarding Workforce’s Wellness 保障員工的健康

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403: Occupational Health and Safety 2018 403: 職業安全衛生2018		
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減輕與業務關係直接相關聯之職業安全衛生的衝擊	GD B2 KPI B2.3	Our Sustainable Team 我們的可持續團隊 – Safeguarding Workforce’s Wellness 保障員工的健康
403-8 Workers covered by an occupational health and safety management system 職業安全衛生管理系統所涵蓋之工作者	GD B2 KPI B2.3	Our Sustainable Team 我們的可持續團隊 – Safeguarding Workforce’s Wellness 保障員工的健康
403-9 Work-related injuries 職業傷害	KPI B2.1 KPI B2.2	During the Year, there were no occupational injuries and work-related fatalities. 本年度內，無工傷及與工作有關的死亡人數
403-10 Work-related ill health 職業病	KPI B2.3	Our Sustainable Team 我們的可持續團隊 – Safeguarding Workforce’s Wellness 保障員工的健康
404: Training and Education 2016 404: 訓練與教育2016		
3-3 The management approach and its components 管理方針及其組成	GD B3	Our Sustainable Team 我們的可持續團隊
404-1 Average hours of training per year per employee 每名員工每年接受訓練的平均時數	KPI B3.1 KPI B3.2	Our Sustainable Team 我們的可持續團隊
404-2 Programs for upgrading employee skills and transition assistance programs 提升員工職能及過渡協助方案		Our Sustainable Team 我們的可持續團隊
404-3 Percentage of employees receiving regular performance and career development reviews 定期接受績效及職業發展檢核的員工百分比		Our Sustainable Team 我們的可持續團隊

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405: Diversity and Equal Opportunity 2016 405: 員工多元化與平等機會2016		
3-3 The management approach and its components 管理方針及其組成	GD B1	Our Sustainable Team 我們的可持續團隊
405-1 Diversity of governance bodies and employees 管治單位與員工的多元化	KPI B1.1	Our Sustainable Team 我們的可持續團隊
406: Non-discrimination 2016 406: 不歧視2016		
3-3 The management approach and its components 管理方針及其組成	GD B1	Our Sustainable Team 我們的可持續團隊
406-1 Incidents of discrimination and corrective actions taken 歧視事件及採取的糾正行動	GD B1	Our Sustainable Team 我們的可持續團隊
408: Child Labor 2016 408: 童工2016		
3-3 The management approach and its components 管理方針及其組成	GD B4	Our Sustainable Team 我們的可持續團隊
408-1 Operations and suppliers at significant risk for incidents of child labor 具有童工勞動事件重大風險的營運點和供應商	KPI B4.1 KPI B4.2	Our Sustainable Team 我們的可持續團隊
409: Forced or Compulsory Labor 2016 409: 強迫或強制勞動2016		
3-3 The management approach and its components 管理方針及其組成	GD B4	Our Sustainable Team 我們的可持續團隊
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 具有強迫或強制勞動事件重大風險的營運點和供應商	KPI B4.1 KPI B4.2	Our Sustainable Team 我們的可持續團隊

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Section/Statement 章節／陳述

413: Local Communities 2016

413: 當地社區2016

3-3	The management approach and its components 管理方針及其組成	GD B8	Empowering our Community 賦權於我們的社區
413-1	Operations with local community engagement, impact assessments and development programs 有當地社區參與、影響評估和發展計劃的營運 點	KPI B8.1 KPI B8.2	Empowering our Community 賦權於我們的社區

414: Supplier Social Assessment 2016

414: 供應商社會評估2016

3-3	The management approach and its components 管理方針及其組成	GD B5	Partnerships Towards Net-Zero 邁向淨零的夥伴關係
414-1	New suppliers that were screened using social criteria 使用社會標準篩選的新供應商	KPI 5.2 KPI 5.3	Partnerships Towards Net-Zero 邁向淨零的夥伴關係
414-2	Negative social impacts in the supply chain and actions taken 供應鏈中的負面社會影響和採取的行動	KPI 5.2 KPI 5.3	Partnerships Towards Net-Zero 邁向淨零的夥伴關係

418: Customer Privacy 2016

418: 客戶隱私2016

3-3	The management approach and its components 管理方針及其組成	GD B6	Partnerships Towards Net-Zero 邁向淨零的合作夥伴關係
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 與侵犯客戶私隱和丟失客戶資料的投訴	KPI B6.5	Partnerships Towards Net-Zero 邁向淨零的合作夥伴關係



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