



Huijing Holdings Company Limited

滙景控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 9968



INSPIRING

GROWTH TOGETHER

心繫未來 攜手成長



2024

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告

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MESSAGE FROM MANAGEMENT

管理層的話

Huijing Holdings Company Limited (the “Company” or “Huijing”), together with its subsidiaries (the “Group” or “We”), is pleased to present the 2024 Environmental, Social and Governance (“ESG”) Report (the “Report”). This Report aims to address the concerns of various stakeholders and showcase the Group’s performance in sustainable development.

The Group has been committed to improving its core competitiveness and has made significant achievements in sustainable development. We balance the development of social, economic, and environmental aspects through a comprehensive risk identification and management system, continuously creating more value for stakeholders. During the financial year ended 31 December 2024 (the “Year” or “2024”), we strengthened the identification of climate-related risks based on our existing risk management framework to reduce uncertainties in business operations and ensure that our business can develop steadily in various environments.

In addition, the Group firmly believes that employees are fundamental to its developmental capabilities. We recognize that employee engagement, professional skills, and capacity development are critical to enhancing our competitiveness. Therefore, we always focus on employee compensation and rights, and provide various training and development opportunities to build a high-quality talent team that supports our long-term development.

Moving ahead, the Group aims to bolster its business development skills while maintaining a balance with our environmental and social obligations through effective sustainable development risk management. We commit to maintaining transparent communication channels with you as we collaborate towards a more sustainable future. We anticipate sharing our upcoming results and sincerely value your continuous support.

滙景控股有限公司(「本公司」或「滙景」)，連同旗下附屬公司(「本集團」或「我們」)欣然提呈2024年環境、社會及管治(「ESG」)報告(「本報告」)。本報告旨在回應各持份者的關注事項，並展示本集團在可持續發展方面的表現。

本集團一直致力於提高自身的核心競爭力，並且在可持續發展方面取得了顯著的成效。我們通過全面的風險識別和管理系統，平衡社會、經濟和環境三方面的發展，以持續為持份者創造更多價值。在截至2024年12月31日止年度(「本年度」或「2024年」)期間，我們在已有的風險管理基礎之上，加強了對氣候相關風險的識別，以降低業務運營的不穩定因素，確保我們的業務能在各種環境下穩健發展。

此外，本集團深信員工是其發展能力的核心因素。我們深知，員工的投入、專業技能和能力發展是增強競爭力的關鍵。因此，我們一直著重員工的待遇及權利，並提供各種培訓和發展機會，以建立高質素的人才團隊，促進我們的長期發展。

展望未來，通過有效的可持續發展風險管理來增強其業務發展能力，並履行環境及社會責任的平衡。我們承諾與您保持透明的溝通渠道，共同構建更具持續性的未來。我們期待與您共享我們的未來成果，並衷心感謝您的持續支持。

THE GROUP'S BUSINESS

The Group is an integrated residential and commercial property developer of the People's Republic of China (the "PRC" or "China"), incorporated in the Cayman Islands and listed on the Main Board of The Stock Exchange of Hong Kong Limited (the "HKEX") (stock code: 9968). Based in the Greater Bay Area, the Group's businesses extend to the Yangtze River Delta urban cluster and the middle Yangtze River urban cluster, covering a total of 8 cities. The Group adheres to a strategy of "one focus, one core, and two wings" with "residential development as the main business, urban renewal as the core, and the coordinated development of the cultural and medical tourism living towns and scientific and innovative technologies industrial towns". The Group's property projects include residential properties, integrated properties and properties promoting specific industries. The Group continues to pursue its mission of "maintaining foothold in the Greater Bay Area, penetrating into Dongguan, and sustaining coverage of the Southern, Central and Eastern China areas". The focus is on the potential of urban development, seizing market opportunities, and striving to become a leading developer in the urban renewal sector of the Greater Bay Area.

THE GROUP'S DEVELOPMENT

The Group closely monitors changes in the market environment and related industrial policies. Starting from the perspective of national industrial development strategy, the Group adheres to the development model of "one focus, one core, and two wings". Guided by customer needs, it has continued to pave the road to high-quality development that integrates "industry, city and people".

The Group has leveraged its own advantages and abundant resources to ensure adequate and high-quality land reserves, while linking the upstream and downstream industrial chains to bring integrated renewal in residential and industrial development to the city, thereby providing customers with a more comprehensive and diversified approach to "new production" and "new life". The Group has continuously emphasized the core developments of "scientific and innovative technologies industrial towns, and cultural and tourism living towns, and health and wellness towns" to promote the integration of industry and urban development, and develop diverse industrial space carriers and platforms for industry-academia research collaboration to strengthen its competitive advantage. Moreover, the Group is committed to improving its core competitiveness and sustainable development capabilities, focusing on projects related to tourism, health, and retirement for customers who pursue cultural experiences and maintain a healthy lifestyle, continuously creating ideal living spaces to meet the needs of different customers.

本集團業務

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

本集團發展

本集團密切關注市場環境以及相關產業政策的變化，從國家產業發展戰略角度出發，堅持「一主一核兩翼」的發展模式，以客戶需求為主導，繼續構建「產、城、人」融合的高品質發展之路。

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



ABOUT THE REPORT

關於本報告

The Group publishes an annual ESG report, aiming to illustrate its management approaches, policies and measures pertaining to ESG aspects, and to allow stakeholders to understand its ESG performance and sustainable development progress. The Report covers the Group's ESG performance and relevant material issues during the Year. This Report is prepared in both Chinese and English and has been uploaded to the websites of HKEX and the Company. The Group welcomes valuable suggestions and opinions from all stakeholders to help improve its ESG performance and sustainability strategies. Should you have any inquiries regarding the Report, please send them to Office No. 1907, 19th Floor, Great Eagle Center, No. 23 Harbor Road, Hong Kong.

REPORTING STANDARDS

The Report has been prepared in accordance with the requirements of the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") in Appendix C2 of the Main Board Listing Rules of HKEX, and has adhered to the mandatory disclosure requirements and the "comply or explain" provisions contained therein. This Report has applied in accordance with the four reporting principles of materiality, quantitative, balance and consistency as outlined in the ESG Reporting Guide:

Materiality 重要性

The Group conducted a materiality assessment through a stakeholder questionnaire survey, identifying key ESG issues relevant to the Group and its stakeholders. These issues are presented in this Report to provide targeted responses.

本集團通過持份者問卷調查進行重要性評估，將已識別對本集團及各持份者相關的重大 ESG 議題作為本報告的匯報內容，提供針對性的回應。

Quantitative 量化

The Group has disclosed quantitative data where applicable, and provided comparative data in an appropriate manner. The relevant standards, methods, assumptions and/or calculation tools and the source of conversion factors used have also been explained.

本集團已於適用情況下披露量化數據，並適當地提供比較數據，有關標準、方法、假設及／或計算工具以及所用轉換因子的來源亦已作補充說明。

Balance 平衡

Based on the principle of impartiality, the Report presents both positive and negative performance of the Group in a comprehensive and truthful manner.

本報告以不偏不倚的原則，全面、如實地呈報本集團的正面及負面績效。

Consistency 一致性

The Group has adopted consistent preparation and statistical methods to enable effective comparisons, and relevant changes have also been explained.

本集團已採用一致的編製和統計方法，以便作出有效對比，相關變更亦已作補充說明。

本集團每年發佈 ESG 報告，旨在透過闡釋在 ESG 方面的管理方針、政策及措施，讓各持份者了解其 ESG 表現及可持續發展進程。本報告涵蓋本集團於本年度期間的 ESG 績效及相關重要議題。本報告以中、英文編寫，並已上載至聯交所及本公司網站。本集團歡迎各持份者提供寶貴的建議與意見，協助推進其 ESG 表現及可持續發展策略。如閣下對本報告的有任何疑問，請郵寄至香港灣道 23 號鷹君中心 19 樓 1907 室。

報告準則

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

REPORTING SCOPE

The Report mainly covers operations of the Group's headquarters in Dongguan, as well as the offices located in the Central China regions, focusing on the Group's property development and investment business, while excluding project offices managed by the regional offices. Due to the relocation of the overall operations of the South China regional office back to the headquarters, the scope of this Report differs from the ESG report for the financial year ended 31 December 2023 ("2023" or "last year"). The Group will review and revise the reporting scope in a timely manner to ensure that the ESG reports align with its business development scale.

報告範圍

本報告主要涵蓋本集團於東莞之總部辦公室，以及華中區域辦公室之營運，聚焦於本集團的物業開發及投資業務，而由區域辦公室所管理之項目辦公室則排除在外。由於華南區域辦公室的整體營運已搬回總部，因此本報告的報告範圍與截至2023年12月31日止年度（「2023年」或「去年」）的ESG報告有所不同。本集團將適時審視並修訂報告範圍，確保ESG報告符合其業務發展規模。



OUR SUSTAINABILITY GOVERNANCE CONCEPT

我們的可持續發展管治理念

The Group is wholeheartedly dedicated to integrating the concept of sustainable development into its daily business practices and optimizing its sustainability strategies through two-way communication with stakeholders to gather their feedback. We believe that sustainable governance can drive our stable development. By formulating, approving, and implementing ESG policies and management measures, in conjunction with an effectively operating risk management system, we aim to enhance our resilience in sustainable development and improve our adaptability to changing markets. To fulfill our commitment to sustainability, we continuously optimize our governance system and capabilities, regularly report to and review the progress and effectiveness of our ESG efforts with the management, thereby creating long-term value for all stakeholders.

GOVERNANCE STRUCTURE

The Group deeply believes that a good governance culture is the cornerstone of achieving sustainable development and integrating business strategies. The board of directors (the “Board”), equipped with the necessary knowledge related to ESG, bears overall ESG responsibilities and actively participates in promoting the Group’s sustainable development governance. The Board’s responsibilities include establishing ESG targets and priorities, identifying and managing significant ESG risks, formulating and implementing relevant policies and measures, and overseeing the effective implementation of ESG initiatives. The Board holds at least one meeting annually to review and approve ESG information, ensuring that stakeholders’ concerns are addressed. To achieve these objectives, the Group has established a comprehensive sustainable development governance framework under the leadership of the Board, and appointed a senior management member to form and lead the ESG working group.

本集團致力將可持續發展理念融入業務作業中，並透過與持份者的雙向溝通，收集他們的回饋以優化其可持續發展策略。我們相信可持續發展治理能夠驅動我們的穩定發展，再透過制定、審批和執行ESG政策和管理措施，並結合有效運行的風險管理系統，以增強我們的可持續發展韌性，並提升對變化市場的適應力。為了實現我們的可持續發展承諾，我們持續優化我們的可持續發展治理體系和能力，定期向管理層報告和審查ESG工作的進度和成效，為所有的持份者創造長期價值。

管治架構

本集團深信良好的管治文化是實現可持續發展與經營戰略融合的基石。董事會（「董事會」）具備必要的ESG相關知識，承擔全面的ESG責任，積極參與推進本集團的可持續發展管治。董事會的職責包括確立ESG目標和優先事項、識別和管理重大ESG風險、制定和執行相關政策和措施，以及監督ESG工作的有效實施。董事會每年至少召開一次會議，審查和批准ESG信息，以確保各持份者的關注得到回應。為了實現這些目標，在董事會的領導下，本集團建立了一個完整的可持續發展管治架構，並由董事會委派一位高級管理層來組建和帶領ESG工作小組。

Based on different ESG issues, the management will select suitable personnel from the employees to join the ESG working group. The ESG working group is composed of individuals from relevant functional departments and project leaders who possess relevant expertise in various ESG aspects, facilitating the Board's oversight of ESG issues. The primary responsibilities of the ESG working group include supporting the formulation and implementation of ESG policies and action plans, as well as preparing ESG reports, to ensure that business operations are aligned with ESG policies and governance practices. The ESG working group arranges at least one meeting annually to discuss ESG performance and report to the Board. The ESG working group also regularly communicates with stakeholders and closely follows market and industry trends to ensure that the Group's ESG efforts meet the needs of the market and industry.

INTERNAL RISK MANAGEMENT

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

根據不同的ESG議題，管理層會從員工中挑選適當的人員加入ESG工作小組。ESG工作小組由來自各相關職能部門和項目負責人組成，他們在各種ESG領域具備相關專業知識，以促進董事會對ESG議題的監督。ESG工作小組的主要職責包括協助制定和執行ESG政策和行動計劃，以及負責籌備ESG報告，以確保業務運營活動與ESG政策及管治工作保持一致。ESG工作小組每年至少召開一次會議，以討論ESG表現並向董事會報告。ESG工作小組亦會定期與各持份者進行溝通，並密切關注市場和同業的動態，以確保本集團的ESG工作能夠滿足市場和行業的需求。

內部風險管理

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

KEY ESG-RELATED RISK FACTORS

ESG 相關之重大風險因素

Risk factor 風險類別	Potential impact 影響	Response 應對措施
Public health crisis risks 公共衛生危機風險	In the event of a large-scale public health crisis, such as the social health risk caused by a new type of virus, government departments may implement various epidemic prevention measures, resulting in a serious negative impact on the Group's operations or even business interruptions. 若遇上大型公共衛生危機，例如新型病毒造成的社會衛生風險，政府部門或將實行各種防疫措施，導致本集團營運受嚴重負面影響，甚至業務中斷。	The Group's response measures: 1. Follow requirements of the local government; 2. Implement work-from-home arrangements for all employees during the Group's lockdown period to ensure normal business operations. 本集團應對措施： 1. 配合地方政府要求； 2. 本集團封控期間，實行全員居家辦公安排，保證業務正常開展。
Project risks 項目風險	If the Group's contractors continually fail to meet the required quality levels for the construction process, or if their performance continuously fails to meet the quality requirements, the progress of its investment projects may be delayed, or unnecessary investment costs may be incurred. 若本集團合作的承包商在施工過程中持續未能達到要求的品質等級，或其表現未能持續符合品質要求，將會延遲本集團的投資專案進度，或會增加不必要的投資成本。	The Group has established a Qualified Suppliers List to form a list of qualified contractors, and conducts qualification reviews and investigations on potential contractors to ensure the quality of suppliers. In order to ensure project quality during the construction period, the Group conducts regular inspections and records the project quality and safety issues in the Project Management Weekly Report. 本集團建立《合格供應商清單》形成合格承包商列表，並對潛在的承包商進行資質審查及考察，確保合作供應商的質素。為保證施工期間的工程質量，本集團進行定期巡查，並於《工程管理週報》中記錄工程品質安全問題。

Risk factor 風險類別	Potential impact 影響	Response 應對措施
Talent turnover risks	Fierce competition in the human resources market for property development has brought certain difficulties to the Group in recruiting suitable talents. The Group needs to invest additional time and costs in recruitment and training. Also, the turnover of key personnel may affect the Group's ability to develop projects and promote real estate, thereby hindering business development.	To cater to future development needs, the Group provides employees with competitive remuneration packages and sets up performance incentives to attract and retain talents. The Group also organizes diversified corporate activities and employee training periodically to foster corporate cohesion and talent team building.
人員流失風險	物業開發的人力資源市場競爭激烈，對本集團招攬合適人才帶來一定困難，本集團需要投入額外時間及成本於招聘及培訓上。同時，關鍵人員流失或影響本集團開發專案及推廣房地產的能力，因而妨礙業務發展。	為滿足未來發展需求，本集團為員工提供具競爭力的薪酬待遇，並設立績效獎勵，以吸納及留住人才。本集團亦不時舉辦多元化的企業活動及員工培訓，促進企業凝聚力及人才隊伍建設。
Cyber and data security risks	An information system failure, such as a problem with the Point-of-Sale System ("PoS") for recording daily sales, may adversely impact the Group's daily operations.	The Group's measures for maintaining and managing information systems and servers: 1. Set up at least two or more PoS on site; 2. Regularly carry out data backups and system maintenance to reduce the probability of information system failures or interruptions.
網絡及信息安全風險	信息系統故障，如記錄日常銷售情況的銷售時點信息系統（「PoS機」）出現問題，或對本集團的日常營運造成負面影響。	本集團維護及管理信息系統及伺服器的措施： 1. 現場配備至少兩台或以上的PoS機； 2. 定期進行數據備份及系統維護，以減少出現信息系統故障或中斷之機率。

OUR SUSTAINABILITY GOVERNANCE CONCEPT

我們的可持續發展管治理念

Risk factor 風險類別	Potential impact 影響	Response 應對措施
Corruption risks	The involvement of the Group's directors, senior management, or employees in fraudulent or corrupt practices will seriously damage the Group's reputation and operations.	The Group's measures for preventing corruption and fraud: 1. Strictly abide by laws, regulations and control requirements, and continuously improve its anti-fraud system and related policies; 2. Require partners to sign the Tender Integrity Pledge, the Tender Integrity Notice and the Anti-Commercial Bribery Agreement, etc., to ensure compliance in business cooperation; 3. Regularly provide anti-corruption training to the directors and employees to reinforce internal awareness on integrity.
貪污風險	本集團董事、高級管理層或員工涉及欺詐或貪污腐敗等行為將嚴重損害本集團的聲譽及營運。	本集團預防貪污舞弊的措施： 1. 嚴格遵照法律法規及管制要求，不斷完善反舞弊制度體系建設及相關規定； 2. 要求合作夥伴簽署《投標廉潔承諾書》、《投標廉潔告知書》、《反商業賄賂協議》等，確保合規的業務合作； 3. 定期向董事及員工提供反貪污培訓，強化內部廉潔誠信的意識。

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

STAKEHOLDER ENGAGEMENT

The Group believes that stakeholder participation is a key component in achieving sustainable development. Therefore, we actively maintain contact with stakeholders through various effective communication methods to fully understand their perspectives and expectations regarding our sustainable development. When formulating sustainable development strategies, we take these perspectives and expectations into account and respond appropriately to consolidate the ability to achieve sustainable development. During the Year, the major groups of stakeholders identified by the Group include directors and senior management, employees, investors and shareholders, suppliers, customers and the communities. The Group values the promotion of mutual interests and long-term relationships, continuously identifying the key concerns of different stakeholders through the following communication channels:

持份者溝通

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

Key stakeholder 主要持份者	Issue of concern 關注議題	Key communication channel 關鍵溝通渠道
Directors and Senior Management	• Compliance management • Risk management • Operational stability • Stakeholder communication	• Board meetings • Management meetings
董事和高級管理層	• 合規管理 • 風險管理 • 穩定營運 • 持份者溝通	• 董事會會議 • 管理層會議
Employees	• Employees' health and safety • Development and training • Equal opportunities • Compensation and benefits	• Regular meetings • Regular training • Grievance channels • Performance evaluation meetings
員工	• 員工健康及安全 • 發展及培訓 • 平等機會 • 優化薪酬福利	• 日常會議 • 定期培訓 • 申訴渠道 • 績效評估會議

Key stakeholder 主要持份者	Issue of concern 關注議題	Key communication channel 關鍵溝通渠道
Investors and Shareholders 投資者和股東	- Operational compliance - Risk management - Anti-corruption - Economic performance - Investor communications and rights	- Public information such as annual and interim reports, announcements and circulars - Business roadshows
Suppliers 供應商	- Fair and open procurement - Stable business relationships - Timely and adequate information sharing	- Tendering meetings - Site visits - Evaluation surveys - Supplier management meetings
Customers 客戶	- Construction and service quality - Protection of interests and privacy - Complaint handling	- Satisfaction survey - Service hotline - Social media
Communities 社區	- Community services - Environmental protection	- Charity activities - Volunteering service

MATERIALITY ASSESSMENT

In order to determine key ESG issues concerned by stakeholders during the Year, the Group has commissioned an independent consultant to conduct a materiality assessment, and invited various stakeholders to participate in the survey. After collecting feedback from key stakeholders, a materiality analysis and ranking were conducted to identify material ESG issues that the Group needs to prioritize and report on, thereby implementing effective ESG initiatives. The relevant steps of the materiality assessment are described below:

重要性評估

為確定本年度各持份者主要關注的ESG事宜，本集團委託獨立顧問進行重要性評估，並邀請不同持份者參與問卷調查。在收集主要持份者的意見反饋後，進行重要性分析和排序，以協助辨識本集團需要優先處理及匯報的重要ESG議題，實施具成效的ESG工作。相關的重要性評估步驟如下闡述：

1. Identifying the issue list

With reference to the latest reporting guidelines, sustainability trends, national policies, industry characteristics and the Group's development strategies, 24 ESG issues relevant to the business were identified, covering four major areas: "Employment and Labor Practices", "Operational Practices", "Community Investment" and "Environment".

確定議題清單

參照最新報告指引要求、可持續發展趨勢、國家政策、行業特點及本集團發展戰略，確認與業務相關的24項ESG議題，涵蓋「僱傭及勞工慣例」、「營運慣例」、「社區投資」和「環境」四大範疇。

2. Determining priorities

Various internal and external stakeholders were invited to participate in an online survey to rate the importance of each issue to the Group's business and them personally. A total of 35 valid responses were collected, each issue was then prioritized according to the materiality after data analysis.

釐定優先次序

邀請各內外部持份者參與網上問卷調查，就每項議題本集團業務以及他們個人的重要性進行評分。收集了共35份有效問卷，通過數據分析後按各議題的重要性進行優次排序。

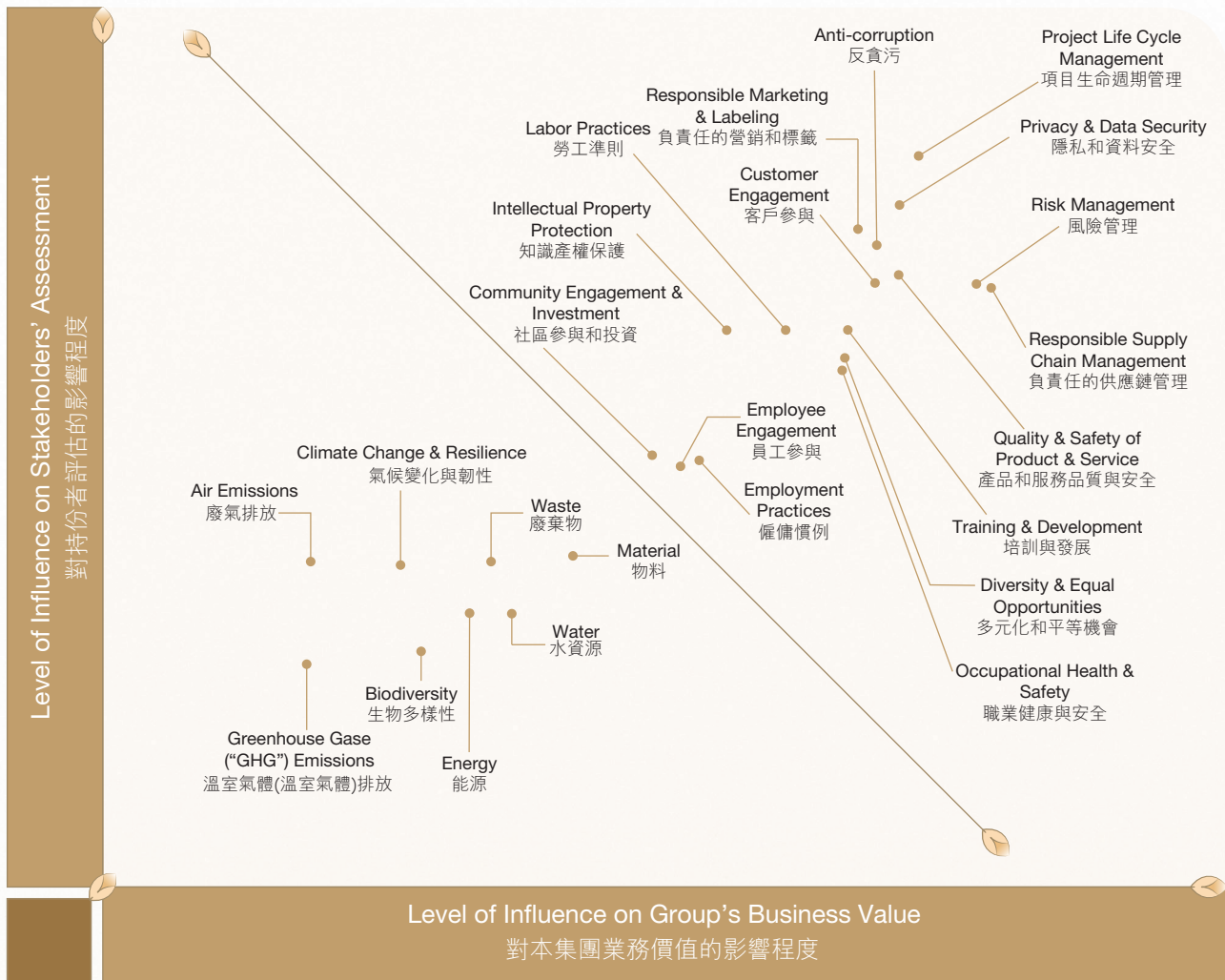
3. Confirming material issues

After integrating stakeholders' opinions and submitting them to the Board and senior management for discussion and review, 16 material ESG issues were determined, along with targeted responses and key disclosures.

確認重要議題

整合持份者意見，提交予董事會及高級管理層討論和審閱後，釐定了16項ESG重要議題，並作出針對性回應和重點披露。

Materiality Matrix
重要性矩陣



OUR SUSTAINABILITY GOVERNANCE CONCEPT

我們的可持續發展管治理念

Highly material ESG issue

高度重要 ESG 議題

Employment and Labor Practices	Operational Practices	Community Investment	Environment
僱傭及勞工慣例	營運慣例	社區投資	環境
Employment Practices 僱傭慣例	Responsible Supply Chain Management 負責任的供應鏈管理	Community Engagement & Investment 社區參與和投資	Project Life Cycle Management 項目生命週期管理
Employee Engagement 員工參與	Risk Management 風險管理		
Diversity & Equal Opportunities 多元化和平等機會	Quality & Safety of Product & Service 產品和服務品質與安全		
Occupational Health & Safety 職業健康與安全	Responsible Marketing & Labeling 負責任的營銷和標籤		
Training & Development 培訓與發展	Customer Engagement 客戶參與		
Labor Practices 勞工準則	Intellectual Property Protection 知識產權保護		
	Privacy & Data Security 隱私和資料安全		
	Anti-corruption 反貪污		

The results of the materiality assessment for the Year indicate no significant changes compared to last year. Stakeholders continue to focus primarily on issues related to “Employment and Labor Practices” and “Operational Practices”. Among these, “Project Life Cycle Management”, “Privacy & Data Security”, and “Anti-corruption” continue to remain areas of considerable attention for various parties. The Group will continue to understand the ESG issues valued by internal and external stakeholders, deploy corresponding response plans and improve ESG management and performance.

本年度的重要性評估結果與去年並無重大變更，持份者仍主要關注於「僱傭及勞工慣例」及「營運慣例」的議題。其中，「項目生命週期管理」、「隱私和資料安全」及「反貪污」繼續受到各方的關注。本集團將持續了解內外持份者所重視的 ESG 議題，以相應地部署應對方案及改善 ESG 管理和表現。

COMPLIANCE MANAGEMENT

The Group firmly believes that compliance management is the foundation for stable corporate development and is closely related to its business operations, operational performance, financial status, and reputation. We consistently uphold high-level compliance management to ensure the legality and compliance of all business activities. The Group reviews and manages the overall compliance risks of its business through the Risk Control Center, collaborating with the Board in discussions and participation on various compliance and legal issues, to ensure that the daily operations of the Group fully comply with the regulatory requirements. During the Year, the Group did not violate any laws and regulations related to ESG issues, nor were there any settled corruption lawsuits against the Group or its employees.

As a member of the industry, the Group attaches great importance to business ethics and strictly regulates the behavior of itself and employees. Through a series of operational systems and action manuals, we have clearly defined the behavioral guidelines and related responsibilities for each department and position to guide employees in implementing business ethics standards. In this way, we will continue to foster a positive environment of fair competition, integrity, and honesty, protecting the interests of the Group and all stakeholders.

合規管理

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

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

OUR SUSTAINABILITY GOVERNANCE CONCEPT

我們的可持續發展管治理念

Aspect 方面	Description of measures 措施描述
Integrity culture	The Group maintains zero tolerance for any forms of corruption, fraud and unethical behavior. The Employee Handbook requires employees to abide by the principles of integrity, honesty and fairness, rejecting any corruption and fraud. To further prevent incidents such as bribery, extortion, fraud, and money laundering, the Protocol on Receiving Gifts regulates the management of gifts that cannot be declined, requiring employees to register and submit them to the Audit and Supervision Center or the Administration Department. Due to the absence of new employees within the Group during the Year, no anti-corruption training has been conducted. However, we will consider the introduction of anti-corruption training and the promotion of internal business ethics in the future, as circumstances warrant, in order to enhance the integrity awareness and vigilance of our directors and employees.
廉潔文化	本集團對任何形式的貪污、欺詐及不道德行為持零容忍態度。《員工手冊》內要求員工恪守廉潔、誠信及公平的原則，拒絕任何貪腐舞弊行為。為進一步預防賄賂、勒索、欺詐及洗錢等事件，《收受禮金、禮品處理辦法》中規範管理未能謝絕的禮品及禮金，要求員工登記上交予審計監察中心或行政部門。 由於本集團於本年度未有新員工，因此未進行反貪污培訓。儘管如此，我們未來仍會視情況考慮開展反貪污培訓及內部商業道德宣導，以增強董事及員工的廉潔意識和警惕性。
Cyber and data security	The Group respects and protects the privacy and personal information of all customers and business partners. The Employee Handbook stipulates that employees are obligated to maintain the confidentiality of trade secrets, which shall not be used or disclosed without authorization. To effectively safeguard customers' personal privacy and information security, the Group has built an internal anti-virus system and conducts cybersecurity awareness campaigns to prevent the leakage of personal information. We will also conduct regular monitoring of the system to ensure its effectiveness.
網絡及信息安全	本集團尊重並保護所有客戶及商業夥伴的私隱及個人資料。《員工手冊》中規定員工有保密商業秘密信息的義務，未經授權不得擅自使用及外洩。為切實保護客戶個人隱私及信息安全，本集團已建設內部防毒系統，並進行網絡安全宣傳，防止個人信息洩露外流。我們還將定期監測系統以確保其有效性。

Aspect 方面	Description of measures 措施描述
Intellectual property protection	The Group understands the importance of protecting intellectual property rights of its own and third-party. It has regulated the management of intellectual property rights through the Intellectual Property Management Measures. Apart from requiring all employees to sign the Confidentiality Agreement that clarifies their confidentiality responsibilities, rights and obligations, the Group has also formulated requirements for suppliers to protect intellectual property rights, thereby comprehensively preventing infringement.
知識產權保護	本集團明白保護自身及第三方知識產權的重要性，並通過《知識產權管理辦法》規範知識產權的管理工作。本集團除了要求所有員工簽署《保密協議》，明確員工的保密責任、權利和義務，亦就供應商制定保障知識產權的要求，全面防範侵權行為。

The Group has a complete complaint and reporting mechanism to ensure that all types of complaints and reports are addressed and feedback is provided in a timely and appropriate manner, effectively protecting the legitimate rights and interests of all stakeholders. We encourage employees, customers, suppliers, or other partners to report any improper behaviors. Opinions, complaints, and reports can be made through the internal complaint hotline, supervisory mailbox, and interviews. In accordance with the Regulations on Complaint and Reporting Management, we will conduct fair and impartial investigations, closely monitor the process and results, and ensure that relevant reports are handled appropriately. In terms of protecting the whistleblowers, the Group will strictly maintain the confidentiality of related information to shield them from any retaliations. If the investigation results confirm the validity of the reported content, the Group will impose legal penalties on the individuals involved and refer the case to judicial authorities for further action. The relevant mechanisms will be reviewed on a regular basis to ensure their operational efficiency.

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

CARING FOR EMPLOYEE INTERESTS

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

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

關顧員工利益

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

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

Policy 政策	Purpose 目的	Content 內容
Employee Handbook	Establish a comprehensive human resources management system and measures, to safeguard the rights and interests of the Group and employees, and to build a vigorous employment environment and talent teams	Specify the management regulations related to onboarding guidelines, personnel administrative policies, remuneration and benefits management, financial reimbursement management, and the employee code of conduct
《員工手冊》	建立完整的人力資源管理制度及措施，維護本集團及員工的權益，構建優良的僱傭環境及人才團隊	明確關於入職指引、人事行政政策、薪酬福利管理、財務報銷管理、員工行為規範的管理規定
The Recruitment Management System	Construct a sound talent selection mechanism through human resources recruitment and allocation management provisions, to promote the full utilization of human resources	In accordance with the recruitment principles, indicate the entire recruitment procedure from demand application to follow-up
《招聘管理制度》	通過人力資源招聘及配置管理規範，建設完善人才選用機制，促進人力資源的充分利用	按照招聘原則，訂明由需求申請至錄用後續跟進的完整招聘工作程序

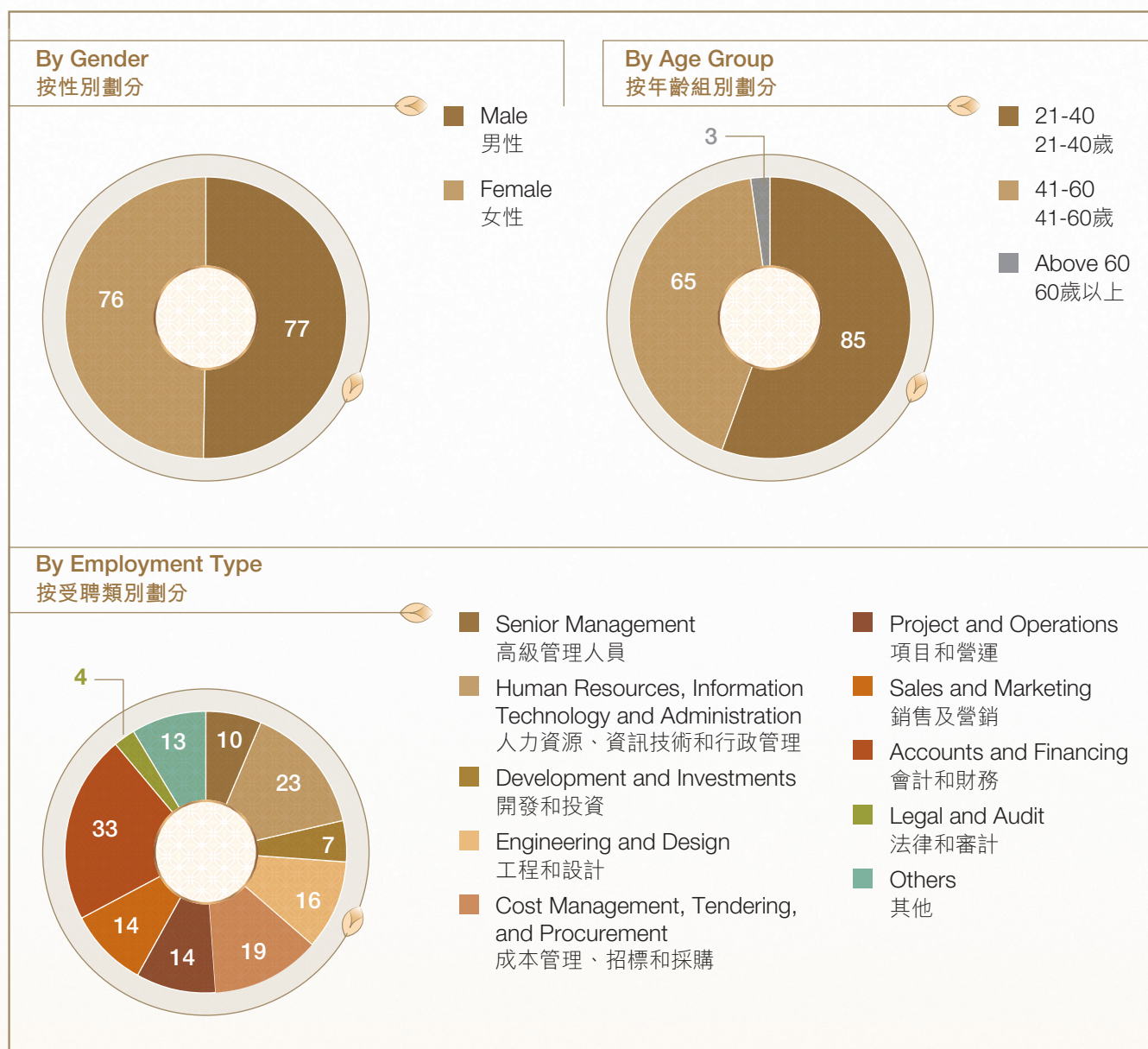
Policy 政策	Purpose 目的	Content 內容
The Regulations on Entry and Probationary Period 《入職與試用管理規定》	Promote the systematic implementation of management related to new employee onboarding and probationary conversion, assisting new employees in adapting to the work environment promptly 推動新員工入職及試用轉正的管理工作依序執行，協助新員工儘快適應工作環境	Provide guidance on the workflows for new employee onboarding and formulate management regulations for probationary conversion 就新員工入職的工作流程提供指引，並制定試用轉正的管理規範
The Attendance Management System 《考勤管理制度》	Strengthen employee attendance management to maintain normal work order, while ensuring employees' right of reasonable rest and vacation 加強員工考勤管理，維持正常工作秩序的同時，保證員工合理休息和休假的權利	List the management regulations on overtime, working hours, late arrivals and early departures, business trips, holidays, etc. 列明有關加班、工作時數、遲到早退、外出出差、假期等管理規定
The Regulation Governing Personnel Changes 《異動管理規定》	Standardize the systematic implementation of personnel change management to foster employees' legitimate rights and development opportunities 規範人事異動管理工作的有序開展，促進員工的合法權益及發展機會	Formulate personnel change regulations and procedures for internal promotions, demotions, transfers, and resignations 制定內部晉升、降職、調動、離職的人事異動規定及程序

Aspect 方面	Description of measures 措施描述
Recruitment, dismissal and promotion 招聘、解僱及晉升	• Conduct open recruitment in a standardized manner by the Human Resources Department, based on the basic principles of “having both virtue and talent, selecting the worthy while avoiding nepotism, fostering teamwork, and conducting scientific assessment” • Sign labor contracts with employees in compliance with the laws, and conduct induction guidance as well as assessment and approval for probationary conversion for new employees • Conduct assessments based on employees’ work performance, knowledge, abilities, positions, experience and other elements, to reasonably arrange internal promotions and transfers, providing equal opportunities for each employee • Conduct interviews and approvals for employee whose labor contracts are terminated voluntarily or involuntarily, and carry out procedures such as resignation and payment settlement in accordance with labor laws and regulations • 以「德才兼備、舉賢避親、團隊合作、科學測評」為基本原則，由人力資源部統一開展公開招聘 • 依法與員工簽訂勞動合同，並對新員工進行入職引導及試用轉正的考核審批 • 依照員工的工作表現、學識、能力、崗位、經驗等要素進行審核評估，合理安排內部的晉升調動，為每位員工提供平等機會 • 對主動及被動解除勞動合同的員工進行訪談審批，並按勞動法律法規執行離職手續及結算薪酬等流程

Aspect 方面	Description of measures 措施描述
Equal opportunity, diversity and anti-discrimination 平等機會、多元化及反歧視	• Carry out interviews and selection in an open and fair manner, assessing candidates based on objective criteria such as work experience, professional skills and qualifications in relation to the job requirements, and determine candidates after conducting background investigation • Respect the diversity of employees, and strictly prohibit any discrimination or harassment involving race, color, nationality, religious belief, gender, etc. in the recruitment and all employment processes • 以公開公平的方式，根據崗位任職條件對應聘者的工作經驗、專業技能及資歷能力等客觀標準進行面試評選，並通過背景調查確定錄用人選 • 尊重員工的多元性，嚴禁在招聘及所有僱傭過程中對任何人員作出涉及種族、膚色、國籍、宗教信仰、性別等歧視或騷擾行為
Labor standard 勞工準則	• Uphold legal employment practices and firmly oppose the employment of child labor and any form of forced labor • Conduct background investigation during the recruitment process and review applicants' identification documents to verify their eligibility for work and legitimacy • Handle the case in accordance with relevant laws and regulations, including reporting to law enforcement departments and assisting victims, and implementing follow-up investigation and disciplinary actions If any violations of labor standard are found • 貫徹合法用工，堅決反對僱用童工及任何形式的強制勞工 • 於招聘過程中執行背景調查，並檢查閱應徵者的身份證明文件，以核實其工作資格及合規性 • 發現違反勞工準則的情況時，按相關法例法規處理，包括向執法部門報告和協助受害員工，並進行事後調查及紀律處分

As at 31 December 2024, the Group has a total of 153 employees, all of whom are full-time employees from mainland China, as detailed below:

截至2024年12月31日，本集團共153名員工，均為中國內地之全職員工，詳情如下所示：



Compensation and Benefits

The Group is committed to providing attractive compensation and benefits. While ensuring the fairness and reasonableness of employee rights and benefits, we offer competitive salaries and benefits. We strictly establish a compensation and benefits management system in accordance with national laws and regulations.

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

薪酬及福利

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

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

Aspect 方面	Description of measures 措施描述
Employee benefits 員工福利	• Provide statutory social security, including basic pension insurance, work-related injury insurance, maternity insurance, unemployment insurance, basic medical insurance and provident fund • Provide health protection, including group accident insurance and annual body check for employees • Organize employee activities, including badminton, birthday, various sports events, etc. • Provide additional welfare allowances when appropriate, including heat allowance and holiday allowance • 提供法定社會保障，包括基本養老保險、工傷保險、生育保險、失業保險、基本醫療保險及公積金 • 提供健康保障，包括團體意外保險和員工年度體檢 • 舉辦員工活動，包括羽毛球活動、員工生日活動、其他各類運動等 • 按情況提供額外福利津貼，包括高溫津貼和節日津貼

Aspect 方面	Description of measures 措施描述
Attendance management 考勤管理	• Provide paid leave, including statutory holidays, annual leave, marriage leave, maternity leave, paternity leave, bereavement leave, work-related injury leave, and sick leave • Require employee to clock in during their shifts to record attendance, in order to monitor the arrangement of working hours and rest periods • 提供有薪假期，包括法定假期、年休假、婚假、產假、陪產假、喪假、工傷假、病假 • 員工須於值班時打卡統計考勤紀錄，以監督工作時數及休息時間的安排
Performance assessment 績效評估	• Set up monthly and annual performance evaluations, and grant rewards to employees with outstanding performance in the annual assessment • 設有月度、年度績效評估，並對年度評優的員工進行表彰

Health and Safety

The Group consistently prioritizes the health and safety of its employees, as ensuring a safe workplace is an inescapable responsibility. Therefore, the Group has formulated a comprehensive occupational health and safety management policy and system, with management strategies focusing on protective measures, emergency response, training and publicity, and contractor management. The Group will continue to review these policies to ensure their effectiveness. During the Year, the Group has not recorded any work injury cases, nor have there been any work-related fatalities in the past three years (2023: nil).

健康及安全

本集團始終把其員工的健康和安全放在首位，確保工作場所安全是不可推卸的責任。因此，本集團制定了全面的職業健康安全管理政策和制度，當中的管理策略將聚焦在防護措施、緊急應變、訓練與宣傳和承包商管理等四個面向。本集團將持續檢視這些政策，以確保其有效性。於本年度，本集團並無錄得工傷個案，亦沒有在過去三年內發生任何因工死亡事件（2023年：無）。

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

In relation to the office environment, we consistently implement a series of control measures, including the prohibition of smoking in office areas, regular maintenance of fire safety equipment and sanitation facilities, periodic safety inspections, and daily electrical safety checks. We also hold safety training sessions to boost employees' awareness of emergency procedures and disaster prevention, aiming to reduce casualties in emergency situations. In addition, we focus on safety management at construction sites, which are equipped with emergency equipment such as fire-fighting facilities and emergency vehicles. We regularly carry out fire and flood emergency drills to promote construction safety.

In relation to the supply chain, we strictly oversee contractors' safety management to prevent occupational safety risks and hazards. Through our supply chain management system, we enforce subcontractor audit standards, which encompass safety qualification review requirements. We clearly outline safety inspection and management control measures for the construction phase to contractors and conduct monthly quality and safety evaluations.

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

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

Strengthening Internal Communication

The Group values two-way communication with employees, which is key to maintaining good relationships and gaining a deeper understanding of employee needs. We believe that effective communication can enhance operational efficiency, strengthen employee cohesion, and thereby improve the quality of human resource management. Employees can provide feedback on any issues related to employment systems, work environment, and corporate management through channels such as suggestion boxes and face-to-face meetings with their direct supervisors, department heads, or the Human Resources Department. The Human Resources Department will respond to employees' concerns, conduct investigations, and provide appropriate assistance for further follow-up and resolution. In addition, the Group has established an office automation system that enables employees to access the latest information and development direction of the Group through channels such as email and WeChat official accounts, enhancing internal collaboration and improving management efficiency.

Training and Development

The Group adheres to the principles of "graded responsibility, categorized training, mutual cooperation, and resource sharing", and is committed to building a professional talent pool through a comprehensive training system. The Group's Human Resources Department continues to conduct training needs surveys, aligned with the Group's strategic objectives, annual operational targets, and human resources planning during the Year, thereby publishing an annual training plan based on these evaluations. After the training is completed, we conduct a four-level evaluation for employees according to the corresponding training assessment plan, including reactions, learning, behavior, and performance evaluations to help improve the quality of training.

加強內部溝通

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

培訓與發展

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

Policy 政策	Purpose 目的	Content 內容
Training Management Manual 《培訓管理手冊》	Promote systematic, comprehensive and effective training management, thereby organize diversified training to continuously improve the quality and work skills of employees 促進具系統性、完整性、實效性的培訓管理，進而開展多元培訓不斷提高員工的素質與工作技能	Formulate training management system and specifications, and provide guidance on the planning, organization, implementation, and evaluation and improvement of training projects 制定培訓管理制度及規範，就培訓項目的計劃、組織、實施和效果評估與改進提供指引
Talent Pool Management Regulations (for Trial Implementation)	Promote the Group's talent strategic planning with a systematic talent management system, to achieve sustainable development of the talent team	Standardize the hierarchical management of the talent pool ladder according to the talent pool classification mechanism, to implement the corresponding talent development work plan
《人才庫管理辦法(試行)》	以系統性的人才管理體系建設推動本集團的人才戰略規劃，實現人才隊伍的可持續發展	按照人才庫劃分機制規範人才庫梯級的分級管理，以落實相應的人才發展工作計劃
For new employees, the Group arranges onboarding training to introduce corporate culture, regulations, responsibilities, and processes. For existing employees, the Group offers timely internal and external training opportunities, including specialized programs, to ensure they remain up-to-date.		對於新入職員工，本集團安排入職培訓，介紹企業文化、規章制度、權責流程等。對於現有員工，本集團會適時提供內部和外部的培訓和相關的專項培訓，以確保他們能夠與時俱進。

Internal training**內部培訓**

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

External training**外部培訓**

- Short-term outbound training
- Vocational qualification certification training
- Continuing education
- 短期送外培訓
- 職業資格認證培訓
- 繼續教育

Special training**專項培訓**

- Corporate culture training programs
- Career development training programs
- 企業文化培訓項目
- 職業生涯的專項培訓項目
- Specialized training programs for the core management echelon
- Specialized training programs for business/professional skills
- 核心管理梯隊的專項培訓項目
- 業務／專業的專項培訓項目

To support strategic development, the Group has established a talent pool management mechanism and constructed a talent supply chain. The Group divides the talent pool according to job levels, regularly carries out talent inventory, talent pool ladder evaluation, and talent pool incentive management work. Targeted training and development opportunities are also provided for employees with potential and excellent performance.

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

VALUING CUSTOMERS' RIGHTS

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

重視客戶權益

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

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

Throughout the construction phase, the Group engages third-party consultants to conduct periodic inspections at the project site, evaluating the performance of both employees and contractor workers. Should any discrepancies arise that do not align with construction standards, we will promptly implement corrective actions to ensure the project's quality is effectively safeguarded.

In terms of quality management, the Group has implemented management regulations for housing warranty and maintenance to ensure that quality assurance work proceeds in an orderly manner during the delivery period. Additionally, for maintenance, we will arrange for maintenance units to carry out warranty work on-site, with warranty engineers conducting regular inspections of project progress, performing on-site acceptance inspections, and carrying out periodic reviews. Random visits may also be conducted when deemed necessary.

Through these strict quality control processes, we ensure effective monitoring and management of the project's quality, allowing us to meet the expectations and needs of our customers.

We have always regarded "product, quality, service" as our core values, which are fully reflected in our business. By providing customers with diversified and efficient communication channels, the Group ensures that their needs and issues can be addressed promptly and effectively. To provide high-quality services, we have implemented a full-cycle customer service management system. In addition, we have also carried out dynamic monitoring of customer satisfaction throughout the cycle, using a five-stage customer satisfaction survey (including site visits, contract signing, post-contract signing, post-delivery, and during the residency period) to continuously track and improve our services.

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

在質量管理方面，本集團已制定房屋質保維修的管理規定，推動交付期內的品質保證工作有序進行。此外，在維修方面，我們會安排維修單位上門進行保修工作，並由保修工程師定時檢查工程進度，進行現場驗收和定期複查。若有需要，我們也將進行抽查回訪。

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

我們一直以「產品、質量、服務」作為我們的核心價值，並將其充分體現在我們的業務中。透過向客戶提供多元化且高效的溝通渠道，本集團可確保他們的需求和問題可以得到及時且有效的解答。為了提供優質的服務，我們已經建立了全週期客服管理體系。此外，我們也進行了全週期的客戶滿意度動態監測，通過五個階段的客戶滿意度調查（包括到訪、簽約、簽約後、交付後及居住期），持續跟蹤並改進我們的服務。

Customer services management system
客服管理體系

6
Experiential
Stages
個體驗階段

Site visit 看樓	Contract signing 簽約	Pre-delivery 等待	Delivery 交付	Quality assurance 質保	Living 居住
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18
Key Actions
關鍵動作

1.Quality sites 品質案場	1.Contract signing notes 簽約須知	1.Prospective homeowner activities 準業主活動	1.Internal inspection 內部驗房	1.Efficient maintenance 高效維修	1.Homeowner activities 業主活動
2.Transparent sales 陽光銷售	2.Terms confirmation 條款確認	2.Huijing Home Book 滙景家書	2.Joint inspection 聯合巡檢	2.Home examination 房屋體檢	2.Refined services 精緻服務
3.Risk investigation 風險排查	3.Contact establishment 建立聯繫	3.Change notification 變更通報	3.Warm delivery 溫馨交付	3.Expiration reminder 期滿提醒	3.Complaint handling 投訴處理

11
Assessment
Indicators
個考核指標

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

In order to facilitate customers to express their opinions at any time, the Group has established a 400 call center and set up relevant management methods to handle customer complaints. To ensure that customer feedback receives timely and appropriate solutions, we have established processing standards based on the level and type of complaints. We are guided by the principles of compliance, professionalism, and customer-centricity, and are committed to enhancing service quality and customer satisfaction.

During the Year, the Group received 188 customer complaints and properly handled all complaints, achieving a 100% complaint handling rate (2023: 120 customer complaints).

Regarding advertising and marketing management, the Group emphasizes the importance of ensuring the authenticity and legality of all project information, advertisements, and promotional materials. We have established clear guidelines and risk control measures to implement this policy, ensuring that we do not provide customers with any potentially misleading or false information, and that we do not conceal any factors that could adversely affect them, thereby fully safeguarding the interests of our customers.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

The Group values the stability of the supply chain to ensure the stability of business operations. We are committed to collaborating with all parties in the supply chain, aiming to improve operational efficiency through effective supply chain management. Hence, we have established a comprehensive supply chain management system. The Group adheres to the principles of objectivity, fairness, and transparency in tendering and procurement processes. We utilize standardized criteria to screen and evaluate suppliers and contractors, and contracts are signed only after unit inspections and qualification approvals, ensuring full compliance throughout the collaboration process.

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

於本年度，本集團接獲了188宗客戶投訴，並妥善處理了所有的投訴，達到了100%的投訴處理率（2023年：120宗客戶投訴）。

在廣告營銷管理方面，本集團強調確保所有項目資訊、廣告和宣傳品的真實性和合法性。我們已訂立明確的指導方針和風險控制措施以實踐此政策，確保不會向客戶提供任何可能誤導或不實的資訊，且不隱匿任何可能對他們產生不利影響的因素，以全面維護客戶權益。

負責任的供應鏈管理

本集團重視供應鏈的穩定性以確保業務運營的穩定。我們致力於與供應鏈中的各方合作，旨在通過有效的供應鏈管理提高運營效率。因此，我們已建立了全面的供應鏈管理系統。本集團堅持根據客觀、公平和透明的原則進行招標和採購工作，並通過使用統一的標準來篩選和評估供應商和承包商，在單位考察和資格審批後，方可簽訂合同，以確保整個合作過程的全面合規。

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

Tendering and procurement principle

招標採購原則

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

The supply chain management of the Group covers seven processes, including supplier resource planning, classification, resource development, certification and warehousing, evaluation, information management and maintenance. We conduct performance evaluations of suppliers, assessing their performance in terms of quality, schedule, cost, service, and cooperation, and carry out graded management annually. For suppliers with poor performance, our Procurement Department provides guidance, implements performance improvement plans, and tracks the situation.

本集團的供應鏈管理規範涵蓋七個流程，包括供應商資源規劃、分類、資源開發、認證與入庫、評估、信息管理和維護。我們每年對供應商進行履約評價，從質量、進度、成本、服務和配合等方面評估供應商的表現，並進行分級管理。對於表現不佳的供應商，我們招採部門會提供指導，實施績效改進計劃，並進行情況跟蹤。

During the Year, the Group had a total of 2,090 suppliers, and completed grading and evaluations for 176 suppliers, with an average score of 75.2 points. These data all show our efforts and achievements in supply chain management.

於本年度，本集團共有2,090間供應商，並完成了對176間供應商的評分及評價，平均分數為75.2分。這些數據都顯示了我們在供應鏈管理方面的努力和成績。

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

The Group recognizes that the sustainability of the supply chain has a significant impact on overall ESG performance. Therefore, we are committed to integrating the concept of sustainable development into supply chain management to reduce the related ESG risks.

本集團了解供應鏈的可持續發展對整體ESG表現擁有重要影響。因此，我們致力於將可持續發展的理念融入供應鏈管理，藉此降低相關ESG風險。

In the process of supplier selection, we incorporate the standards of engineering quality, environmental protection risk, and social and governance risk into the pre-qualification documents, prioritizing suppliers with good performance in these areas. To further enhance the sustainability performance of the supply chain, we implement incentive measures to encourage suppliers to improve their sustainable management and performance, thereby achieving the sustainable development of the supply chain and improving the overall ESG performance. We will continue to review these measures to ensure their effectiveness.

在供應商的選擇過程中，我們將工程質量、環境保護風險及社會及管治風險的標準納入資格預審文件，以優先選擇在這些領域有良好表現的供應商。為了進一步提升供應鏈的可持續發展表現，我們將激勵措施用於推動供應商改進其可持續管理和績效，實現供應鏈的可持續發展，提升整體ESG表現。我們將持續檢視這些措施，以確保其有效性。

BUILDING A HARMONIOUS COMMUNITY

The Group adheres to the principle of “caring for the Future, growing Together”, actively taking on social responsibility, promoting social progress, and fostering community harmony. Given the limited resources, the Group did not organize any charitable or volunteer activities during the Year. We will continue to pay attention to the needs of our local communities, reassessing our community investment and service priorities annually, strategically allocating resources, and encouraging team members to contribute to society together, thereby fulfilling our commitment to social contribution.

構建和諧社區

本集團秉持「心繫未來，攜手成長」的原則，積極承擔社會責任，推動社會進步並促進社區和諧。鑒於資源有限，本集團於本年度並未舉辦任何慈善或志願活動。我們將持續關注所在社區的需求，每年重新評估社區投資和服務的重點，策略性地分配資源，並鼓勵團隊成員共同為社會作出貢獻，以實踐我們對社會貢獻的承諾。

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

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

PROTECTING ENVIRONMENTAL RESOURCES

保護環境資源

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

Valuing Resources

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

珍惜資源

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

In the office environment, we actively promote a green office and implement several energy-saving measures. For example, we strongly advocate the use of energy-saving products such as LED lighting, and we effectively reduce energy consumption through regular maintenance of the central air conditioning system and turning off lighting in work areas during lunch breaks. At the same time, the Group also conducts detailed monitoring and data analysis of energy usage to set specific energy efficiency targets in the future. During the Year, our total energy consumption was approximately 119.670 megawatt-hours ("MWh"), mainly including office electricity consumption and petrol consumption of vehicles.

在辦公環境中，我們積極推行綠色辦公，並實施了多項節能減排措施。例如，我們大力提倡使用LED燈具等節能產品，透過定期的維護和保養中央空調主機，以及在午餐時間關閉工作區的照明設備等方式，有效地降低了能源消耗。同時，本集團也對能源使用進行了詳細的監控和數據分析，以便於我們在未來設定具體的能源效益目標。於本年度，我們的能源總耗量約為119.670兆瓦時（「兆瓦時」），主要包括了辦公室的電力消耗和交通工具的汽油消耗。

In terms of water use, we have taken a series of measures to conserve water resources. Our total water consumption was approximately 71,988.130 cubic meters, mainly used for daily life in the office. Due to the Group's geographical location, the Group does not encounter any problems in sourcing water that is fit for purpose. We conduct regular inspections of the water supply pipelines and usage equipment to prevent the waste of water resources, and also encourage employees to save water in their daily life. The Group has also kept detailed records of water usage to facilitate the establishment of specific water efficiency targets in the future.

We believe that the implementation of these measures will not only protect the environment and achieve sustainable development, but also improve the efficiency of our operations.

Emissions Management

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

During the Year, our total GHG emissions were approximately 34.462 tonnes of carbon dioxide equivalent ("tCO₂e"), of which direct GHG emissions (Scope 1) mainly came from vehicle petrol combustion, while energy indirect GHG emissions (Scope 2) mainly came from purchased electricity. Emissions from vehicle petrol combustion are a major issue we need to manage. To improve fuel efficiency, we have implemented various vehicle management measures, such as preventing engine idling and conducting regular vehicle maintenance, in our efforts to reduce emissions.

在用水方面，我們採取了一系列的措施來節約水資源。我們的用水總量約為71,988.130立方米，主要用於辦公室的日常生活。基於本集團的地理位置，本集團在求取適用水源方面並無遇到任何問題。我們會定期檢查供水管路和用水設備，以防止水資源的浪費，也鼓勵員工在日常生活中節約用水。本集團亦已詳細記錄用水情況，以便未來能夠制定具體的用水效益目標。

我們相信實施這些措施不僅可以保護環境和實現可持續發展，還能提高我們的營運效率。

管理排放

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

於本年度，我們的溫室氣體總排放量約為34.462噸二氧化碳當量（「噸二氧化碳當量」），其中直接溫室氣體排放（範圍1）主要源自車輛燃燒汽油，能源間接溫室氣體排放（範圍2）主要源自購入電力。車輛燃燒汽油所產生的廢氣排放是我們需要管理的主要問題。為提高燃料使用效率，我們透過車輛管理措施，例如防止汽車引擎空轉、定期進行車輛保養等方式，努力降低排放。

Category	類別	2024 年	2023 年	Unit 單位
Nitrogen Oxides	氮氧化物	2.032	3.668 ¹	Kg 千克
Sulphur Oxides	硫氧化物	0.853	1.174 ¹	Kg 千克
Particulate Matter	顆粒物	0.359	0.500	Kg 千克

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

Due to the nature of our business, our office operations do not generate hazardous waste. The non-hazardous waste we mainly generate includes domestic waste and paper. We hand over all waste to qualified public institutions for collection and disposal. Currently, we have been unable to provide accurate data on waste generation due to difficulties in data collection. However, we are committed to optimizing our data statistics and collection systems with the aim of providing comprehensive waste generation data in the future. This will enable us to set our waste reduction targets more effectively and give our stakeholders a more thorough understanding of our environmental performance.

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

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

¹ To ensure the accuracy and comparability of the disclosed data, the data for 2023 has been updated.

¹ 為確保披露數據的準確性和可比性，已更新2023年的數據。

Climate Change

In 2024, the global climate change issue remains severe, posing significant challenges to human society, the economy, and the environment. The Group has formulated a comprehensive climate change policy to mitigate and adapt to the impacts of climate change on the Group's business, with reference to the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"). Therefore, the Group has assessed climate risks and opportunities associated with the business and their possible impacts, and formulated corresponding action plans to respond to climate change. Climate-related risks faced by the Group mainly stem from the following dimensions:

Physical Risks

Extreme weather events caused by climate change, such as heavy rainfall, and typhoons, can pose significant threats to business operations, including traffic accidents and workplace incidents that endanger employee safety. Additionally, these events can disrupt supply chains, damage infrastructure, and increase expenses for disaster preparedness measures, ultimately raising operational costs. The Group will closely monitor emergency notifications from local governments and take timely measures to communicate with stakeholders, ensuring employee safety and the continuity of business operations. Additionally, the Group also strives to maintain effective crisis management processes to prevent and respond to extreme climate-related events. By conducting training sessions and advocacy initiatives, we enhance the Group's awareness and preparedness for climate-related risks and opportunities.

氣候變化

於2024年，全球氣候變化問題依然嚴峻，對人類社會、經濟、環境都帶來了重大挑戰。本集團就氣候變化制定了全面的氣候變化政策，以減緩及適應氣候變化為本集團業務帶來的影響，並參考了氣候相關財務資訊披露工作組（「TCFD」）的建議。因此，本集團已評估與業務相關的氣候風險和機會及其可能的影響，並制定了相應的行動計劃來應對氣候變化。本集團面臨的氣候相關風險主要來自以下方面：

實體風險

氣候變化引發的極端天氣事件，如暴雨和颱風，可能對企業運營構成重大威脅，包括危及員工安全的交通事故和工作場所事故。此外，這些事件還可能中斷供應鏈、損壞基礎設施，並增加災害應對措施的開支，最終提高運營成本。本集團將密切關注當地政府的應急通知，及時採取措施，與持份者保持溝通，以確保員工安全和業務持續運作。同時，本集團亦努力維持有效的危機管理流程，以預防和應對極端氣候相關事件，並透過培訓和宣導活動，提高本集團對氣候相關風險和機遇的認識和準備。

Transition Risks

To achieve sustainable development and move towards the vision of “peak carbon emissions by 2030 and carbon neutrality by 2060”, governments around the world are formulating or strengthening climate-related laws and actively seeking solutions to mitigate the impacts of climate change. At the same time, many businesses are reducing carbon emissions and enhancing their resilience by changing production methods and investing in green energy. Failure to meet relevant standards may negatively impact the Group’s reputation and operational costs. Therefore, we will regularly monitor climate-related trends, policies, and regulations, adjust our operational strategies in a timely manner, and enhance the transparency of our ESG reporting to build investor trust. Through these initiatives, we aim to respond more effectively to the challenges posed by climate change and ensure the sustainable development of our business.

We will continue to identify and regularly review the climate risks and opportunities related to our operations, incorporating them into our risk management and internal control systems. The Group has strategies and measures in place to prevent or minimize the possible negative impacts of climate change on its operations. At the same time, we actively promote energy efficiency and encourage stakeholders, including employees, tenants, suppliers, contractors, and customers, to adopt a low-carbon approach in their daily operations. In addition, the Group takes climate considerations into account in its procurement process and uses low-carbon, zero-carbon and energy-efficient products and materials wherever possible. We also aim to increase the greening in our properties where practicable and monitor the progress of our carbon management and emission reduction efforts.

轉型風險

為實現可持續發展並朝著「2030 碳達峰、2060 碳中和」的願景，各地政府紛紛制定或加強氣候相關法律，積極尋求減緩氣候變化的解決方案。同時，許多企業透過改變生產方式和投資綠色能源來降低碳排放，提高適應能力。未能滿足相關標準可能對本集團聲譽和營運成本產生負面影響。因此，我們將定期監測氣候相關趨勢、政策和法規，及時調整營運策略，並提高 ESG 報告的透明度，以建立投資者信任。透過這些舉措，我們將更有效地應對氣候變化挑戰，確保企業的可持續發展。

我們將繼續識別和持續審視與我們營運相關的氣候風險和機會，並將其納入我們的風險管理和內部控制系統。本集團制定了策略和措施以防止或盡量減輕氣候變化可能對其營運帶來的負面影響。同時，我們積極推動能源效益，並鼓勵持份者，包括員工、租戶、供應商、承包商和客戶以低碳方式進行日常運營。另外，本集團在採購過程中考慮氣候因素，並盡可能使用低碳、零碳和高能效的產品和物料。同時，我們也在可行的情況下增加物業的綠化面積，並監測我們的碳管理和減排工作的進度。

CREATING A GREEN COMMUNITY

The Group has actively responded to the national dual-carbon goals and has deeply embedded this concept into our business operations. We value green design and construction and are committed to achieving carbon reduction throughout the entire lifecycle of property projects.

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

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

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

共創綠色社區

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

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

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

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

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

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

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

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

ENVIRONMENTAL PERFORMANCE

環境表現

Statistic		2024	2023	Unit
統計資料		2024 年	2023 年	單位
Air emissions ²				
廢氣 ²				
Nitrogen oxides		2.032	3.668 ¹	Kg
氮氧化物				千克
Sulphur oxides		0.853	1.174 ¹	Kg
硫氧化物				千克
Particulate matter		0.359	0.500	Kg
顆粒物				千克
GHG ³				
溫室氣體 ³				
Scope 1: Direct emissions	Combustion of fossil fuels	24.945	34.352 ¹	tCO ₂ e
範圍1：直接溫室氣體排放	化石燃料燃燒			噸二氧化碳當量
Scope 2: Energy indirect emissions	Purchased electricity	9.517	84.567	tCO ₂ e
範圍2：能源間接溫室氣體排放	外購電力			噸二氧化碳當量
Total GHG emissions		34.462	118.919 ¹	tCO ₂ e
溫室氣體排放總量				噸二氧化碳當量
Total GHG emissions intensity ⁴		0.225	0.457 ¹	tCO ₂ e/employee
溫室氣體排放總密度 ⁴				噸二氧化碳當量／員工

² The air emissions data is calculated with reference to, but not limited to, the "Technical Guidelines for Preparation of Air Pollutant Emission Inventories for Road Mobile Vehicles" issued by the Ministry of Ecology and Environment of the PRC. Due to the decrease in vehicle usage frequency resulting from cost control measures, the overall air emissions in 2024 have decreased compared to 2023.

³ The data and unit conversions are calculated with reference to, but not limited to, "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the HKEX, the "Greenhouse Gas Emission Accounting Methods and Reporting Guidelines", the "Notice on the Release of the 2022 Greenhouse Gas Emissions Factor for Electricity" and the "Notice on the Management of Greenhouse Gas Emissions Reporting for Power Generation Enterprises from 2023 to 2025" issued by the Ministry of Ecology and Environment of the PRC, and the "Energy Statistics Manual" issued by the International Energy Agency. The purchased electricity data excludes the headquarters offices, as their consumption data is unavailable due to inclusion in the management fee. Due to the relocation of the South China regional office operations back to headquarters, combined with adjustments in working hours, the total amount of corresponding indicators has significantly decreased in 2024 compared to 2023.

⁴ As at 31 December 2024, the Group had a total of 153 employees within the reporting scope (as at 31 December 2023: 260). These data are also used for calculating other intensity data.

² 廢氣排放數據計算乃參考包括但不限於中國生態環境部發布的《道路機動車大氣污染物排放清單編制技術指南》。由於成本控制所導致的汽車使用頻率下降，因此2024年的整體廢氣排放量較2023年有所下降。

³ 數據及單位轉換計算乃參考包括但不限於聯交所發布的《如何準備ESG報告—附錄二：環境關鍵績效指標匯報指引》、中國生態環境部發布的《企業溫室氣體排放核算與報告指南》、《關於發布2022年電力二氧化碳排放因子的公告》及《關於做好2023-2025年發電企業溫室氣體排放報告管理有關工作的通知》以及國際能源署發布的《能源統計手冊》進行計算。外購電力數據不包括總部辦公室，因其消耗數據因包含在管理費中而無法獲得。由於華南區域辦公室的運營已搬回總部，並結合工作時間調整所導致的用電量下降，因此2024年相應指標總量較2023年大幅下降。

⁴ 於2024年12月31日，本集團於匯報範圍內共有153名（於2023年12月31日：260名）員工。此數據亦會用作計算其他密度數據。

Statistic		2024	2023	Unit
統計資料		2024 年	2023 年	單位
Energy³				
能源 ³				
Direct energy	Petrol	102.030	140.504 ¹	MWh
直接能源	汽油			兆瓦時
Indirect energy	Purchased electricity	17.640	148.285	MWh
間接能源	外購電力			兆瓦時
Total energy consumption		119.670	288.789 ¹	MWh
能源總耗量				兆瓦時
Total energy consumption intensity		0.782	1.111 ¹	MWh/employee
能源耗量總密度				兆瓦時／員工
Water⁵				
水資源 ⁵				
Total water consumption		71,988.130	33,833.600	Cubic meter
用水總量				立方米
Total water consumption intensity		470.511	130.130	Cubic meter /employee
用水總密度				立方米／員工

⁵ The water consumption data excludes the South China regional offices, as their consumption data is unavailable due to inclusion in the management fee. Due to the relocation of the South China regional office operations back to headquarters, the total water consumption has significantly increased in 2024 compared to 2023.

⁵ 水資源消耗數據不包括華南區域辦公室，因其消耗數據因包含在管理費中而無法獲得。由於華南區域辦公室的運營已搬回總部，因此2024年用水總量較2023年大幅上升。

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

SOCIAL PERFORMANCE

社會表現

Statistics 統計資料		2024 2024 年	2023 2023 年	Unit 單位
Employment 僱傭				
Number of employees⁶ 員工人數 ⁶				
Gender 性別	Male 男性	77	144	People 人
	Female 女性	76	116	People 人
Age group 年齡組別	21-40	85	163	People 人
	21-40 歲			
	41-60	65	94	People 人
	41-60 歲			
Employment type 受聘類別	Above 60 60 歲以上	3	3	People 人
	Senior management 高級管理層	10	14	People 人
	Human resources, information technology and administration 人力資源、資訊技術和行政管理	23	33	People 人
	Development and investments 開發和投資	7	13	People 人
	Engineering and design 工程和設計	16	43	People 人
	Cost management, tendering, and procurement 成本管理、招標和採購	19	34	People 人
	Project and operations 項目和營運	14	31	People 人
	Sales and marketing 銷售及營銷	14	21	People 人
	Accounts and financing 會計和財務	33	39	People 人
	Legal and audit 法律和審計	4	4	People 人
	Others 其他	13	28	People 人
	Total number of employees 總員工人數	153	260	People 人

⁶ All employees within the reporting scope were full-time employees in mainland China.

⁶ 報告範圍內的所有員工均為中國內地之全職員工。

Statistics 統計資料		2024 2024 年	2023 2023 年	Unit 單位
Number and rate⁷ of employee turnover 員工流失人數及比率 ⁷				
Gender 性別	Male 男性	87.01 (67)	61.81 (89)	Percentage (People) 百分比(人)
	Female 女性	52.63 (40)	40.52 (47)	Percentage (People) 百分比(人)
Age group 年齡組別	21-40	91.76 (78)	58.90 (96)	Percentage (People) 百分比(人)
	21-40 歲			
	41-60	44.62 (29)	42.55 (40)	Percentage (People) 百分比(人)
	41-60 歲			
	Above 60 60 歲以上	— (—)	— (—)	Percentage (People) 百分比(人)
Total turnover rate 員工總流失率		69.93 (107)	52.31 (136)	Percentage (People)
Number and rate⁸ of new hires 新入職員工人數及比率 ⁸				
Gender 性別	Male 男性	— (—)	5.56 (8)	Percentage (People) 百分比(人)
	Female 女性	— (—)	4.31 (5)	Percentage (People) 百分比(人)
Age group 年齡組別	21-40	— (—)	6.13 (10)	Percentage (People) 百分比(人)
	21-40 歲			
	41-60	— (—)	3.19 (3)	Percentage (People) 百分比(人)
	41-60 歲			
	Above 60 60 歲以上	— (—)	— (—)	Percentage (People) 百分比(人)

⁷ Rate of employee turnover by category = (the number of departures in the category in the year ÷ the number of employees in the category at the end of the year) × 100%.

⁸ Rate of new hires by category = (the number of new hires in the category in the year ÷ the number of employees in the category at the end of the year) × 100%. There were no new hires within the Group during 2024.

⁷ 按類別劃分員工流失比率 = (年內該類別離職人數 ÷ 年末該類別員工人數) × 100%。

⁸ 按類別劃分新入職員工比率 = (年內該類別新入職人數 ÷ 年末該類別員工人數) × 100%。於 2024 年，本集團無新入職員工。

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

Statistics		2024	2023	Unit
統計資料		2024 年	2023 年	單位
Training and Development				
培訓與發展				
Percentage of employees trained ⁹				
受訓員工百分比 ⁹				
Gender 性別	Male 男性	—	100.00	Percentage 百分比
	Female 女性	—	100.00	Percentage 百分比
Employee category 員工類別	Senior management 高級管理層	—	100.00	Percentage 百分比
	Middle management 中層管理層	—	100.00	Percentage 百分比
	Other employees 其他員工	—	100.00	Percentage 百分比
Total average training hours		—	100.00	Percentage
受訓總員工百分比				百分比
Average training hours completed per employee ¹⁰				
每名員工完成受訓的平均時數 ¹⁰				
Gender 性別	Male 男性	—	1.0	Hour 小時
	Female 女性	—	0.8	Hour 小時
Employee category 員工類別	Senior management 高級管理層	—	2.2	Hour 小時
	Middle management 中層管理層	—	1.1	Hour 小時
	Other employees 其他員工	—	0.8	Hour 小時
Total average training hours		—	0.9	Hour
平均總受訓時數				小時

⁹ Percentage of employees trained = (the number of employees trained ÷ the number of employees at the end of the year) × 100%. The training data does not include the annual training for directors. Due to the lack of new hires in 2024, the Group has not arranged any training.

⁹ 受訓員工百分比=(受訓員工人數÷年末員工人數)×100%。培訓數據不包括董事年度培訓。由於2024年無新入職員工，本集團並無安排培訓。

¹⁰ Average training hours completed per employee by category = the training hours of employees in the category ÷ the number of employees in the category at the end of the year. The training data does not include the annual training for directors. Due to the lack of new hires in 2024, the Group has not arranged any training.

¹⁰ 按類別劃分每名員工完成受訓的平均時數=該類別員工受訓時數÷年末該類別員工人數。培訓數據不包括董事年度培訓。由於2024年無新入職員工，本集團並無安排培訓。

Statistics		2024	2023	Unit
統計資料		2024 年	2023 年	單位
Supply Chain Management				
供應鏈管理				
Number of suppliers¹¹				
供應商數目 ¹¹				
Category	Service	866	862	Number
類別	服務提供			家
	Product	334	331	Number
	產品提供			家
	Combination	109	109	Number
	綜合			家
	Engineering	781	766	Number
	工程			家
Total number of suppliers		2,090	2,068	Number
總供應商數目				家
The number and percentage of suppliers who have implemented procurement practices		2,090 (100)	2,068 (100)	Number (Percentage)
已執行採購慣例的供應商數目及百分比				家(百分比)
The number and percentage of suppliers who have implemented ESG practices		875 (41.9)	875 (42.3)	Number (Percentage)
已執行ESG慣例的供應商數目及百分比				家(百分比)
Anti-corruption¹²				
反貪污 ¹²				
Total training hours	Directors	—	6	Hour
培訓總時數	董事			小時
	Employees	—	258	Hour
	員工			小時
Total number of people trained	Directors	—	4	People
培訓總人數	董事			人
	Employees	—	256	People
	員工			人

¹¹ The Group applies its practices for engaging with, managing and monitoring suppliers uniformly to all similar suppliers to ensure the fairness of the system. All suppliers within the reporting scope were located in mainland China.

¹² Due to the lack of new hires in 2024, the Group has not arranged any training.

¹¹ 本集團將聘用、管理及監察供貨商的慣例統一應用於所有同類供貨商，確保制度的公平性。報告範圍的所有供應商均位於中國內地。

¹² 由於2024年無新入職員工，本集團並無安排培訓。

LAWS AND REGULATIONS

遵守之法律法規

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

本集團嚴格遵守相關的法律法規，包括但不限於以下各項：

Compliance Management

合規管理

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

Social Aspect

社會層面

Employment and Labor Standards

僱傭及勞工準則

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

Health and Safety

健康與安全

- The Law of the People's Republic of China on the Prevention and Control of Occupational Diseases
- 《中華人民共和國職業病防治法》

Social Aspect

社會層面

Product Responsibility

產品責任

- Administrative Ordinance on Development and Management of Urban Real Estate
- 《中華人民共和國城市房地產管理法》
- The Advertising Law of the People's Republic of China
- 《中華人民共和國廣告法》

Environmental Aspect

環境層面

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

HKEX ESG REPORTING GUIDE CONTENT INDEX

聯交所 ESG 報告指引內容索引

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
Aspect A1: Emissions		
A1 層面：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES, LAWS AND REGULATIONS 環境篇－保護環境資源、遵守之法律法規
KPI A1.1	The types of emissions and respective emissions data.	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Emissions Management, SUMMARY OF KEY PERFORMANCE INDICATORS – ENVIRONMENTAL PERFORMANCE
關鍵績效指標 A1.1	排放物種類及相關排放數據。	環境篇－保護環境資源：管理排放、關鍵績效指標概覽－環境表現
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) GHG emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Emissions Management, SUMMARY OF KEY PERFORMANCE INDICATORS – ENVIRONMENTAL PERFORMANCE
關鍵績效指標 A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量及密度。	環境篇－保護環境資源：管理排放、關鍵績效指標概覽－環境表現

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
Aspect A1: Emissions		
A1 層面：排放物		
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Emissions Management, SUMMARY OF KEY PERFORMANCE INDICATORS – ENVIRONMENTAL PERFORMANCE
關鍵績效指標 A1.3	所產生有害廢棄物總量及密度。	環境篇－保護環境資源：管理排放、關鍵績效指標概覽－環境表現
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Emissions Management, SUMMARY OF KEY PERFORMANCE INDICATORS – ENVIRONMENTAL PERFORMANCE
關鍵績效指標 A1.4	所產生無害廢棄物總量及密度。	環境篇－保護環境資源：管理排放、關鍵績效指標概覽－環境表現
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Emissions Management
關鍵績效指標 A1.5	描述所訂立的排放量目標及為達到目標所採取的步驟。	環境篇－保護環境資源：管理排放
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Emissions Management
關鍵績效指標 A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	環境篇－保護環境資源：管理排放

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
Aspect A2: Use of Resources		
A2層面：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES 環境篇－保護環境資源
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Valuing Resources, SUMMARY OF KEY PERFORMANCE INDICATORS – ENVIRONMENTAL PERFORMANCE
關鍵績效指標 A2.1	按類型劃分的直接及／或間接能源總耗量及密度。	環境篇－保護環境資源：珍惜資源、關鍵績效指標概覽－環境表現
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Valuing Resources, SUMMARY OF KEY PERFORMANCE INDICATORS – ENVIRONMENTAL PERFORMANCE
關鍵績效指標 A2.2	總耗水量及密度。	環境篇－保護環境資源：珍惜資源、關鍵績效指標概覽－環境表現
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Valuing Resources
關鍵績效指標 A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	環境篇－保護環境資源：珍惜資源

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
Aspect A2: Use of Resources		
A2 層面：資源使用		
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Valuing Resources
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	環境篇－保護環境資源：珍惜資源
KPI A2.5	Total packaging material used for finished products and per unit produced.	Given its business nature, daily operations of the Group do not have significant relevance to packaging materials.
關鍵績效指標 A2.5	製成品所用包裝材料的總量及每生產單位佔量。	鑒於業務性質，本集團之日常營運與包裝材料並沒有重大關聯。
Aspect A3: The Environment and Natural Resources		
A3 層面：環境及天然資源		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	環境篇－保護環境資源
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	ENVIRONMENT – CREATING A GREEN COMMUNITY
關鍵績效指標 A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	環境篇－共創綠色社區

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
Aspect A4: Climate Change		
A4 層面：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES 環境篇－保護環境資源
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change 環境篇－保護環境資源：氣候變化
Aspect B1: Employment		
B1 層面：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視及其他待遇及福利的： (c) 政策；及 (d) 遵守對發行人有重大影響的相關法律及規例的資料。	SOCIAL – CARING FOR EMPLOYEE INTERESTS, LAWS AND REGULATIONS 社會篇－關顧員工利益、遵守之法律法規

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
Aspect B1: Employment		
B1 層面：僱傭		
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	SOCIAL – CARING FOR EMPLOYEE INTERESTS, SUMMARY OF KEY PERFORMANCE INDICATORS – SOCIAL PERFORMANCE
關鍵績效指標 B1.1	按性別、僱傭類型、年齡組別及地區劃分的員工總數。	社會篇－關顧員工利益、關鍵績效指標概覽－社會表現
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	SUMMARY OF KEY PERFORMANCE INDICATORS – SOCIAL PERFORMANCE
關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的員工流失比率。	關鍵績效指標概覽－社會表現
Aspect B2: Health and Safety		
B2 層面：健康與安全		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	SOCIAL – CARING FOR EMPLOYEE INTERESTS: Health and Safety, LAWS AND REGULATIONS
一般披露	有關提供安全工作環境及保障員工避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	社會篇－關顧員工利益：健康及安全、遵守之法律法規
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	SOCIAL – CARING FOR EMPLOYEE INTERESTS: Health and Safety
關鍵績效指標 B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。	社會篇－關顧員工利益：健康及安全

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
Aspect B2: Health and Safety		
B2層面：健康與安全		
KPI B2.2	Lost days due to work injury.	SOCIAL – CARING FOR EMPLOYEE INTERESTS: Health and Safety
關鍵績效指標 B2.2	因工傷損失工作日數。	社會篇－關顧員工利益：健康及安全
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	SOCIAL – CARING FOR EMPLOYEE INTERESTS: Health and Safety
關鍵績效指標 B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	社會篇－關顧員工利益：健康及安全
Aspect B3: Development and Training		
B3層面：發展及培訓		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	SOCIAL – CARING FOR EMPLOYEE INTERESTS: Training and Development, LAWS AND REGULATIONS
一般披露	有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。	社會篇－關顧員工利益：培訓與發展、遵守之法律法規
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	SUMMARY OF KEY PERFORMANCE INDICATORS – SOCIAL PERFORMANCE
關鍵績效指標 B3.1	按性別及員工類別劃分的受訓員工百分比。	關鍵績效指標概覽－社會表現
KPI B3.2	The average training hours completed per employee by gender and employee category.	SUMMARY OF KEY PERFORMANCE INDICATORS – SOCIAL PERFORMANCE
關鍵績效指標 B3.2	按性別及員工類別劃分，每名員工完成受訓的平均時數。	關鍵績效指標概覽－社會表現

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
Aspect B4: Labor Standards B4 層面：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	SOCIAL – CARING FOR EMPLOYEE INTERESTS, LAWS AND REGULATIONS 社會篇－關顧員工利益、遵守之法律法規
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	SOCIAL – CARING FOR EMPLOYEE INTERESTS 社會篇－關顧員工利益
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	SOCIAL – CARING FOR EMPLOYEE INTERESTS 社會篇－關顧員工利益
Aspect B5: Supply Chain Management B5 層面：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	SOCIAL – RESPONSIBLE SUPPLY CHAIN MANAGEMENT 社會篇－負責任的供應鏈管理
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	SOCIAL – RESPONSIBLE SUPPLY CHAIN MANAGEMENT, SUMMARY OF KEY PERFORMANCE INDICATORS – SOCIAL PERFORMANCE 社會篇－負責任的供應鏈管理、關鍵績效指標概覽－社會表現

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
Aspect B5: Supply Chain Management		
B5層面：供應鏈管理		
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	SOCIAL – RESPONSIBLE SUPPLY CHAIN MANAGEMENT
關鍵績效指標 B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	社會篇－負責任的供應鏈管理
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	SOCIAL – RESPONSIBLE SUPPLY CHAIN MANAGEMENT
關鍵績效指標 B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	社會篇－負責任的供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	SOCIAL – RESPONSIBLE SUPPLY CHAIN MANAGEMENT
關鍵績效指標 B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	社會篇－負責任的供應鏈管理
Aspect B6: Product Responsibility		
B6層面：產品責任		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	SOCIAL – VALUING CUSTOMERS' RIGHTS, LAWS AND REGULATIONS
一般披露	有關所提供的產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	社會篇－重視客戶權益、遵守之法律法規

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
Aspect B6: Product Responsibility B6 層面：產品責任		
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須召回的百分比。	Given its business, daily operations of the Group do not involve recalling products for safety and health reasons. 鑒於業務性質，本集團之日常營運不涉及因安全與健康理由須回收的產品。
KPI B6.2 關鍵績效指標 B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	SOCIAL – VALUING CUSTOMERS' RIGHTS 社會篇－重視客戶權益
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	OUR SUSTAINABILITY GOVERNANCE CONCEPT – COMPLIANCE MANAGEMENT 我們的可持續發展管治理念－合規管理
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	SOCIAL – VALUING CUSTOMERS' RIGHTS 社會篇－重視客戶權益
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	OUR SUSTAINABILITY GOVERNANCE CONCEPT – COMPLIANCE MANAGEMENT 我們的可持續發展管治理念－合規管理

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
Aspect B7: Anti-corruption		
B7 層面：反貪污		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	OUR SUSTAINABILITY GOVERNANCE CONCEPT, LAWS AND REGULATIONS
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	我們的可持續發展管治理念、遵守之法律法規
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	During the Year, the Group was not aware of any concluded legal cases regarding corrupt practices (2023: nil).
關鍵績效指標 B7.1	於匯報期內對發行人或其員工提出並已審結的貪污訴訟案件的數目及訴訟結果。	本集團於本年度並不知悉任何已審結的貪污訴訟案件(2023年：無)。
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	OUR SUSTAINABILITY GOVERNANCE CONCEPT
關鍵績效指標 B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	我們的可持續發展管治理念
KPI B7.3	Description of anti-corruption training provided to directors and employees.	OUR SUSTAINABILITY GOVERNANCE CONCEPT – COMPLIANCE MANAGEMENT, SUMMARY OF KEY PERFORMANCE INDICATORS – SOCIAL PERFORMANCE
關鍵績效指標 B7.3	描述向董事及員工提供的反貪污培訓。	我們的可持續發展管治理念－合規管理、關鍵績效指標概覽－社會表現

Aspects	Content	Section/Declaration
層面	內容	部分／聲明
Aspect B8: Community Investment		
B8 層面：社區投資		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	SOCIAL – BUILDING A HARMONIOUS COMMUNITY
一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	社會篇－構建和諧社區
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	SOCIAL – BUILDING A HARMONIOUS COMMUNITY
關鍵績效指標 B8.1	專注貢獻範疇。	社會篇－構建和諧社區
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	SOCIAL – BUILDING A HARMONIOUS COMMUNITY
關鍵績效指標 B8.2	在專注範疇所動用資源。	社會篇－構建和諧社區



Huijing Holdings Company Limited
滙景控股有限公司

