

HUIJING 滙景

Huijing Holdings Company Limited

滙景控股有限公司

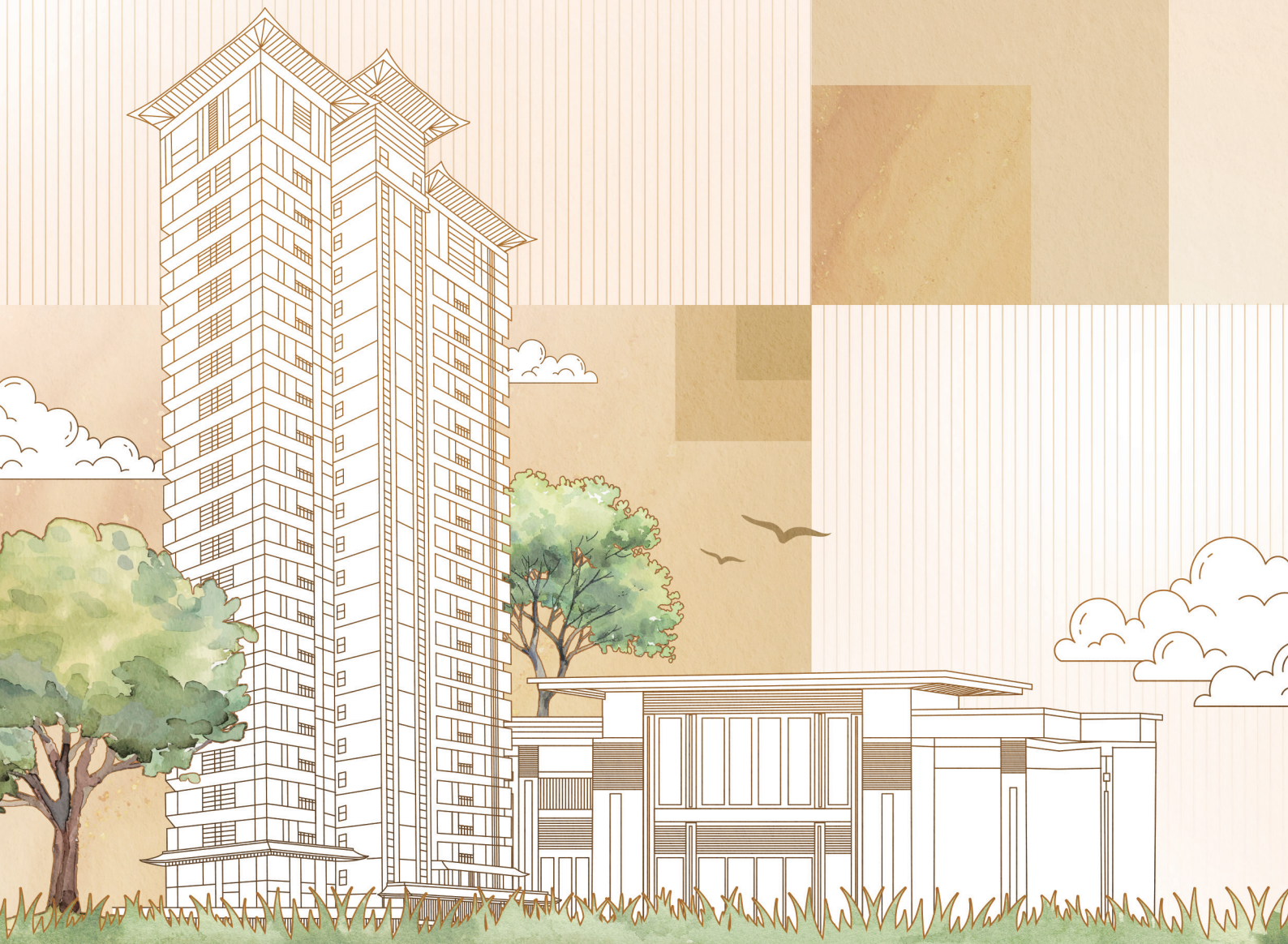
(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 9968

心繫未來 攜手成長

INSPIRING GROWTH TOGETHER



2025

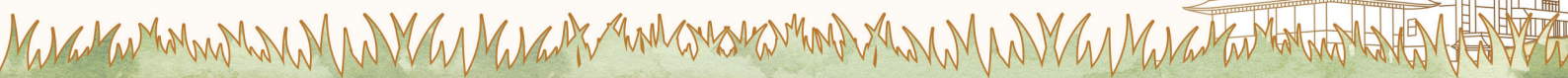
ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告



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MESSAGE FROM MANAGEMENT

管理層寄語

Huijing Holdings Company Limited (the “Company” or “Huijing”), together with its subsidiaries (the “Group” or “We”), is pleased to present the 2025 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 2025 (the “Year” or “2025”), we began to enhance our climate disclosures with reference to the Climate-related Disclosures set out in the Environmental, Social and Governance Reporting Code (the “ESG Reporting Code”) in Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (the “HKEX”) with the aim of gradually meeting enhanced requirements on climate-related risks and opportunities.

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 toward 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2025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2025年12月31日止年度(「本年度」或「2025年」)期間，我們開始參照香港聯合交易所有限公司(「聯交所」)主板上市規則附錄C2《環境、社會及管治報告守則》(「ESG報告守則」)中規定的氣候相關披露以加強我們的氣候披露，旨在逐步符合有關氣候相關風險及機遇的更高披露要求。

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，本集團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。



ABOUT THE GROUP

關於本集團

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 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 5 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 a foothold in the Greater Bay Area, penetrating high-value-added cities across 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 the national industrial development strategy, the Group adheres to the development model of "one focus, one core, and two wings". Guided by customer needs, it has continued to pave the road to high-quality development that integrates "industry, city and people".

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 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，且於聯交所主板上市(股份代號：9968)的中華人民共和國(「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5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」戰略布局。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，布局華南、華中及華東地區等高增值城市」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 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 Suite 2717, 27/F, Shui On Centre, 6-8 Harbour Road, Wanchai, Hong Kong.

本集團每年發布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。如閣下對本報告有任何疑問，請郵寄至香港灣仔港灣道6-8號瑞安中心27樓2717室。

REPORTING STANDARDS

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

報告準則

本報告全面遵循聯交所主板上市規則附錄C2的ESG報告守則的規定而編制，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報告守則應用重要性、量化、平衡及一致性四項匯報原則撰寫內容：

Materiality	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.
重要性	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	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.
量化	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	Based on the principle of impartiality, the Report presents both positive and negative performance of the Group in a comprehensive and truthful manner.
平衡	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	The Group has adopted consistent preparation and statistical methods to enable effective comparisons, and relevant changes have also been explained.
一致性	本集團已採用一致的編制和統計方法，以便作出有效對比，相關變更亦已作補充說明。

REPORTING SCOPE

The Report mainly covers the operations of the Group’s headquarters in Dongguan, as well as the offices located in the Central China region and Hong Kong, focusing on the Group’s property development and investment business, while excluding project offices managed by the regional offices. Given the minimal environmental impact of the operation in Hong Kong, its environmental data will be excluded from the scope of this Report. Compared to the ESG report for the financial year ended 31 December 2024 (“2024” or “last year”), this Report includes enhanced employment data breakdowns, offering a comprehensive view of our operational performance. 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東莞總部以及位於華中地區和香港的辦事處的營運情況，聚焦於本集團的房地產開發和投資業務，但不包括由區域辦事處管理的項目辦事處。鑒於香港業務對環境的影響不大，其環境數據將不納入本報告範圍。與截至2024年12月31日止財政年度（「2024年」或「去年」）的ESG報告相比，本報告包含更詳細的僱傭數據，從而更全面地展現本集團的營運業績。本集團將適時檢討和修訂報告範圍，以確保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 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 and opportunities, 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 (“ESG Working Group”).

Based on different ESG issues, the Board 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.

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風險與機遇、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（「ESG工作小組」）。

根據不同的ESG議題，董事會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，以確保業務營運活動與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。

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 issues, ensuring a holistic response to different ESG risks and opportunities.

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議題作定期檢討、監察、評核及管理，全面應對不同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
<p>Project risks</p> <p>項目風險</p>	<p>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.</p> <p>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。</p>	<p>The Group has established a Qualified Suppliers List to form a list of qualified contractors, and conducts qualification reviews and investigations on potential contractors to ensure the quality of suppliers. In order to ensure project quality during the construction period, the Group conducts regular inspections and records the project quality and safety issues in the Project Management Weekly Report.</p> <p>本集團建立《合格供應商清單》形成合格承包商列表，並對潛在的承包商進行資質審查及考察，確保合作供應商的質素。為保證施工期間的工程質量，本集團進行定期巡查，並於《工程管理週報》中記錄工程品質安全問題。</p>

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
Talent turnover risks 人員流失風險	<p>Fierce competition in the human resources market for property development has brought certain difficulties to the Group in recruiting suitable talents. The Group needs to invest additional time and costs in recruitment and training. Key personnel turnover may also impair project development and business development.</p> <p>物業開發的人力資源市場競爭激烈，對本集團招攬合適人才帶來一定困難，本集團需要投入額外時間及成本於招聘及培訓上。關鍵人員流失也可能影響專案開發與業務拓展。</p>	<p>To cater to future development needs, the Group provides employees with competitive remuneration packages and sets up performance incentives to attract and retain talent. The Group also organizes diversified corporate activities and employee training periodically to foster corporate cohesion and talent team building.</p> <p>為滿足未來發展需求，本集團為員工提供具競爭力的薪酬待遇，並設立績效獎勵，以吸納及留住人才。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。</p>
Cyber and data security risks 網絡及信息安全風險	<p>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.</p> <p>信息系統故障，如記錄日常銷售情況的銷售時點信息系統(「PoS機」)出現問題，或對本集團的日常營運造成負面影響。</p>	<p>The Group’s measures for maintaining and managing information systems and servers:</p> <ol style="list-style-type: none">1. Set up at least two or more PoS on site;2. Regularly carry out data backups and system maintenance. <p>本集團維護及管理信息系統及伺服器的措施：</p> <ol style="list-style-type: none">1. 現場配備至少兩台或以上的PoS機；2. 定期進行數據備份及系統維護。
Labor practice compliance risks 勞工慣例合規風險	<p>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.</p> <p>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。</p>	<p>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.</p> <p>本集團建立全面的人力行政系統和溝通平台，並按勞工條例保障其員工的五險一金足額繳交。</p>

Risk factor 風險類別	Potential impact 影響	Response 應對措施
Corruption risks 貪污風險	<p>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.</p> <p>本集團董事、高級管理層或員工涉及欺詐或貪污腐敗等行為將嚴重損害本集團的聲譽及營運。</p>	<p>The Group’s measures for preventing corruption and fraud:</p> <ol style="list-style-type: none"> 1. Strictly abide by laws and regulations, and continuously improve its 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 of integrity. <p>本集團預防貪污舞弊的措施：</p> <ol style="list-style-type: none"> 1. 嚴格遵照法律法規，不斷完善相關政策； 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。
Environmental legislation-related risks 環境法例相關風險	<p>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.</p> <p>若本集團違反環境法律法規，或會受到相關政府機構的處罰，包括工程停工、罰款等，導致財政損失。</p>	<p>The Group’s Risk Control 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.</p> <p>本集團風控中心密切監察本集團業務相關的法律法規。項目管理中心會及時通知設計部門審查項目發展計劃的變更，並需提呈至總部管理層進行審批，保證持續合規經營。</p>

OUR SUSTAINABILITY GOVERNANCE CONCEPT

我們的可持續發展管治理念

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. 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。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 董事和高級管理層	<ul style="list-style-type: none">• Compliance management• Risk management• Operational stability• Stakeholder communication <ul style="list-style-type: none">• 合規管理• 風險管理• 穩定營運• 持份者溝通	<ul style="list-style-type: none">• Board meetings• Management meetings <ul style="list-style-type: none">• 董事會會議• 管理層會議
Employees 員工	<ul style="list-style-type: none">• Employees' health and safety• Development and training• Equal opportunities• Compensation and benefits <ul style="list-style-type: none">• 員工健康及安全• 發展及培訓• 平等機會• 優化薪酬福利	<ul style="list-style-type: none">• Regular meetings• Regular training• Grievance channels• Performance evaluation meetings <ul style="list-style-type: none">• 日常會議• 定期培訓• 申訴渠道• 績效評估會議
Investors and Shareholders 投資者和股東	<ul style="list-style-type: none">• Operational compliance• Risk management• Economic performance• Investor communications and rights <ul style="list-style-type: none">• 合規營運• 風險管理• 經濟表現• 投資者溝通與權益	<ul style="list-style-type: none">• Public information such as annual and interim reports, announcements and circulars• Business roadshows <ul style="list-style-type: none">• 年度及中期報告、公告及通函等公開信息• 業務路演

Key stakeholder 主要持份者	Issue of concern 關注議題	Key communication channel 關鍵溝通渠道
Suppliers 供應商	<ul style="list-style-type: none"> Fair and open procurement Stable business relationships Timely and adequate information sharing <ul style="list-style-type: none"> 公平及公開採購 穩定業務關係 及時且充足的信息共享 	<ul style="list-style-type: none"> Tendering meetings Site visits Evaluation surveys Supplier management meetings <ul style="list-style-type: none"> 投標會議 實地考察 評估調查 供應商管理會議
Customers 客戶	<ul style="list-style-type: none"> Construction and service quality Protection of interests and privacy Complaint handling <ul style="list-style-type: none"> 工程及服務質量 利益及隱私保護 投訴處理 	<ul style="list-style-type: none"> Satisfaction survey Service hotline Social media <ul style="list-style-type: none"> 滿意度調查 服務熱線 社交媒體
Communities 社區	<ul style="list-style-type: none"> Community services Environmental protection <ul style="list-style-type: none"> 社區服務 環境保護 	<ul style="list-style-type: none"> Charity activities Volunteering service <ul style="list-style-type: none"> 慈善活動 義工服務

MATERIALITY ASSESSMENT

In order to determine the key ESG issues considered 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.

重要性評估

為確定本年度各持份者主要關注的 ESG 議題，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。

OUR SUSTAINABILITY GOVERNANCE CONCEPT

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1. Identifying the issue list

確定議題清單

With reference to the latest reporting codes, 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".

參照最新報告守則要求、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

釐定優先次序

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 20 valid responses were collected, each issue was then prioritized according to the materiality after data analysis.

邀請各內外部持份者參與網上問卷調查，就每項議題對本集團業務以及他們個人的重要性進行評分。收集了共20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。

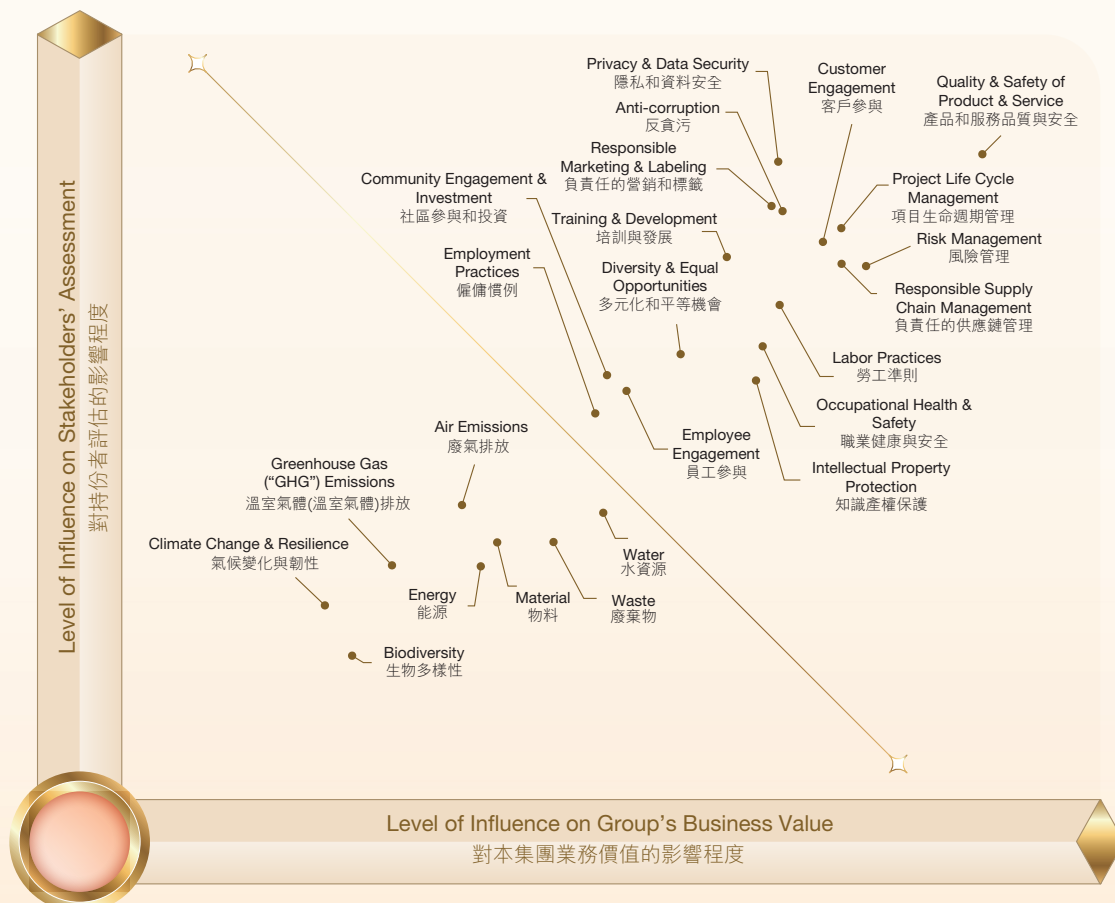
3. Confirming material issues

確認重要議題

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.

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



Highly material ESG issue

高度重要 ESG 議題

Employment and Labor Practices 僱傭及勞工慣例	Operational Practices 營運慣例	Community Investment 社區投資	Environment 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		

Stakeholders continue to focus primarily on issues related to “Employment and Labor Practices” and “Operational Practices”. Among these, “Quality & Safety of Product & Service”, “Project Life Cycle Management”, and “Privacy & Data Security” are 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.

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，「產品和服務品質與安全」、「項目生命週期管理」及「隱私和資料安全」繼續受到各方的關注。本集團將持續了解內外持份者所重視的 ESG 議題，以相應地部署應對方案及改善 ESG 管理和表現。

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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 its employees. Through a series of operational procedures 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。我們始終以高水準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。透過一系列營運流程和行動手冊，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。

Aspect 方面	Description of measures 措施描述
Integrity culture	<p>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.</p> <p>In 2025, the Group provided an anti-corruption briefing to 15 newly hired employees as part of their induction. Looking ahead, we will consider, as appropriate, providing additional anti-corruption training and internal communications on business ethics to strengthen integrity awareness and vigilance among directors and employees.</p>
廉潔文化	<p>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。</p> <p>於2025年，本集團已在15名新入職員工的入職培訓中提供反貪污簡介。我們未來會視情況考慮開展額外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。</p>

Aspect	Description of measures
方面	措施描述
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。
Intellectual property protection	The Group understands the importance of protecting intellectual property rights of its own and third-parties. 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 retaliation. 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。

SOCIAL

社會篇

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

Policy 政策	Purpose 目的	Content 內容
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
Regulation Governing Personnel Changes 《人事異動管理規定》	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	<ul style="list-style-type: none"> • 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 employees 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 <ul style="list-style-type: none"> • 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

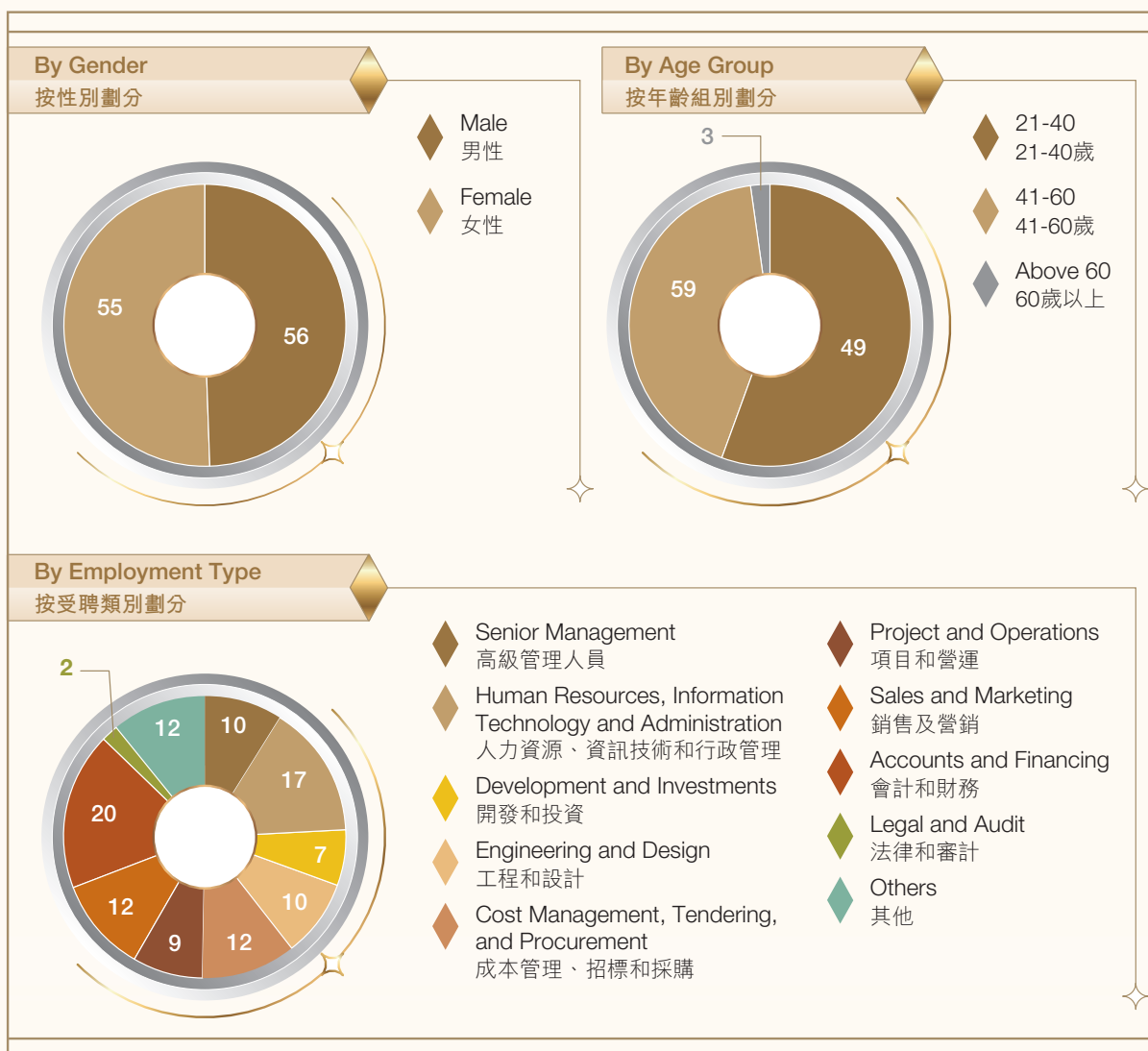
SOCIAL

社會篇

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	<ul style="list-style-type: none">• 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 a 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	<ul style="list-style-type: none">• 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 the victim, and implementing follow-up investigation and disciplinary actions if any violations of labor standards 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，並審查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 2025, the Group has a total of 111 full-time employees, including 108 employees in mainland China, and 3 employees in Hong Kong.

截至2025年12月31日，本集團共111名全職員工，其中108名員工位於內地，3名員工位於香港。



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。

SOCIAL

社會篇

Aspect 方面	Description of measures 措施描述
Employee benefits 員工福利	<ul style="list-style-type: none">• 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 <ul style="list-style-type: none">• 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
Attendance management 考勤管理	<ul style="list-style-type: none">• 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 <ul style="list-style-type: none">• 提供有薪假期，包括法定假期、年休假、婚假、產假、陪产假、喪假、工傷假、病假• 員工須於值班時打卡統計考勤紀錄，以監督工作時數及休息時間的安排
Performance assessment 績效評估	<ul style="list-style-type: none">• Set up monthly and annual performance evaluations, and grant rewards to employees with outstanding performance in the annual assessment <ul style="list-style-type: none">• 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 prioritizes employee health and safety as a fundamental 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 (2024: nil).

健康及安全

本集團將員工的健康與安全視為首要責任。因此，本集團制定了全面的職業健康安全管理和制度，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。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（2024年：無）。

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

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 emergencies. 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 essential for maintaining good relationships and gaining a deeper understanding of their 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 procedure 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基礎。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流程，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。在培訓結束後，我們會根據相應的培訓考核方案，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 to organize diversified training that continuously improves 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

Policy 政策	Purpose 目的	Content 內容
Talent Pool Management Regulations (for Trial Implementation) 《人才庫管理辦法(試行)》	Promote the Group's talent strategic planning with a systematic talent management system, to achieve sustainable development of the talent team 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	Standardize the the talent pool ladder management according to the talent pool classification mechanism, to implement the corresponding talent development work plan 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	External training 外部培訓
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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	
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 service management system to improve service quality and maintain the 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 the 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 the 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. The Group may also conduct random visits 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. 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.

In order to facilitate customers expressing 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 160 customer complaints (2024: 188) and properly handled all complaints, achieving a 100% complaint handling rate.

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。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。

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160宗客戶投訴(2024年：188宗)，並妥善處理了所有的投訴，達到了100%的投訴處理率。

Customer Services Management System
 客服管理體系

6

Experiential Stages
 個體驗階段



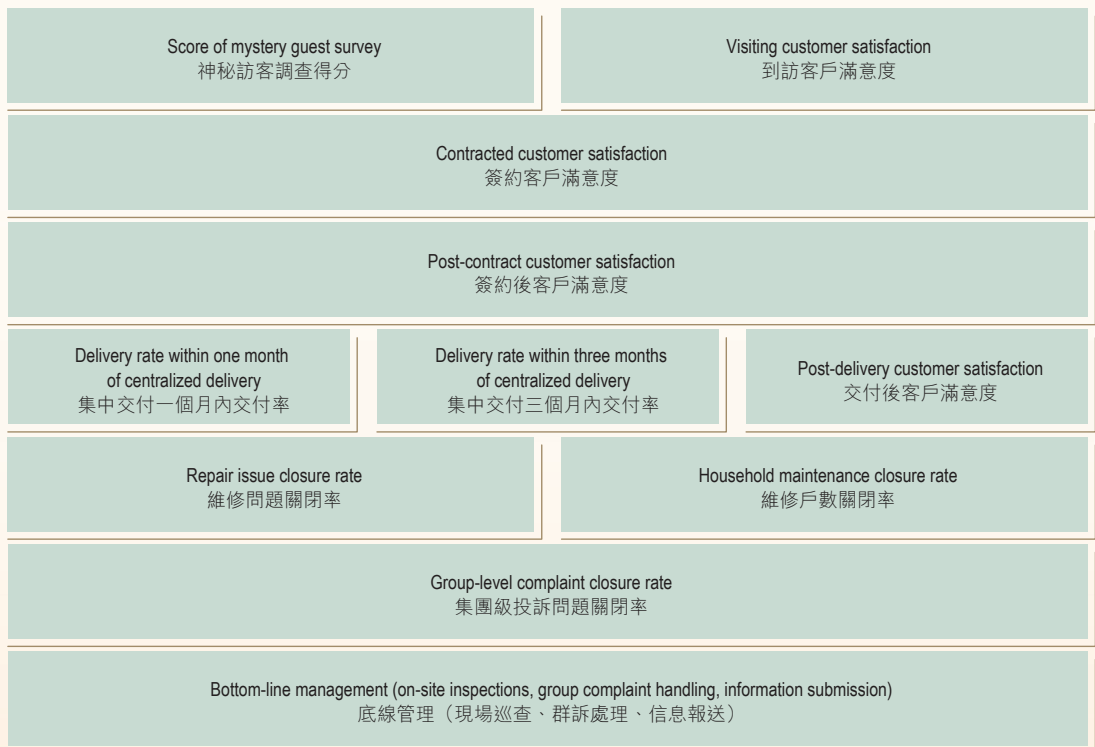
18

Key Actions
 關鍵動作



11

Assessment Indicators
 個考核指標



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.

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。

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 maintains objectivity, fairness, and transparency in tendering and procurement. We use standardized, competence-based criteria to evaluate suppliers, sign contracts only after inspections and qualification approvals, and ensure processes are honest, compliant, and fully traceable through online tendering.

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營運的穩定。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營運效率。因此，我們已建立了全面的供應鏈管理系統。本集團在招標及採購過程中秉持客觀、公平及透明的原則。我們採用標準化且以能力為本的評選標準來評估供應商，僅在完成查驗及資格審核後方簽訂合約，並透過線上招標確保流程誠信、合規且可完全追溯。

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 the 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

SOCIAL

社會篇

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.

During the Year, the Group had a total of 2,046 suppliers, and completed grading and evaluations for 166 suppliers, with an average score of 76.8 points.

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。

於本年度，本集團共有2,046間供應商，並完成了對166間供應商的評分及評價，平均分數為76.8分。

Supplier grading 合作供應商分級	Excellent 優秀級	Good 良好級	Pass 合格級	Fail 不合格
Score 評分	90 and above 90分及以上	80–89 80-89分	60–79 60-79分	Below 60 60分以下
Distribution for the Year 本年度評估分布	15	70	66	15

We are committed to integrating the concept of sustainable development into supply chain management to reduce the related ESG risks. 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. 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.

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。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。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, 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，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 its environmental management policies and performance. We closely monitor the environmental impact and risks associated with 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 《辦公環境管理制度》	Standardize environmental protection management policies and measures of the office, and advocate environmental protection actions in daily operations, to promote green office initiatives 規範辦公室的環保管理政策及措施，倡導日常營運中的環保舉動，以推進綠色辦公措施	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 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，以實現綠色營運

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 23.506 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23.506兆瓦時（「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。

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In terms of water use, we have taken a series of measures to conserve water resources. Our total water consumption was approximately 34,106.970 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 lives. 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 8.633 tons 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. In the future, we will enhance our data collection procedure to disclose other indirect GHG emissions (Scope 3), thereby providing a more comprehensive view of our overall carbon footprint and enhancing transparency in our sustainability efforts.

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34,106.970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。

排放管理

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布。

於本年度，我們的溫室氣體總排放量約為8.633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。未來，我們會加強數據收集流程，披露其他間接溫室氣體排放（範圍3），從而更全面地展現我們的整體碳足跡，並提高我們在可持續發展方面的透明度。

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 procedure 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 provide our stakeholders with a more thorough understanding of our environmental performance.

Climate Change

The global challenge of climate change remains severe, posing significant threats to human society, the economy and the environment. Committed to sustainable growth, we have assessed the impact of key climate-related risks and opportunities and enhanced our climate-related disclosures under four core elements – governance, strategy, risk management, and metrics and targets – with reference to the ESG Reporting Code.

Governance

The Group's overall ESG governance framework, including the roles and responsibilities of the Board and the ESG Working Group, is set out in the section headed "GOVERNANCE STRUCTURE". Building on this framework, the Board has ultimate oversight of climate-related risks and opportunities as part of its broader ESG responsibilities.

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營運中的廢棄物產生。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，我們的辦公室營運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程序，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。

氣候變化

全球氣候變遷的挑戰仍然嚴峻，對人類社會、經濟及環境構成重大威脅。秉持可持續增長的承諾，我們已評估主要氣候相關風險與機遇的影響，並參照ESG報告守則，就管治、策略、風險管理以及指標及目標這四個核心要素加強了氣候相關信息披露。

管治

本集團的整體ESG管治框架，包括董事會及ESG工作小組的角色和職責，詳見「管治架構」一節。在此框架的基礎上，董事會作為其更廣泛ESG職責的一部分，對氣候相關風險和機遇擁有最終監督責任。

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The Board ensures appropriate skills and competencies are maintained to oversee climate-related issues through a combination of expertise, ongoing training, and engagement with external consultants when required. The Board is kept informed of climate-related issues through stakeholder engagement, regular meetings, and at least one review annually. In this capacity, the Board considers material climate-related risks and opportunities when overseeing the Group's business strategy, major transactions and risk management processes, and reviews and approves the Group's climate-related disclosures and key climate-related targets. Currently, the Group has not incorporated climate-related targets or performance metrics into its remuneration policies. The Group will continue to monitor developments in this area to inform future integration of such metrics.

The management of climate-related issues is delegated to the ESG Working Group, which is responsible for planning, implementing and integrating climate-related considerations into the Group's operations and strategies, monitoring performance against climate-related targets and related action plans, consolidating monitoring information with other relevant functional departments, and reporting material climate-related issues and developments to the Board at least annually and on an ad hoc basis where appropriate. Relevant procedures are reviewed regularly by the ESG Working Group to ensure their effectiveness. The ESG Working Group's roles, responsibilities and reporting arrangements, including those relating to climate-related issues, are documented in its internal terms of reference.

Strategy

To strengthen its strategic response and implement timely measures, the Group assesses and monitors identified climate-related risks and opportunities, which are primarily concentrated within its core operations and supply chains in the PRC and Hong Kong, via internal climate risk assessments. The table below summarizes relevant climate-related risks and opportunities identified across short-term (1 to 3 years), medium-term (3 to 10 years), and long-term (10 to 30 years) horizons. These horizons align with the Group's short-term strategic planning and the medium- to long-term objectives set out in Hong Kong's Climate Action Plan and the "Carbon Emission Peak by 2030 and Carbon Neutrality by 2060" in the PRC. The table also sets out their current and anticipated financial implications, and our corresponding measures and plans.

董事會透過結合相關專業經驗、持續培訓，並在需要時聘請外部顧問，確保具備適當的技能與能力以監督氣候相關議題。董事會透過持份者參與、定期會議，以及至少每年一次的檢討，持續了解氣候相關議題。在此職責範疇內，董事會於監督本集團業務戰略、重大交易及風險管理流程時，會考慮與氣候相關的重大風險和機遇，並審查和批准本集團的氣候相關披露及主要氣候相關目標。目前，本集團尚未將氣候相關目標或績效指標納入薪酬政策。本集團將持續監察該領域的發展，以為日後整合相關指標提供參考。

氣候相關議題的管理已委派予ESG工作小組負責。ESG工作小組負責規劃、實施並將氣候相關考量整合至本集團的營運及策略之中，監測氣候相關目標及相關行動計劃的執行情況，與其他相關職能部門彙總監察資料，並至少每年一次及在適當情況下按需要或臨時向董事會匯報具重大氣候相關議題及最新發展。ESG工作小組定期檢討相關程序，以確保其有效性。ESG工作小組的職能、責任及匯報安排（包括與氣候相關議題相關）已載列於其內部職權範圍文件中。

策略

為加強其策略性應對並及時實施相關措施，本集團透過內部氣候風險評估，評估及監察已識別的氣候相關風險與機遇，該等風險與機遇主要集中於其在中國內地及香港的核心業務及供應鏈。下表總結了在短期（1至3年）、中期（3至10年）及長期（10至30年）不同時段內識別的相關氣候相關風險與機遇。該等時段與本集團的短期策略規劃，以及香港氣候行動藍圖和中國「2030碳達峰、2060碳中和」所訂立的中長期目標相一致。表中亦列載其當前及預期的財務影響，以及我們相應的措施與計劃。

Risks/opportunities 風險／機遇	Time horizon 時間範圍	Measures 措施
<p>Physical risk: 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.</p>	Short- to long-term	The Group closely monitors emergency notifications from local governments and takes 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.
<p>物理風險： 氣候變遷導致的極端天氣事件，例如暴雨和颱風，可能對企業營運構成重大威脅，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，最終提高營運成本。</p>	短期到長期	本集團密切關注地方政府發布的緊急通知，並及時採取措施與利害關係人溝通，以確保員工安全和業務運作的連續性。此外，本集團也致力於維護有效的危機管理流程，以預防和應對極端氣候事件。透過培訓和宣傳活動，我們提升本集團對氣候相關風險和機遇的認識和應對能力。
<p>Transition risk: To achieve sustainable development and move toward the vision of "Net-Zero Emissions", governments around the world are formulating or strengthening climate-related laws and actively seeking solutions to mitigate the impacts of climate change. Failure to meet relevant standards may negatively impact the Group's reputation and operational costs. Compliance with such standards may necessitate changes to supplier selection criteria and procurement standards, which may negatively impact the Group's operating costs.</p>	Short- to medium-term	We 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.
<p>轉型風險： 為實現可持續發展並邁向「淨零排放」願景，世界各國政府正在制定或加強氣候相關法律，並積極尋求緩解氣候變遷影響的解決方案。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。遵守該等標準或需調整供應商甄選準則及採購標準，從而可能對本集團的營運成本造成負面影響。</p>	短期至中期	我們定期監測與氣候相關的趨勢、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，我們旨在更有效地應對氣候變遷帶來的挑戰，並確保業務的可持續發展。

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Risks/opportunities 風險／機遇	Time horizon 時間範圍	Measures 措施
<p>Opportunity: Many businesses are reducing carbon emissions and enhancing their resilience by changing the way of running business methods and investing in green energy. These investments can lead to reduced long-term energy and operational costs, potential access to green financing, improved market competitiveness, and the development of more resilient and sustainable supply chains.</p>	Short- to long-term	We actively promote energy efficiency and encourage stakeholders 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, which is described in the section headed "CREATING A GREEN COMMUNITY". We also aim to increase the green features and sustainable practices in our properties where practicable and monitor the progress of our carbon management and emission reduction efforts.
<p>機遇： 許多企業正透過改變營運方式和投資綠色能源來減少碳排放並增強自身韌性。這些投資有助於降低長期能源和營運成本，增加獲得綠色融資的機會，提升市場競爭力，並建立更具韌性和可持續性的供應鏈。</p>	短期到長期	我們積極推動能源效益，並鼓勵持份者在日常營運中採取低碳方式。此外，本集團在採購過程中納入氣候因素考量，並在可行情況下盡量採用低碳、零碳及高能源效益的產品與材料，相關內容載於「共創綠色社區」一節。我們亦在可行情況下提升旗下物業的綠色元素及可持續實踐，並監察碳管理及減排工作的進展。
<p>Based on our qualitative assessment, climate-related issues have not had a material impact on the carrying amounts of assets and liabilities for the next reporting period, nor have they necessitated a significant change to our core business model. The Group's established climate mitigation and adaptation measures remain in effect, consistent with 2024, with resources allocated through operational budgets. The Group did not deploy any material capital expenditure, financing or investment and disposal plans specifically toward climate-related risks and opportunities in 2025. The Group will explore the allocation of appropriate resources in this regard as they become available. We continue to monitor the performance of our GHG emissions and related measures to manage relevant climate issues proactively and inform our management approach, as described in the section headed "Emissions Management". Looking ahead, the Group will develop its approach to long-term climate initiatives, which includes evaluating the feasibility of setting quantitative targets and, subsequently, formulating any necessary transition plans.</p>		<p>根據我們的定性評估，氣候相關議題於下一個報告期內並未對資產及負債的賬面價值產生重大影響，亦未需要對我們的核心業務模式作出重大調整。本集團已制定的氣候緩解及適應措施於2025年繼續實施，並與2024年保持一致，相關資源透過營運預算予以分配。本集團於2025年並無就氣候相關風險及機遇專門部署任何重大資本開支、融資或投資及處置計劃。本集團將在資源可用的情況下，探討於此方面分配適當資源的可能性。我們持續監察溫室氣體排放表現及相關措施，以積極管理相關氣候議題，並為我們的管理方針提供依據，詳情載於「排放管理」一節。展望未來，本集團將進一步制定其長期氣候行動策略，包括評估設定量化目標的可行性，並在其後制定任何所需的轉型計劃。</p>

At this stage, the Group does not yet have the necessary internal skills, capabilities and resources to perform robust quantification of the anticipated financial effects and relevant changes, or to quantify the amount and percentage of assets or business activities exposed to climate-related risks or aligned with climate-related opportunities. The Group will continue to enhance its skills and capabilities in this area over time and may engage additional resources or external expertise where necessary.

To reinforce its resilience against the impact of climate change on its operations, the Group is at an early stage of assessing its climate resilience, with significant uncertainty in quantifying potential impacts and their timing. The Group's capacity to adapt its climate actions over time is supported by the operational and planning flexibilities within its current business model. The Group will explore the use of climate-related scenario analysis that is commensurate with its circumstances, including scenarios aligned with the latest international climate agreements, in order to enhance its understanding and reporting of climate-related risks and opportunities through regular risk assessments in the future.

Risk Management

The Group identifies and assesses climate-related risks and opportunities through its internal climate risk assessments based on operational performance, regulatory developments, and market trends. These risks and opportunities are evaluated qualitatively, considering their likelihood and potential financial and operational impacts. The ESG Working Group prioritizes these risks and opportunities alongside other strategic, financial and operational risks during periodic reviews and monitors them on an ongoing basis. Higher-risk events, together with the related mitigation measures, are reported to the Board on an annual basis. The corresponding strategic measures are detailed in the section headed "Strategy" above.

Metrics and Targets

The Group is committed to enhancing energy efficiency and reducing emissions in compliance with applicable environmental laws. Relevant metrics, performance data, management measures and targets for our GHG emissions are disclosed in the sections headed "Emissions Management" and "SUMMARY OF KEY PERFORMANCE INDICATORS". The Group may consider the use of carbon credits to offset a portion of its GHG emissions in the future; however, we did not use any carbon credits during 2025.

現階段，本集團尚未具備進行預期財務影響及相關變動之全面量化評估，以及量化易受氣候相關風險影響或與氣候相關機遇相符的資產或業務活動之金額及百分比所需的內部技能、能力及資源。本集團將持續提升這方面的技能和能力，並在有需要時聘請額外資源或外部專業顧問。

為加強其業務應對氣候變化影響的韌性，本集團現正處於評估氣候韌性的初步階段，對潛在影響及其發生時間的量化仍存在重大不確定性。本集團能隨時間調整相關氣候行動的能力，乃建基於其現行業務模式下所具備的營運及規劃彈性。本集團將探討採用切合其實際情況的氣候相關情景分析，包括與最新國際氣候協議相一致的情景，以期透過未來定期風險評估，加強對氣候相關風險及機遇的理解及披露。

風險管理

本集團透過內部氣候風險評估，根據營運績效、監管發展和市場趨勢，識別和評估與氣候相關的風險和機遇。該等風險與機遇以定性方式進行評估，並考慮其發生可能性以及潛在的財務及營運影響。ESG工作小組於定期檢討中，將該等風險與機遇與其他策略、財務及營運風險一併進行優次排序，並持續監察相關情況。較高風險事件及其相關緩解措施會每年向董事會匯報。相應的策略措施載於上文「策略」一節。

指標及目標

本集團致力提升能源效益及減少排放，並遵守適用的環境法例。有關溫室氣體排放的相關指標、績效數據、管理措施和目標，請參閱標題為「排放管理」和「關鍵績效指標概覽」的章節。本集團未來或會考慮使用碳信用額以抵銷部分溫室氣體排放；然而，本集團於2025年並未使用任何碳信用額。

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The Group does not currently incorporate an internal carbon price into its decision-making processes. Furthermore, the Group has not yet adopted specific industry-based metrics for climate-related disclosure; however, it acknowledges the guidance provided in IFRS S2 standards and will assess their applicability in the future.

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.

未來我們將逐步推進相關工作。本集團目前並未在決策過程中納入內部碳定價機制。此外，本集團尚未採納特定行業為基礎的氣候相關披露指標；然而，本集團已留意 IFRS S2 準則所提供的指引，並將於未來評估其適用性。

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	<p>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.</p> <p>本集團規定對建築廢棄物進行合理分類及合規處理，將廢棄物存放於指定區域並每日安排轉運和清理。對於有害廢棄物，例如化學廢物及重金屬，將交由有資質的單位處理，避免土壤污染。</p>
Wastewater 污水	<p>The Group has required 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.</p> <p>本集團要求施工單位嚴格落實項目環境管理計劃書所列的污水處理工作，控制水污染。在適當情況下，進行初步廢水處理作現場重複利用，並確保經市政污水管網送往污水處理廠的工地廢水達標排放。</p>
Air pollutants 廢氣	<p>The Group has advocated the use of environmentally friendly energy 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.</p> <p>本集團針對工地燃油車輛及機械使用所產生的廢氣排放，鼓勵環保能源，包括採用高燃油效率的車輛及機械、使用超低硫柴油，以減少空氣污染。</p>
Dust 揚塵	<p>The Group has adopted measures to control dust pollution at construction sites, including regular watering and the installation of continuous and sealed barriers.</p> <p>本集團在施工地點採取定期灑水、設置連續及密閉圍擋等防揚塵措施，控制揚塵污染。</p>

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

ENVIRONMENTAL PERFORMANCE

環境表現

Statistic 統計資料	2025 2025年	2024 2024年	Unit 單位	
Air emissions¹ 廢氣 ¹				
Nitrogen oxides 氮氧化物	0.140	2.032	Kg 千克	
Sulfur oxides 硫氧化物	0.111	0.853	Kg 千克	
Particulate matter 顆粒物	0.025	0.359	Kg 千克	
GHG² 溫室氣體 ²				
Scope 1: Direct emissions 範圍1：直接溫室氣體排放	Combustion of fossil fuels 化石燃料燃燒	3.250	24.945	tCO ₂ e 噸二氧化碳當量
Scope 2: Energy indirect emissions 範圍2：能源間接溫室氣體排放	Purchased electricity 外購電力	5.383	9.517	tCO ₂ e 噸二氧化碳當量
Total GHG emissions 溫室氣體排放總量		8.633	34.462	tCO ₂ e 噸二氧化碳當量
Total GHG emissions intensity ³ 溫室氣體排放總密度 ³		0.078	0.225	tCO ₂ e/employee 噸二氧化碳當量/ 員工

¹ The air emissions data are 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 reduced vehicle usage demand, overall air emissions in 2025 have decreased compared to 2024.

² The reported GHG emissions of the Group include Scope 1 and location-based Scope 2, from operations over which it has operational control. In accordance with HKEX Listing Rules requirements and relevant local regulations, the Group's data and unit conversions are calculated with reference to, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Reports – 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 "Notice on the Release of the 2023 Greenhouse Gas Emissions Factor for Electricity" issued by the Ministry of Ecology and Environment of the PRC. The relevant measurement methods adopted by the Group remain consistent with those used in 2024. The purchased electricity data exclude the headquarters offices, as their consumption data are unavailable due to inclusion in the management fee. Due to workforce optimization and reduced vehicle usage demand, the total amount of corresponding indicators has decreased in 2025 compared to 2024.

³ As at 31 December 2025, the Group had a total of 111 employees within the reporting scope (as at 31 December 2024: 153). These data are also used for calculating other intensity data.

¹ 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》。由於用車需求減少，因此2025年的整體廢氣排放量較2024年有所下降。

² 本集團的溫室氣體排放(包括範圍1及基於地點的範圍2)均源自其擁有營運控制權的業務活動。根據聯交所上市規則的要求及相關本地法規，本集團數據及單位轉換計算乃參考包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體核算體系：企業核算與報告標準(2004年)》、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》和《關於發布2023年電力二氧化碳排放因子的公告》。本集團所採用的相關計量方法與2024年保持一致。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。由於人員優化和用車需求減少，因此2025年相應指標總量較2024年下降。

³ 於2025年12月31日，本集團在報告範圍內共有111名員工(截至2024年12月31日：153名)。這些數據也用於計算其他強度數據。

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

Statistic 統計資料		2025 2025年	2024 2024年	Unit 單位
Energy⁴ 能源 ⁴				
Direct energy 直接能源	Petrol 汽油	13.293	102.030	MWh 兆瓦時
Indirect energy 間接能源	Purchased electricity 外購電力	10.213	17.640	MWh 兆瓦時
Total energy consumption 能源總耗量		23.506	119.670	MWh 兆瓦時
Total energy consumption intensity 能源耗量總密度		0.212	0.782	MWh/employee 兆瓦時／員工
Water⁵ 水資源 ⁵				
Total water consumption 用水總量		34,106.970	71,988.130	Cubic meter 立方米
Total water consumption intensity 用水總密度		307.270	470.511	Cubic meter /employee 立方米／員工

⁴ The Group's energy data and unit conversions are calculated with reference to the "Energy Statistics Manual" issued by the International Energy Agency. The purchased electricity data exclude the headquarters offices, as their consumption data are unavailable due to inclusion in the management fee. Due to workforce optimization, the total amount of corresponding indicators has decreased in 2025 compared to 2024.

⁵ Due to workforce optimization and office consolidation, the total water consumption has decreased in 2025 compared to 2024.

⁴ 本集團的能源數據和單位換算均參考國際能源總署發布的《能源統計手冊》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。由於人員優化和用車需求減少，因此2025年相應指標總量較2024年下降。

⁵ 由於人員優化及集中辦公，因此2025年用水總量較2024年下降。

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

SOCIAL PERFORMANCE

社會表現

Statistics 統計資料		2025 2025年	2024 2024年	Unit 單位
Employment 僱傭				
Number of employees⁶ 員工人數 ⁶				
Gender 性別	Male 男性	56	77	People 人
	Female 女性	55	76	People 人
Age group 年齡組別	21-40 21-40 歲	49	85	People 人
	41-60 41-60 歲	59	65	People 人
	Above 60 60 歲以上	3	3	People 人
Employment type 受聘類別	Senior management 高級管理層	10	10	People 人
	Human resources, information technology and administration 人力資源、資訊技術和行政管理	17	23	People 人
	Development and investments 開發和投資	7	7	People 人
	Engineering and design 工程和設計	10	16	People 人
	Cost management, tendering, and procurement 成本管理、招標和採購	12	19	People 人
	Project and operations 項目和營運	9	14	People 人
	Sales and marketing 銷售及營銷	12	14	People 人
	Accounts and financing 會計和財務	20	33	People 人
	Legal and audit 法律和審計	2	4	People 人
	Others 其他	12	13	People 人
Total number of employees 員工總人數		111	153	People 人

⁶ We have enhanced our disclosures by providing a detailed breakdown of employment data by region for both 2024 and 2025. As of 31 December 2025, all employees within the reporting scope are full-time, with 108 employees in mainland China, and 3 employees in Hong Kong.

⁶ 我們已按地區提供2024年及2025年詳細的僱傭數據以完善披露。於2025年12月31日，報告範圍內的所有員工均為全職員工，其中108名員工位於內地，3名員工位於香港。

Statistics 統計資料		2025 2025年	2024 2024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	53.57 (30)	87.01 (67)	Percentage (People) 百分比(人)
	Female 女性	49.09 (27)	52.63 (40)	Percentage (People) 百分比(人)
Age group 年齡組別	21-40	85.71 (42)	91.76 (78)	Percentage (People) 百分比(人)
	21-40 歲			
	41-60	23.73 (14)	44.62 (29)	Percentage (People) 百分比(人)
	41-60 歲			
Geographical region ⁶ 地區 ⁶	Above 60 60 歲以上	33.33 (1)	— (—)	Percentage (People) 百分比(人)
	Mainland China 內地	51.85 (56)	N/A	Percentage (People) 百分比(人)
	Hong Kong 香港	33.33 (1)	N/A	Percentage (People) 百分比(人)
Total turnover rate 員工總流失率		51.35 (57)	69.93 (107)	Percentage (People) 百分比(人)
Number and rate⁸ of new hires 新入職員工人數及比率 ⁸				
Gender 性別	Male 男性	16.07 (9)	— (—)	Percentage (People) 百分比(人)
	Female 女性	10.91 (6)	— (—)	Percentage (People) 百分比(人)
Age group 年齡組別	21-40	12.24 (6)	— (—)	Percentage (People) 百分比(人)
	21-40 歲			
	41-60	13.56 (8)	— (—)	Percentage (People) 百分比(人)
	41-60 歲			
Geographical region ⁶ 地區 ⁶	Above 60 60 歲以上	33.33 (1)	— (—)	Percentage (People) 百分比(人)
	Mainland China 內地	13.89 (15)	N/A	Percentage (People) 百分比(人)
	Hong Kong 香港	— (—)	N/A	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%。本集團2024年並無新入職員工。

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標概覽

Statistics		2025	2024	Unit
統計資料		2025年	2024年	單位
Training and Development				
培訓與發展				
Percentage of employees trained⁹				
受訓員工百分比⁹				
Gender	Male	16.07	—	Percentage
性別	男性			百分比
	Female	10.91	—	Percentage
	女性			百分比
Employee category	Senior management	10.00	—	Percentage
員工類別	高級管理層			百分比
	Middle management	12.20	—	Percentage
	中層管理層			百分比
	Other employees	15.00	—	Percentage
	其他員工			百分比
Percentage of employees trained		13.51	—	Percentage
受訓員工百分比				百分比
Average training hours completed per employee¹⁰				
每名員工完成受訓的平均時數¹⁰				
Gender	Male	0.32	—	Hour
性別	男性			小時
	Female	0.22	—	Hour
	女性			小時
Employee category	Senior management	0.20	—	Hour
員工類別	高級管理層			小時
	Middle management	0.24	—	Hour
	中層管理層			小時
	Other employees	0.30	—	Hour
	其他員工			小時
Total average training hours		0.27	—	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 do not include the annual training for directors. Due to the lack of new hires in 2024, the Group has not arranged any training.

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 do 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 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		2025	2024	Unit
統計資料		2025年	2024年	單位
Supply Chain Management				
供應鏈管理				
Number of suppliers¹¹				
供應商數目 ¹¹				
Category	Service	855	866	Number
類別	服務提供			家
	Product	325	334	Number
	產品提供			家
	Combination	100	109	Number
	綜合			家
	Engineering	766	781	Number
	工程			家
Total number of suppliers		2,046	2,090	Number
總供應商數目				家
The number and percentage of suppliers who have implemented procurement practices		2,046 (100)	2,090 (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		830 (40.6)	875 (41.9)	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 number of people trained	Directors	—	—	People
培訓總人數	董事			人
	Employees	15	—	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 The training data do not include the annual training for directors. 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 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。

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
- The Anti-Money Laundering and Counter-Terrorist Financing Ordinance of Hong Kong
- 《中華人民共和國刑法》
- 《中華人民共和國反洗錢法》
- 香港《打擊洗錢及恐怖分子資金籌集條例》
- The Anti-unfair Competition Law of the People's Republic of China
- The Bidding Law of the People's Republic of China
- The Prevention of Bribery Ordinance of Hong Kong
- 《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》
- 香港《防止賄賂條例》

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
- The Employment Ordinance of Hong Kong
- 《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》
- 香港《僱傭條例》
- 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
- The Occupational Safety and Health Ordinance of Hong Kong
- 《中華人民共和國職業病防治法》
- 《職業安全及健康條例》



Social Aspect

社會層面

Product Responsibility

產品責任

- The Administrative Ordinance on Development and Management of Urban Real Estate
- The Personal Data (Privacy) Ordinance of Hong Kong
- 《中華人民共和國城市房地產管理法》
- 香港《個人資料(私隱)條例》
- 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
- The 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
- The Waste Disposal Ordinance of Hong Kong
- 《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》
- 香港《廢物處置條例》
- The Regulations on the Administration of Construction Project Environmental Protection
- The Temporary Regulations on the Environmental Inspection of Completed Construction Projects
- The Air Pollution Control Ordinance of Hong Kong
- 《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》
- 香港《空氣污染管制條例》

HKEX ESG REPORTING CODE CONTENT INDEX

聯交所 ESG 報告守則內容索引

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 emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣、向水及土地的排污、有害及無害廢棄物的產生等的：	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：排放管理、關鍵績效指標概覽－環境表現
KPI A1.2	[Repealed 1 January 2025]	—
關鍵績效指標 A1.2	[於 2025 年 1 月 1 日刪除]	—
KPI A1.3	Total hazardous waste produced (in tons) 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(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	環境篇－保護環境資源：排放管理、關鍵績效指標概覽－環境表現

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
KPI A1.4	Total non-hazardous waste produced (in tons) 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(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	環境篇－保護環境資源：排放管理、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：排放管理
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：排放管理

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(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	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

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聯交所 ESG 報告守則內容索引

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
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(如以每產量單位、每項設施計算)。	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
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, the 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估量。	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

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
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
Aspect A4: Climate Change		
A4 層面：氣候變化		
General Disclosure 一般披露	[Repealed 1 January 2025] [於 2025 年 1 月 1 日刪除]	—
KPI A4.1	[Repealed 1 January 2025]	—
關鍵績效指標 A4.1	[於 2025 年 1 月 1 日刪除]	—
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：	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 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

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Aspects 層面	Content 內容	Section/Declaration 部分／聲明
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的員工流失比率。	SUMMARY OF KEY PERFORMANCE INDICATORS – SOCIAL PERFORMANCE 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 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障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。	SOCIAL – CARING FOR EMPLOYEE INTERESTS: Health and Safety, LAWS AND REGULATIONS 社會篇－關顧員工利益：健康及安全、遵守之法律法規
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	SOCIAL – CARING FOR EMPLOYEE INTERESTS: Health and Safety 社會篇－關顧員工利益：健康及安全
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	SOCIAL – CARING FOR EMPLOYEE INTERESTS: Health and Safety 社會篇－關顧員工利益：健康及安全
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	SOCIAL – CARING FOR EMPLOYEE INTERESTS: Health and Safety 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 B3: Development and Training		
B3 層面：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。	SOCIAL – CARING FOR EMPLOYEE INTERESTS: Training and Development, LAWS AND REGULATIONS 社會篇－關顧員工利益：培訓與發展、遵守之法律法規
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及員工類別(如高級管理層、中級管理層)劃分的受訓員工百分比。	SUMMARY OF KEY PERFORMANCE INDICATORS – SOCIAL PERFORMANCE 關鍵績效指標概覽－社會表現
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及員工類別劃分，每名員工完成受訓的平均時數。	SUMMARY OF KEY PERFORMANCE INDICATORS – SOCIAL PERFORMANCE 關鍵績效指標概覽－社會表現
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

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Aspects 層面	Content 內容	Section/Declaration 部分／聲明
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	SOCIAL – CARING FOR EMPLOYEE INTERESTS
關鍵績效指標 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	社會篇－關顧員工利益
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	SOCIAL – CARING FOR EMPLOYEE INTERESTS
關鍵績效指標 B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	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	Number of suppliers by geographical region.	SOCIAL – RESPONSIBLE SUPPLY CHAIN MANAGEMENT, SUMMARY OF KEY PERFORMANCE INDICATORS – SOCIAL PERFORMANCE
關鍵績效指標 B5.1	按地區劃分的供應商數目。	社會篇－負責任的供應鏈管理、關鍵績效指標概覽－社會表現
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

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在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。	SOCIAL – RESPONSIBLE SUPPLY CHAIN MANAGEMENT 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 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress. 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。	SOCIAL – VALUING CUSTOMERS' RIGHTS, LAWS AND REGULATIONS 社會篇－重視客戶權益、遵守之法律法規
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, the 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

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Aspects 層面	Content 內容	Section/Declaration 部分／聲明
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

Aspect B7: Anti-corruption

B7 層面：反貪污

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	OUR SUSTAINABILITY GOVERNANCE CONCEPT, LAWS AND REGULATIONS 我們的可持續發展管治理念、遵守之法律法規
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其員工提出並已審結的貪污訴訟案件的數目及訴訟結果。	During the Year, the Group was not aware of any concluded legal cases regarding corrupt practices (2024: nil). 本集團於本年度並不知悉任何已審結的貪污訴訟案件(2024年：無)。

Aspects 層面	Content 內容	Section/Declaration 部分／聲明
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 staff.	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

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(如教育、環境事宜、勞工需求、健康、文化、體育)。	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(如金錢或時間)。	社會篇－構建和諧社區

Part D: Climate-related Disclosures D部分：氣候相關資訊披露	Section/Declaration 部分／聲明
Governance 管治	
19. An issuer shall disclose information about: 19. 發行人須披露有關以下方面的資料： <ul style="list-style-type: none"> (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities; and (b) management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities. (a) 負責監督氣候相關風險和機遇的治理機構(可包括董事會、委員會或其他同等治理機構)或個人的資訊；及 (b) 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色。	OUR SUSTAINABLE GOVERNANCE CONCEPT, ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Governance) 我們的可持續發展管治理念、環境篇－保護環境資源：氣候變化(管治)
Strategy 策略	
Climate-related risks and opportunities 氣候相關風險和機遇	
20. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer’s cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall: 20. 發行人須披露其資訊，以讓人理解其合理預期可能在短期、中期或長期影響其現金流量、融資渠道或資本成本的氣候相關風險和機遇。具體而言，發行人須： <ul style="list-style-type: none"> (a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer’s cash flows, its access to finance or cost of capital over the short, medium or long term; (a) 描述合理預期可能在短期、中期或長期影響發行人的現金流量、融資渠道或資本成本的氣候相關風險和機遇； 	ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Strategy) 環境篇－保護環境資源：氣候變化(策略)

Part D: Climate-related Disclosures	Section/Declaration
D部分：氣候相關資訊披露	部分／聲明

- (b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;
- (c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and
- (d) explain how the issuer defines ‘short term’, ‘medium term’ and ‘long term’ and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.
- (b) 就發行人已識別的每項氣候相關風險，解釋發行人是否認為該風險是與氣候相關物理風險或與氣候相關轉型風險；
- (c) 就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍(短期、中期或長期)；及
- (d) 解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鉤。

Business model and value chain

業務模式和價值鏈

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| <p>21. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer’s business model and value chain. Specifically, the issuer shall disclose:</p> | <p>ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Strategy)</p> |
| <p>21. 發行人須披露讓人了解氣候相關風險和機遇對其業務模式和價值鏈的當前和預期影響的資訊。具體而言，發行人須作如下披露：</p> <ul style="list-style-type: none"> (a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer’s business model and value chain; and (b) a description of where in the issuer’s business model and value chain climate related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). (a) 描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當前和預期影響；及 (b) 描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方(例如，地理區域、設施及資產類型)。 | <p>環境篇－保護環境資源：氣候變化(策略)</p> |

Part D: Climate-related Disclosures D 部分：氣候相關資訊披露	Section/Declaration 部分／聲明
<p>Strategy and decision-making 策略和決策</p>	
<p>22. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:</p> <p>22. 發行人須披露讓人了解氣候相關風險和機遇對其策略和決策的影響的資訊。具體而言，發行人須披露：</p> <p>(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation; and</p> <p>(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).</p> <p>(a) 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標；及</p> <p>(b) 有關發行人當前及將來計劃如何為根據第 22(a) 段披露的行動提供資源。</p> <p>23. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).</p> <p>23. 發行人須披露先前各匯報期內按照第 22(a) 段所披露計劃的進度。</p>	<p>ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Strategy)</p> <p>環境篇－保護環境資源： 氣候變化(策略)</p>
<p>Current financial effect 當前財務影響</p>	
<p>24. An issuer shall disclose qualitative and quantitative information about:</p> <p>24. 發行人須披露以下定性和量化資料：</p> <p>(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and</p> <p>(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.</p> <p>(a) 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量；及</p> <p>(b) 當存在將導致下一匯報年度相關財務報表中的資產和負債帳面價值發生重要調整的重大風險時，關於第 24(a) 段中識別的氣候相關風險和機遇的資訊。</p>	<p>ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Strategy)</p> <p>環境篇－保護環境資源： 氣候變化(策略)</p>



Part D: Climate-related Disclosures D 部分：氣候相關資訊披露	Section/Declaration 部分／聲明
<p>Anticipated financial effect 預期財務影響</p>	
<p>25. The issuer shall provide qualitative and quantitative disclosures about:</p> <p>25. 發行人須披露以下定性和量化資料：</p> <ul style="list-style-type: none"> (a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities; and (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities. <ul style="list-style-type: none"> (a) 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務狀況在短期、中期及長期內將如何變化；及 (b) 基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期的變化。 	<p>ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Strategy)</p> <p>環境篇－保護環境資源：氣候變化(策略)</p>
<p>Climate resilience 氣候韌性</p>	
<p>26. An issuer shall disclose information that enables an understanding of the resilience of the issuer’s strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer’s identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer’s circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:</p> <p>26. 在考慮發行人已識別的氣候相關風險和機遇後，發行人須披露資訊，使他人了解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性。發行人須按與其情況相稱的做法，使用與氣候相關的情景分析來評估其氣候韌性。提供量化資訊時，發行人可披露單一數額或區間範圍。具體而言，發行人須披露：</p> <ul style="list-style-type: none"> (a) the issuer’s assessment of its climate resilience as at the reporting date; and (b) how and when the climate-related scenario analysis was carried out. <ul style="list-style-type: none"> (a) 發行人截至匯報日對其氣候韌性的評估；及 (b) 如何及何時進行氣候相關情景分析。 	<p>ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Strategy)</p> <p>環境篇－保護環境資源：氣候變化(策略)</p>



Part D: Climate-related Disclosures D 部分：氣候相關資訊披露	Section/Declaration 部分／聲明
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Risk Management 風險管理	
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<p>27. An issuer shall disclose information about:</p> <p>27. 發行人須披露以下資訊：</p> <ul style="list-style-type: none"> (a) the processes and related policies it uses to identify, assess, prioritize and monitor climate-related risks; (b) the processes the issuer uses to identify, assess, prioritize and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (c) the extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the issuer’s overall risk management process. <ul style="list-style-type: none"> (a) 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策； (b) 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程(包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊)；及 (c) 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。 	<p>ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Risk Management)</p> <p>環境篇－保護環境資源： 氣候變化(風險管理)</p>
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Part D: Climate-related Disclosures D 部分：氣候相關資訊披露	Section/Declaration 部分／聲明
Metrics and Targets 指標及目標	
GHG emissions 溫室氣體排放	
<p>28. An issuer shall disclose its absolute gross GHG emissions generated during the reporting period, expressed as metric tons of CO₂ equivalent, classified as:</p> <p>28. 發行人須披露匯報期內的溫室氣體絕對總排放量(以公噸二氧化碳當量表示)，並分為：</p> <p>(a) Scope 1 GHG emissions;</p> <p>(b) Scope 2 GHG emissions; and</p> <p>(c) Scope 3 GHG emissions.</p> <p>(a) 範圍1溫室氣體排放；</p> <p>(b) 範圍2溫室氣體排放；及</p> <p>(c) 範圍3溫室氣體排放。</p> <p>29. An issuer shall:</p> <p>29. 發行人須：</p> <p>(a) measure its GHG emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring GHG emissions;</p> <p>(b) disclose the approach it uses to measure its GHG emissions;</p> <p>(c) for Scope 2 GHG emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 GHG emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 GHG emissions; and</p> <p>(d) for Scope 3 GHG emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 GHG emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).</p> <p>(a) 除非管轄機關或發行人上市之另一交易所另有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準(2004年)》計量其溫室氣體排放；</p> <p>(b) 披露其用於計量溫室氣體排放的方法；</p> <p>(c) 就根據第28(b)段披露的範圍2溫室氣體排放，披露其以地域為基準的範圍2溫室氣體排放，並提供有助於了解該排放的任何所需合約文書的資訊；及</p> <p>(d) 就根據第28(c)段披露的範圍3溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈(範圍3)核算與報告標準(2011年)》所述的範圍3類別披露發行人計量範圍3溫室氣體排放中包含的類別。</p>	<p>ENVIRONMENT – Protecting Environmental Resources: Emissions Management, SUMMARY OF KEY PERFORMANCE INDICATORS – ENVIRONMENTAL PERFORMANCE</p> <p>環境篇－保護環境資源：排放管理、關鍵績效指標概覽－環境表現</p>

Part D: Climate-related Disclosures D 部分：氣候相關資訊披露	Section/Declaration 部分／聲明
Climate-related transition risks 氣候相關轉型風險	
30. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	ENVIRONMENT – PROTECTING
30. 發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。	ENVIRONMENTAL RESOURCES: Climate Change (Strategy)
Climate-related physical risks 氣候相關物理風險	
31. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	
31. 發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。	環境篇－保護環境資源： 氣候變化(策略)
Climate-related opportunities 氣候相關機遇	
32. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	
32. 發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。	
Capital deployment 資本運用	
33. An issuer shall disclose the amount of capital expenditure, financing or investment deployed toward climate-related risks and opportunities.	
33. 發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。	
Internal carbon prices 內部碳定價	
34. An issuer shall disclose:	ENVIRONMENT
34. 發行人須披露如下：	– PROTECTING
(a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and	ENVIRONMENTAL RESOURCES: Climate Change (Metrics and Targets)
(b) the price of each metric ton of GHG emissions the issuer uses to assess the costs of its GHG emissions;	
(a) 闡釋發行人可有及如何在決策中應用碳定價(例如投資決策、轉移定價及情景分析)；及	環境篇－保護環境資源： 氣候變化(指標及目標)
(b) 發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價；	



Part D: Climate-related Disclosures D 部分：氣候相關資訊披露	Section/Declaration 部分／聲明
Remuneration 薪酬	
<p>35. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).</p> <p>35. 發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。這可能構成根據第 19(a)(iv) 段作出的披露的一部分。</p>	<p>ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Metrics and Targets)</p> <p>環境篇－保護環境資源：氣候變化(指標及目標)</p>
Industry-based metrics 行業指標	
<p>36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterize participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.</p> <p>36. 本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。在決定披露哪些行業指標時，本交易所鼓勵發行人參考《〈國際財務報告可持續披露準則 S2 號〉行業披露指南》和其他國際環境、社會及管治報告框架規定的行業披露要求所述的與披露主題相關的行業指標，並考慮其是否適用。</p>	<p>ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Metrics and Targets)</p> <p>環境篇－保護環境資源：氣候變化(指標及目標)</p>



Part D: Climate-related Disclosures D 部分：氣候相關資訊披露	Section/Declaration 部分／聲明
Climate-related targets 氣候相關目標	
<p>37. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress toward achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any GHG emissions targets. For each target, the issuer shall disclose:</p> <p>37. 發行人須披露 (a) 其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標；及 (b) 法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。發行人須就每個目標逐一披露：</p> <ul style="list-style-type: none"> (a) the metric used to set the target; (b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives); (c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region); (d) the period over which the target applies; (e) the base period from which progress is measured; (f) milestones or interim targets (if any); (g) if the target is quantitative, whether the target is an absolute target or an intensity target; and (h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target. <ul style="list-style-type: none"> (a) 用以設定目標的指標； (b) 目標的目的（例如減緩、適應或以科學為基礎的舉措）； (c) 目標的適用範圍（例如目標是適用於發行人整個集團還是部分（如僅適用於某個業務單位或地理區域））； (d) 目標的適用期間； (e) 衡量進度的基準期間； (f) 階段性目標或中期目標（如有）； (g) 如屬量化目標，其屬絕對目標還是強度目標；及 (h) 最新氣候變化國際協議（包括該協議產生的司法承諾）如何幫助發行人設定目標。 	<p>ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Metrics and Targets)</p> <p>環境篇－保護環境資源： 氣候變化（指標及目標）</p>

Part D: Climate-related Disclosures	Section/Declaration
D 部分：氣候相關資訊披露	部分／聲明
38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
38. 發行人須披露其設定及審核每項目標的方法，以及其如何監察達標進度，包括：	
(a) whether the target and the methodology for setting the target has been validated by a third party;	
(b) the issuer's processes for reviewing the target;	
(c) the metrics used to monitor progress toward reaching the target; and	
(d) any revisions to the target and an explanation for those revisions.	
(a) 目標本身及設定目標的方法是否經第三方驗證；	
(b) 發行人審核目標的程序；	
(c) 用於監察達標進度的指標；及	
(d) 任何修訂目標的內容及原因。	
39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	
39. 發行人須披露有關每項氣候相關目標的績效的資訊以及對發行人績效的趨勢或變化分析。	
40. For each GHG emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	
40. 就按第 37 至 39 段披露的每一項溫室氣體排放目標，發行人須披露：	
(a) which GHGs are covered by the target;	
(b) whether Scope 1, Scope 2 or Scope 3 GHG emissions are covered by the target;	
(c) whether the target is a gross GHG emissions target or a net GHG emissions target. If the issuer discloses a net GHG emissions target, the issuer is also required to separately disclose its associated gross GHG emissions target;	
(d) whether the target was derived using a sectoral decarbonization approach; and	
(a) 目標涵蓋哪些溫室氣體；	
(b) 目標是否涵蓋範圍 1、範圍 2 或範圍 3 溫室氣體排放；	
(c) 此目標是溫室氣體排放總量目標還是溫室氣體排放淨額目標。如為溫室氣體排放淨額目標，發行人須另外披露相關的溫室氣體排放總量目標；	
(d) 目標是否是採用行業脫碳方法得出的；及	



Part D: Climate-related Disclosures	Section/Declaration
D 部分：氣候相關資訊披露	部分／聲明

- (e) the issuer’s planned use of carbon credits to offset GHG emissions to achieve any net GHG emissions target.
- (e) 發行人計劃使用碳信用抵銷溫室氣體排放以實現任何溫室氣體排放淨額目標。

Applicability of cross-industry metrics and industry-based metrics
跨行業指標及行業指標的適用性

- | | |
|---|--|
| 41. In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider (i) the applicability of cross-industry metrics and (ii) industry-based metrics. | ENVIRONMENT – PROTECTING ENVIRONMENTAL RESOURCES: Climate Change (Metrics and Targets) |
| 41. 在編制披露內容以符合第 21 至 26 及 37 至 38 段的規定時，發行人須參考 (i) 跨行業指標及 (ii) 行業指標並考慮其是否適用。 | |

環境篇－保護環境資源：
氣候變化(指標及目標)

The logo consists of a red square containing a white letter 'H'.

HUIJING 滙景

Huijing Holdings Company Limited

滙景控股有限公司