



寶新置地
GLORY SUN LAND

匠心築就
理想之城

Building a wonderful
land with ingenuity



2023 Environmental, Social and Governance Report 二零二三年環境、社會及管治報告

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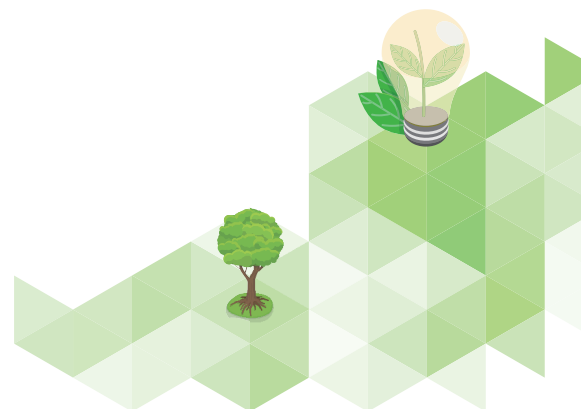
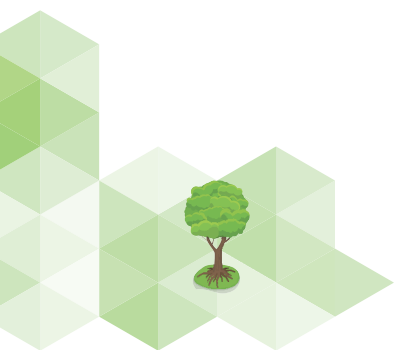
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Introduction 序言

As a corporate citizen, Glory Sun Land Group Limited together with its subsidiaries (collectively the “Group”, the “Company”, “we” or “us”) actively respond to the national “dual carbon” goal, create an innovative, green and low-carbon development model, actively improve and optimise the planning, design, construction and usage of buildings to reduce carbon emission, in order to achieve the dual benefits of “economic growth” and “environmental protection”. At the same time, the Company is committed to protecting the biological diversity around the development projects, and taking into account of their impact on the environment during the whole construction cycles, and actively considering the adoption of nature-friendly designs in the new development projects while fully meeting economic benefits.

With a forward-looking vision, we continue to enhance product competitiveness, make efficient use of resources, continue to promote energy conservation and emission reduction, and adhere to the practices of recycling. The efficiencies of low-carbon operation and green services are further improved, while the content and depth of customer service are expanded continuously. We pay attention to the experience and feelings of the property owners, strengthen the owners’ “zero distance” encounter with product quality, and hope to witness the growth of families in partnership, and work together to precisely carve out every moment of a happy life. We devote ourselves to fulfilling customers’ expectations for a healthy and beautiful life, continuously enhance product competitiveness and service competitiveness, satisfy customers’ craving for ever higher quality of living, and create new opportunities for the development of the comprehensive urban construction services business.

寶新置地集團有限公司及其附屬公司(統稱「本集團」、「本公司」或「我們」)作為企業公民，我們積極回應國家「雙碳」目標號召，創新綠色低碳發展模式，主動圍繞規劃、設計、建造，以及建築物的使用等環節來改進和優化以此減少碳排放，實現「經濟增長」與「環境保護」的雙重效應。同時，我們致力保護開發項目外圍的生物多樣性，在建築全週期考慮其對環境的影響，在完全符合經濟效益的情況下，積極考慮於新開發項目採用親和自然的設計。

我們用前瞻性眼光，不斷提升產品力，高效利用資源，持續推進節能減排、循環經濟措施，進一步提升低碳運營和綠色服務效率，並持續拓展客戶服務的內容與深度。我們注重業主的體驗及感受，加強業主對產品質量的「零距離」接觸，希望與業主共同見證家的成長，共同精心雕琢幸福生活的每個點滴。我們傾注心力滿足客戶對健康美好生活的期望，持續提升產品力和服務力，滿足客戶對於優良質量生活的更高追求，為城市建設綜合服務業務發展創造新的機遇。

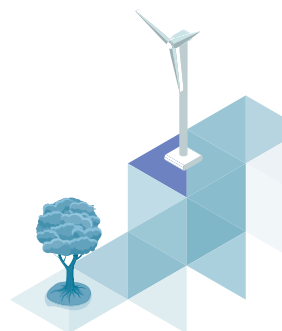


We always adhere to the responsible concept of “putting people first and treating employees well”. The Group has implemented the talent strategy, adhered to the vision of sharing value with the employees and emphasized the diversity of employees and their equal opportunities. Meanwhile, the Group has enhanced the building of the Company’s team of talents and improved the welfare system and caring measures for employees to wholeheartedly care for each employee’s growth.

In future, adhering to the concept of low-carbon, environmental-friendly, green and healthy development, we will continue to focus on living, life, and sustainable development of environment, proceed to fulfill its social responsibility, and disclose and respond to the ESG issues concerned by stakeholders on a continuing basis, striving to achieve the strategic target of “Building the Beauty of Life”.

我們始終堅持以人為本、善待員工的責任理念，推進人才戰略，與員工共享價值願景，注重員工多元化和機會平等。同時，加強企業人才隊伍建設，完善福利體系和員工關懷措施，用心呵護每位員工的成長。

未來，我們將堅定低碳環保、綠色健康的發展理念，持續關注人居、生活與環境的可持續發展，踐行社會責任，持續披露與回應持份者關心的環境、社會及管治方面的議題，致力於築就生活之美的戰略目標。



Message from the Chairman 主席的話

Dear all stakeholders:

I am pleased to present the 2023 Environmental, Social and Governance (“ESG”) Report of the Group. Regarding the development direction of sustainable development, the Group has actively responded to the national “dual carbon” goal and integrated sustainable development into the Group’s strategic level by adopting an innovative, green and low-carbon development model and actively facilitating the implementation of green construction and development as well as green operation and management. Adhering to a customer focused long-term development strategy, we have been consistently enhancing the awareness of excellence and the strategy of further expansion to build a good community ecosystem, thus promoting the sustainable development of the living environment through innovative ideas and achievements.

Adhering to a fair, just, and open supplier selection process system, the Company selects partners that align with our corporate spirit and business philosophy, builds a safe and high-quality sustainable supply chain and works out sustainable development of the industry. The Company values the physical and mental health of our employees and their personal development, creating a safe, healthy and harmonious working environment. We continuously update its staff development programs, implement diversified development paths, and provide a platform for employees to develop and enhance their values. While focusing on our own economic benefits and maintaining stable production and operation, the Company also actively carries out our social responsibility by strongly supporting the construction of the communities by taking full advantage of its internal and external resources.

尊敬的持份者：

本人欣然提呈本集團之二零二三年環境、社會及管治（「環境、社會及管治」）報告。於可持續發展的拓展方向上，本集團積極回應國家「雙碳」目標號召，將可持續發展融匯至本集團的戰略層面，創新綠色低碳發展模式，積極推進綠色建築開發與綠色運營管理落地。我們踐行以客戶為中心的長期主義發展路線，持續深化精品意識和深耕策略，構築良好的社區生態，以創新理念和成果促進人居環境的可持續發展。

本公司堅持公平、公正、公開的供應商篩選流程制度，選擇與本公司企業精神和經營理念相匹配的合作夥伴，構建安全、高質量的可持續供應鏈，踐行行業的可持續發展。本公司重視員工的身心健康與個人發展，營造一個安全、健康、和諧的工作環境，不斷更新員工培養體系，推行多元發展路徑，搭建員工發揮自我價值的工作平台。在注重企業自身經濟效益，保持生產經營穩定的同時，本公司還積極履行社會責任，充分調動企業內外部資源，大力支持社區的建設。



Looking ahead, the Group will continue our determined commitment to expand the vision for ESG, and ensure that all sustainable development measures are implemented in a timely manner. We will enhance the core competitiveness and overall operating capabilities of the Company, so that we will achieve stable, refined and pragmatic long-term development in spite of industry cycles, contributing to the realization of new urbanization construction.

Last but not least, I would like to thank all Directors, employees and stakeholders for their tireless efforts in implementing the Group's sustainable development initiatives during the relevant reporting period.

Yao Jianhui

Chairman of the Board and Executive Director

Hong Kong, 28 March, 2024

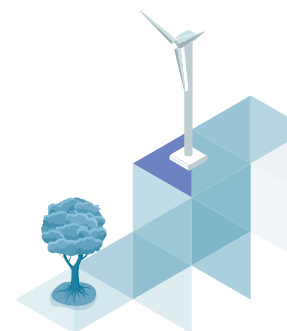
展望未來，本集團繼續盡心盡力地拓展於環境、社會及管治方面的視野，確保一切可持續發展舉措得以及時實行，提升企業的核心競爭力和綜合運營能力，穿越行業週期，實現穩健、精進、務實的長遠發展，為實現新型城鎮化建設貢獻力量。

最後，本人謹此感謝各位董事、員工及持份者於有關報告期間內為實施本集團可持續發展舉措所付出不懈的努力。

姚建輝

董事會主席兼執行董事

香港，二零二四年三月二十八日



Statement of the Board 董事會聲明

The board of Directors of the Company (the “Board”) shoulder the responsibility of taking care the ESG matters and integrating them into the operational strategy of the Group. The Board also provides guidance on the management and monitoring of the ESG matters which are considered to be relevant to the Group.

In order to ensure effective implementation of the Group’s various ESG initiatives, the supervision and operation of the Board on the ESG matters are primarily undertaken by the Development Committee of the Company. The management approaches and strategies involving the ESG matters, including the process for assessment, prioritization and management of material issues and risks related to the ESG matters are implemented in collaboration by the Company’s Sustainable Development Working Group, and reported to the Board with details periodically. The Board also reviews the list of material ESG issues and the list of ESG risks provided by the Sustainable Development Working Group from time to time, and ensures that appropriate corresponding risk mitigation measures have been implemented. All sustainability disclosures, policies, approaches and objectives are subject to the review and approval by the Board. Periodic assessment of relevant ESG objectives and performance will also be made by the Board.

The results of the Group’s risk assessment indicated that the ESG-related risks did not pose significant risks to the Group. The Group will continue to monitor the level of ESG risks and enhance the sustainable development management.

本公司之董事會(「董事會」)肩負處理環境、社會及管治事項以及將其融入本集團經營戰略的責任，並指導管理及監測被識別為與本集團相關的環境、社會及管治事項。

為確保有效實施本集團在環境、社會及管治方面的各項倡議，董事會對環境、社會及管治事項的監管運作事務由本公司之發展委員會主力承擔負責，涉及環境、社會及管治事務的管理方針及策略，包括用於評估、優先排序和管理與環境、社會及管治相關的重大議題及風險的過程皆由本公司可持續發展工作小組協作執行，並定期報告向董事會進行詳細匯報。董事會亦不時審查可持續發展工作小組提供的重大環境、社會及管治議題清單及環境、社會及管治風險清單，並確保已實施適切的相應風險緩解措施。所有可持續性披露、政策、方針及目標均須經董事會審查及批准後方告作實，而董事會亦會對有關環境、社會及管治目標及表現定期進行評估。

本集團的風險評估結果顯示，ESG相關風險並未對本集團構成重大風險，本集團仍將持續監控ESG風險水平，提升可持續發展管理水平。



About the Report 關於本報告

This ESG report (the “Report”) covers the operating scope of the Group’s two core business segments of property investment and development and cultural sports for the period from 1 January 2023 to 31 December 2023 (the “Reporting Period” or the “Year”). The Report is prepared in strict compliance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix C2 to the Rules Governing the Listing of Securities (the “Listing Rules”) of the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). In addition to the reporting principles of the ESG Guide, the Group has also complied with the relevant laws and regulations in the disclosure of general information of its ESG procedures. The key performance indicators (the “KPI”) required to be compulsorily disclosed under the ESG Guide are outlined in detail in the sections headed “Environmental Sustainability” and “Social Sustainability”.

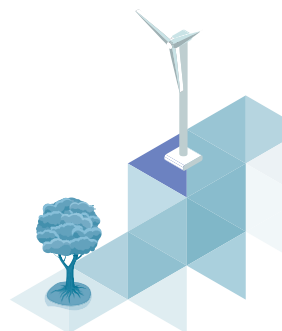
Furthermore, the Group has also adopted multiple sections of the Sustainable Development Goals (the “SDGs”). SDGs are internationally recognized sustainable development measures. We place great emphasis on the alignment of the business operations of the Group with the sustainable development goals, and its close correlation with the daily operations of the Group. The Chinese and English versions of the Report are available on the Company’s official website at www.hk0299.com. The Chinese version shall prevail if there is any conflict or discrepancy between the Chinese and English versions. If you have any comments or suggestions on the Group’s ESG performance, you are always welcomed to send via email to info@hk0299.com. We will definitely value your comments and respond as appropriate.

The business scope covered in the Report includes the relevant operating information for the Hong Kong head office and the ten (10) subsidiaries of the Group located in different provinces and cities of the PRC with physical business operations during the Reporting Period, and these ten PRC subsidiaries are namely:

本環境、社會及管治報告(「本報告」)涵蓋本集團於二零二三年一月一日至二零二三年十二月三十一日止期間(「本報告期間」或「本年度」)於物業投資及發展與文體產業兩個核心業務板塊的營運範圍，並嚴格遵照香港聯合交易所有限公司(「聯交所」)主板證券上市規則(「上市規則」)附錄C2《環境、社會及管治報告指引》(「環境、社會及管治指引」)的規定而編製。除環境、社會及管治指引的報告原則外，本集團亦遵守相關法律及法規說明其環境、社會及管治程序的一般披露資料。環境、社會及管治指引所規定須強制披露的關鍵績效指標(「關鍵績效指標」)於「環境可持續發展」及「社會可持續發展」章節詳盡說明。

此外，本集團亦已採納《可持續發展目標》(「可持續發展目標」)當中多個章節，可持續發展目標為廣為國際認可的可持續發展措施。我們十分重視旗下業務營運與可持續發展目標的一致性，及其如何與旗下日常營運息息相關。本報告中英文版本均可於本公司之官方網站 www.hk0299.com 查閱。中英文版本若出現有任何抵觸或歧義之處，概以中文版本為準。若對本集團的環境、社會及管治表現有任何意見或建議，歡迎隨時發送電郵至 info@hk0299.com，我們定當十分重視並作適切的回應行動。

本報告所涵蓋的業務範圍包含了本集團旗下的香港總部辦事處及十(10)間位於國內不同省市具有實體業務經營的子公司在本報告期間的相關營運資料，該十間國內子公司分別為：



1. Baoxin Holdings Company Limited*
寶新控股有限公司
2. Hunan Meilian Property Company Limited*
湖南美聯置業有限公司
3. Shantou Chaoshang Chengzhen Comprehensive Management Company Limited*, Chaoshang Group (Shantou) Investment Company Limited*, and Shantou Taisheng Technology Company Limited* (before the completion of the 1st Tranche Disposal)
汕頭市潮商城鎮綜合治理有限公司，潮商集團(汕頭)投資有限公司，及汕頭市泰盛科技有限公司(於第一階段出售完成前)
4. Yunfu Baoxin Property Company Limited*
雲浮寶新置業有限公司
5. Shenzhen Baoxin Recreation and Sports Development Company Limited*
深圳寶新文體發展有限公司
6. Shenzhen Baoxin Wisdom Development Limited
深圳寶新智慧發展有限公司
7. Shenzhen Baoxin Fitness Development Limited
深圳寶新健體發展有限公司
8. Shenzhen Baoyue Entertainment Development Limited
深圳寶樂文娛發展有限公司
9. Shenzhen Baoxin Logistics Company Limited*
深圳寶新物流有限公司
10. Shenzhen Jitong Industrial Company Limited*
深圳吉通實業有限公司

In addition, all the data and information used in the Report come from the statistical reports of the Group. The Board assumes liabilities for authenticity, accuracy and completeness of the Report. The Report has been approved for publication by the Board.

此外，本報告中所採用的數據和資料均來自本集團的統計報告，董事會對本報告內容的真實性、準確性和完整性負責。本報告已獲得董事會的確證並予以對外發佈。



ESG Philosophy and Management

環境、社會及管治理念與管理

1 Communication with Stakeholders 與持份者溝通

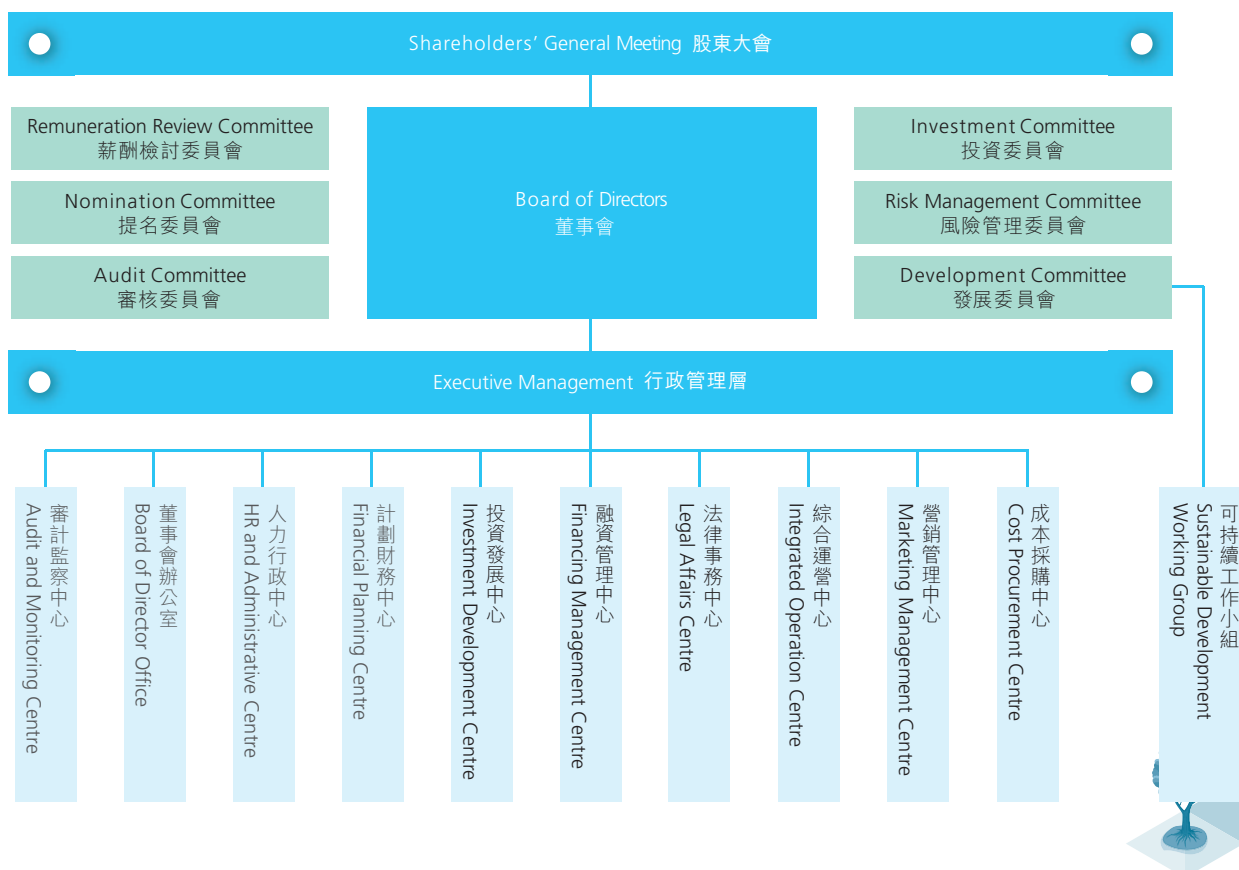
The Company's annual general meeting (the "AGM") provides an effective communication platform for the Board and the shareholders of the Company (the "Shareholders") to exchange views. In addition to the AGM, for maintaining a close relationship with the stakeholders such as customers and suppliers, the Company communicates with the stakeholders from time to time through different channels including but not limited to physical visits, conference calls, e-mails, the Company's website, customer service hotlines, follow-up actions by customer service representatives, online and offline special topic questionnaire etc. in order to fully listen to their views and needs.

The Company's overall performance result is also being reported to the investors regularly through the annual report and interim report for each year. The relevant details of the AGM and investor participation in corporate governance can be found in the annual report of the Company for the year ended 31 December 2023 (the "2023 Annual Report"). For details on the corporate governance structure and practice of the Company, besides the relevant sections of the Report, please also refer to the relevant sections of the corporate governance report in the 2023 Annual Report.

本公司的股東週年大會(「股東週年大會」)提供有效的溝通平台給董事會與本公司股東(「股東」)交流意見。除了股東週年大會之外，為保持與客戶、供應商等持份者的緊密關係，本公司不時與各持份者維持例常溝通，包括但不限於通過上門拜訪、電話會議、電子郵件、公司官方網站、客戶服務熱線、客戶服務專員跟進、在線線下專題問卷調查等，以全面聆聽各方的意見及需求。

本公司的整體業績表現亦透過每年的年報和中期報告向各投資者作出定期匯報。股東週年大會情況、投資者參與公司治理情況相關的詳細內容可參閱本公司截至二零二三年十二月三十一日止年度之《年報》(「二零二三年報」)。有關本公司企業管治架構及實務的詳情，除本報告之有關章節外，亦請參閱二零二三年報中就企業管治報告的相關章節內容。

1.1 Organizational Structure 組織架構



1.2 Internal Control and Risk Management

內部控制與風險管理

The Company strictly complies with the relevant requirements of the Corporate Governance Code of Appendix C1 of the Listing Rules. We have identified and evaluated the major risks coming from the external environment and within the Company, and continuously monitored the adequacy, rationality and effectiveness of our risk management system, striving to enhance our risk management control and prevention capability.

The Board is currently of the opinion that the Company has established an integrated and effective internal control system, and has in place systematic internal control and necessary internal supervision mechanism from the company management level to each business process level, which provides a comprehensive and proper assurance for the legal compliance of the business operations, assets preservation as well as the integrity of financial reporting and the related information of the Company.

本公司嚴格遵循上市規則附錄C1《企業管治守則》的有關要求，對來自外部環境和本公司內部的主要風險進行識別和評估，持續監控風險管理體系的健全性、合理性和有效性，致力提升風險控制和防範能力。

目前，董事會認為本公司的內部控制體系完整且運行有效，從公司管理層面到各業務流程層面均建立了系統的內部控制及必要的內部監督機制，為本公司經營管理的合法合規、資產安全、財務報告及相關信息的真實、提供全面的妥善保障。

2 Improving the Management of ESG data and information

加強環境、社會及管治數據和信息的管理

Through the Development Committee and its Sustainable Development Working Group, the Board coordinates the ESG management, formulates the long-term and effective ESG approaches, sets up the feasible ESG goals, and integrates the sustainable development policies into the daily operations of the Company.

董事會通過發展委員會及其管轄的可持續發展工作小組，統籌環境、社會及管治管理工作，制定長期有效的環境、社會及管治方針，設定可行的環境、社會及管治目標，並將可持續發展政策融入本公司的日常運營之中。

3 Coordination and Management of Departments 部門協同管理

The Company further improves the efficiency of ESG data management by establishing a collaborative framework for ESG data management of each department and appointing a dedicated contact person for ESG data to be responsible for departmental data collection and updating. To enable the Board's better understanding of the impact of climate change on the Group, starting in 2022, the Management continually explain to the Board the changes in climate-related financial impacts and the progress of the implementation of Company's response measures through the dimensions of "governance strategy", "risk management" and "target achievement".

本公司通過組建各部門環境、社會及管治信息管理協作架構，設定環境、社會及管治資料專門聯絡人負責部門資料收集、更新等工作，進一步提升環境、社會及管治資料管理效率。為了讓董事會更有效了解氣候變化對本集團的影響，管理層於二零二二年度開始，以「管治策略」、「風險管理」及「指標達成」等維度持續向董事會闡述與氣候相關的財務影響變化及本公司應對措施的實施進度。

4 Enhancing External Cooperation 加強外界合作

Based on the measurement indices and models of professional ESG institutions, and combining its own actual circumstances, the report content is being improved to ensure the professionalism and integrity of the disclosed information. By strengthening communication with professional corporate governance institutions, the Group can keep abreast of the management of industry ESG indicators and improve its own ESG management standards.

Case: On 5 December 2023, the Company, together with David Fong & Co. in Hong Kong, arranged to conduct a training seminar for the Directors and core employees regarding disclosure obligations under the Listing Rules.

基於環境、社會及管治專業機構的測量指數和模型，結合自身實際情況完善報告內容，保障披露信息的專業性與完整性。通過加強與公司治理專業機構的溝通，及時了解行業環境、社會及管治指標管理情況，提升自身環境、社會及管治的管理水平。

案例：於2023年12月5日，本公司與香港方良佳律師事務所安排為董事和核心員工組織關於上市規則下的披露責任的培訓講座。



5 Communication with Stakeholders 持份者溝通

The Company highly values communication with stakeholders such as employees, customers, shareholders/investors, suppliers, governments and communities, and understands the importance of understanding and responding to stakeholders' expectations and appeals towards achieving the Group's strategic goals for sustainable development.

本公司高度重視與員工、客戶、股東／投資者、供應商、政府及社區等持份者的溝通，明白了解與回應持份者的期望與訴求對於實現本集團可持續發展戰略目標的重要性。

Types of stakeholders 持份者類別	Expectations and appeals 訴求與期望	Feedback methods 反饋方式
Government and regulatory authorities 政府及監管部門	Compliance-based operation 合規經營	Respond to national policies, implement government management requirements, and carry out compliance-based management and operation 響應國家政策、執行政府管理要求、實行合規管理及經營
Investors and shareholders 投資者與股東	Investment return 投資回報 Continuous profitability 持續盈利 Risk control 風險控制 Anti-corruption 反腐倡廉 Information transparency 信息透明	Dividends and investment increment 股息與增持 Growth in operating results 經營業績增長 Strengthening strategic management 加強戰略管理 Risk identification, assessment and response 風險識別、評估和應對 Optimization of governance structure 優化管治架構 Implement anti-corruption systems 落實反貪腐制度 Good investor communication channel 良好的投資者溝通渠道 General meetings and regular disclosures of operational information 股東大會、定期披露經營信息
Customers 客戶	Provide high-quality products and services 提供優質產品和服務 Protect customer privacy 保障客戶隱私 Handle complaints 投訴反饋處理	Strengthen the quality control system 強化質量管制體 Improve service system 完善服務體系 Privacy information security 隱私信息安全

Types of stakeholders 持份者類別	Expectations and appeals 訴求與期望	Feedback methods 反饋方式
Employees 員工	Safeguard employees' legitimate rights and interests 保障員工合法權益 Career development and promotion 職業發展與晉升 Occupational health and safety 職業健康與安全 Work-life balance 平衡工作與生活 Communication pathways with enterprise 企業溝通路徑	Labour convention 員工大會 Training system 培訓體系 Talent development system 人才發展體系 Occupational health 職業健康 Production safety management 安全生產管理 Employee benefits 員工福利
Suppliers and partners 供應商及合作夥伴	Ensure fair competition 確保公平競爭 Maintain integrity and realise mutual benefits 實現誠信互惠	Compliance-based procurement 合規採購 Implementation of green supply chain 推行綠色供應鏈 Strengthen supply chain management 加強供應鏈管理
Industry associations 行業協會	Promote fair competition within the industry 促進行業公平競爭 Orderly and healthy development of the industry 行業有序健康發展	Provide suggestions on industry standardization to promote sustainable development of the industry 對行業規範提出建議，推動行業可持續發展
Community 社區	Ecosystem protection 生態保護 Social services 社區服務 Charity and caring 公益慈善關愛	Protect biodiversity 保護生物多樣性 Green, low-carbon development 綠色低碳發展 Energy conservation and emission reduction 節能減排 Create job opportunities 創造就業機會 Respond to community's needs 回應社區需求

▼ **6.1 Materiality Assessment and Identification of Material Topics**

重要性評估及重要性議題確定

For the purpose of understanding the impact of the Group's business on various sustainability topics, by reference to market trends and daily communication with stakeholders, and after internal discussions within the Board, a total of 27 sustainable development issues were identified during the Reporting Period based on the guidelines of the Stock Exchange, the Global Reporting Initiative Sustainability Reporting Standards, industry analysis and media reports. Materiality assessment was also conducted to identify the most important and relevant ESG issues involved in the operation of the Group. By in-depth understanding of the expectations of various stakeholders of the Group, more appropriate business strategies were formulated.

The Board reviewed the latest progress of implementation based on the ESG-related objectives and targets in the regular quarterly reports submitted to the Board, and conducted ESG risk assessment and management to review the implementation progress for the selected ESG objectives.

This will be summarized in the Board's statement for the annual ESG activities performance, which is to be disclosed in the relevant annual ESG report. Based on the results of the materiality assessment, the process and result of stakeholder engagement are used as a yardstick to identify material ESG factors, so as to disclose the issues in the report in a specific manner.

為了解本集團業務對不同可持續發展議題的影響，公司通過參考市場趨勢、與日常持份者溝通、以及經過董事會的內部討論後，根據聯交所的指引、全球報告倡議組織可持續發展報告標準、同業分析及媒體報導在本報告期間合共識別有27個可持續發展議題，並進行重要性評估，以識別本集團運營時所涉及及最為重要和相關的環境、社會及管治議題，深入了解各持份者對本集團的期望，以訂立更合適之經營策略。

董事會依據每季上呈給董事會的定期季度報告中環境、社會及管治相關的目標和指標，來檢視執行情況的最新進度，同時開展環境、社會及管治風險評估和管理，對制定的環境、社會及管治目標進行進度檢討。

由此最終生成年度環境、社會及管治工作情況的董事會聲明，並於有關年度之環境、社會及管治報告中作披露。依據重要性議題判定結果，並將持份者參與的過程及結果材料作為識別重要環境、社會及管治因素的準則，從而在報告中進行針對性的披露。

Level 1 第一梯度	Level 2 第二梯度	Level 3 第三梯度
1 Sustainable development framework 可持續發展框架	9 Employee recruitment and team building 員工招聘與團隊建設	17 Green building 綠色建築
2 Anti-corruption, bribery, blackmail, fraud and money-laundering 反貪污、賄賂、勒索、欺詐與洗黑錢	10 Employee remuneration and benefits 員工薪酬與福利	18 Privacy and data security 隱私和數據安全
3 Energy consumption and efficiency 能源消耗與效益	11 Diversity and equal opportunity 多元平等機會	19 Listen to the needs of employees 聆聽員工需要
4 Customer services 客戶服務	12 Employees' health and safety 員工健康與安全	20 Intellectual property rights 知識產權
5 Climate change mitigation and adaptation 氣候變化減緩與適應	13 Vocational training and development 職業培訓與發展	21 Air pollutant emissions 空氣污染物排放
6 Operational performance efficiency 經營績效	14 Response to policies 政策響應	22 Sewage treatment and discharge 污水處理與排放
7 Supply chain management 供應鏈管理	15 Sustainability goals 可持續性目標	23 Waste treatment and recycling 廢物處理與回收
8 Anti-competition 反競爭行為	16 Water consumption and efficiency 用水量與效益	24 Volunteer service and community building 志願者服務與社區建設
		25 Information protection 資料保障
		26 Disclosure of stakeholders' views and the Company's response 披露持份者的意見與本公司的反饋
		27 Prevention of child or forced labor 防止童工或強制勞工

The Group has taken proactive measures to support its sustainable development vision, and has acted and responded to stakeholders regarding our material topics in ways that enable achievement of the related sustainable development goals to ensure that its efforts on sustainable development are aligned with the broader sustainable development background.

本集團採取積極的措施支援可持續發展的願景，並將我們的重要性議題與對於持份者的回應，以及可持續發展目標相對應，使我們於可持續發展方面所作出的努力與更廣泛的可持續發展背景保持一致。

Environmental Sustainability 環境可持續發展

This section mainly discloses the Group's policies, real examples and quantitative data in relation to emissions, use of resources and environmental and natural resources during the Reporting Period.

During the Reporting Period, with the support of all stakeholders, the Group actively achieved all key performance indicators while continuing to improve and work on various segments of sustainable development.

The following table shows the various environmental performance of the Group during the Reporting Period:

本章節主要披露本集團於本報告期間有關排放物、資源使用以及環境與天然資源的政策、實例及量化資料。

於本報告期間，在所有持份者的支持下，本集團於可持續發展的各個板塊不斷完善和努力的同時，積極實現各項關鍵績效指標的達成。

下表展示本集團於本報告期間的各項環境表現：

1 Emissions 排放物

Air emissions 廢氣排放	Unit 單位	2023 二零二三年	2022 二零二二年	2021 二零二一年
Nitrogen oxides (NOx) emissions 氮氧化物排放量	Grams 克	127,445.16	152,934.14	66,277.71
Sulphur oxides (SOx) emissions 硫氧化物排放量	Grams 克	685.28	822.33	728.47
Particulate matter (PM) emissions 顆粒排放量	Grams 克	8,947.78	10,737.33	3,444.88

Greenhouse gas emissions 溫室氣體排放量	Unit 單位	2023 二零二三年	2022 二零二二年	2021 二零二一年
Total scope 1 emissions 範圍1 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量(公噸)	198.42	223.90	220.82
Total scope 1 emissions/area 範圍1 溫室氣體排放總量/面積	CO ₂ e (metric ton)/sq.m. 二氧化碳當量(公噸) /平方米	0.004	0.004	0.004
Total scope 2 emissions 範圍2 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量(公噸)	1,934.60	2,084.56	2,070.37
Total scope 2 emissions/area 範圍2 溫室氣體排放總量/面積	CO ₂ e (metric ton)/sq.m. 二氧化碳當量(公噸) /平方米	0.04	0.04	0.04
Total scope 3 emissions 範圍3 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量(公噸)	48.61	49.30	55.99
Total scope 3 emissions/area 範圍3 溫室氣體排放總量/面積	CO ₂ e (metric ton)/sq.m. 二氧化碳當量(公噸) /平方米	0.001	0.001	0.001
Total greenhouse gas emissions 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量(公噸)	2,281.83	2,357.76	2,347.18
Total greenhouse gas emissions/ area 溫室氣體總排放量/面積	CO ₂ e (metric ton)/sq.m. 二氧化碳當量(公噸) /平方米	0.05	0.05	0.05

2 Use of Resources 資源使用

Use of Resources 能源使用	Unit 單位	2023 二零二三年	2022 二零二二年	2021 二零二一年
Diesel consumption 柴油消耗量	Litres 升	1,705.91	2,415.92	1,670.00
Liquefied petroleum gas consumption 液化石油氣消耗量	Litres 升	48,170.39	51,713.93	61,308.80
Gasoline consumption (mobile source) 汽油消耗量(移動源)	Litres 升	44,259.73	51,639.60	45,764.13
Electricity consumption 電力消耗量	kWh 千瓦時	3,320,079.59	3,348,472.59	3,323,537.62
Electricity consumption/area 用電量/面積	kWh/sq.m. 千瓦時/平方米	66.93	66.13	65.14

Use of Resources 資源使用	Unit 單位	2023 二零二三年	2022 二零二二年	2021 二零二一年
Water consumption 耗水量	Cubic meter 立方米	33,491.46	39,580.82	52,243.80
Water consumption/area 耗水量/面積	Cubic meter/sq.m. 立方米/平方米	0.66	0.78	1.02
Paper consumption 耗紙量	Metric Ton 公噸	5.17	5.22	5.11
Toner consumption 碳粉消耗量	Kilogram 公斤	82.77	98.86	233.60

Recycling of Resources 資源回收	Unit 單位	2023 二零二三年	2022 二零二二年	2021 二零二一年
Amount of paper recycled 紙品回收	Kilogram 公斤	200.00	146.00	220.00
Amount of plastic bottles recycled 塑膠瓶回收量	Kilogram 公斤	171.45	205.45	18.00

Note: The Group does not generate hazardous wastes and non-hazardous wastes and does not use packaging materials in the course of its operations. Therefore, no particular disclosure has been made regarding the indicators such as the total amount and intensity of hazardous and non-hazardous wastes generated during production, the handling methods and waste reduction targets with respect to abovementioned waste, as well as the total amount of packaging materials used in finished products, and with reference to per unit produced.

註：本集團於營運過程中並無產生有害及無害的廢棄物及使用包裝材料。因此，就有關有害及無害廢棄物總量及密度，以及上述廢棄物處理方法及減廢指標、成品所用包裝材料的總量及每生產單位估量等指標不特作專題披露。

Summary of the Group's Key Performance Indicators for 2023

2023 年本集團各項關鍵績效指標內容一覽

1. Green Construction Process

By 2026, we will complete waste separation at pilot projects by enhancing the participation of property owners, tenants, and residents, to increase the waste separation rate to 80% or above in the community.

2. Green Building

- 1) By 2024, we will install real-time monitoring and exhaust purification devices for all commercial projects of Shenzhen Baoxin Building project, and equip air purification systems for all new commercial projects.
- 2) By 2024, we will complete the "300 Humanized Details" design guideline for residential projects.
- 3) In 2022, 100% of the apartments newly developed has obtained national one-star certification of green building or other higher-level certifications, realising the construction of the Group's apartment system. It is expected that in 2024, the residential household acceptance standard documents for the Changsha Project will be upgraded according to national regulations or industry standards.
- 4) The Group has compiled various technical standard system files of the construction industry, such as door and window design, office/commercial hardcover classification standards, residential product standardization, etc. in accordance with relevant national industry technical standards. Such standards are being applicable to all projects involved of the Group prior to 2024, and relevant system documents will be kept updating according to national policies or industry standards.

一、綠色施工

2026年前，完成項目試點垃圾分類，加強業主、租戶及住戶參與，提高小區垃圾分類率至80%以上。

二、綠色建築

- 1) 2024年前，深圳寶新大廈項目所有商業項目的設備將增加實時監測及排氣淨化裝置，所有新增商業項目將設置空氣淨化系統。
- 2) 2024年前，住宅項目將編製完成《300項人性化細節》設計指引。
- 3) 2022年全體新開發公寓項目確保100%獲得國家綠色建築一星級認證或其他更高等級認證，同時實現本集團公寓體系的搭建。預計於2024年，長沙項目將根據國家規範或行業標準，提升住宅分戶驗收標準文件。
- 4) 本集團已根據國家相關行業技術標準，編製了建築行業各類別，例如門窗設計、辦公／商業精裝分級標準、住宅產品標準化等技術標準制度檔。2024年前，本集團所涉及項目將全部按上述標準執行，並根據國家政策或行業標準，持續修訂相關制度文件。

3. Emission Reduction Measures

The companies in cities of the Group aims to achieve a 3% reduction in intensity of water consumption by 2024 (using 2021 as baseline, the same below). Additionally, the annual target for carbon emissions is a 3% reduction and a 5% reduction in intensity of water consumption by 2025. To achieve these targets, management and technical measures will be implemented to enhance the utilization efficiency of water resource, and efforts will be made to ensure the successful implementation of these measures.

4. Improving Customer Satisfaction

The Company has included green-related issues of all projects in survey indicators progressively since 2022. A customer satisfaction survey is conducted once every six months to ensure that the overall satisfaction score for office tenants shall maintain at 90 or above, the satisfaction score of apartment customers shall maintain at 80 or above, the satisfaction score of customers at sales sites shall maintain at 90 or above, and the satisfaction score of property owners of residential units shall maintain at 70 or above.

5. Closed-loop Management of Procurement Chain

With reference to the national standards, the Company will, according to its product pool, complete the initial development and monitoring of quantitative targets for the green supply chain by the end of 2025.

6. Employees' Development

Taking into account the needs of business segments, the Company will periodically organize one or two professional knowledge training(s) and one general quality training on a monthly basis, as well as organize a high-quality public course once every two months in the future. Duration of each course is expected to last for one to two hours. Adequate publicity and announcement will be made prior to such courses so as to encourage the active participation by the employees.

三、減排行動

本集團各城市公司均以實現2024年前耗水密度降低3%（以2021年為基準，下同），2025年前碳排放降低3%、水密度降低5%為全年度之目標，提出水資源使用效益提升方面的管理和技術措施，並推動措施落地。

四、客戶滿意度提升

自2022年起，本公司陸續將所有項目的綠色環保相關事項納入調研指針，每半年開展一次客戶滿意度調研，並確保寫字樓租戶滿意度總分保持不低於90分，公寓客戶滿意度評分保持80分或以上，銷售案場客戶評分保持90分或以上，住宅項目業主評分保持70分或以上。

五、採購鏈閉循環管理

對照國家標準，本公司將結合自身產品庫，於2025年底前初步完成制定及監察綠色供應鏈量化目標。

六、員工發展

未來本公司將結合各板塊業務需要，每月定期組織一至二期專業知識類培訓、一期通用素質類培訓，兩個月組織一次高質量的公開課。課程時長規劃一至二小時，課前做好宣傳工作，鼓勵各級員工積極參與。

7. Public Welfare Commitment

In 2023, we organized no less than three themed community public welfare and promotional activities for regional projects based on the Tree Planting Day, World Environment Day and International Volunteer Day.

七、公益承諾

2023年，區域項目將根據植樹節、世界環境日、國際志願者節為基礎開展不少於三場的主題小區公益及推廣活動。

1

Product Construction: Green and Low-carbon with Great Craftsmanship 產品建設篇：綠色低碳 匠心營造



The Company actively responds to the national “dual carbon” goal, and creates an innovative, green and low-carbon development model in order to achieve the dual benefits of “economic growth” and “environmental protection” with high-quality craftsmanship products and the belief of green harmonious coexistence, thus creating a better urban future.

While fulfilling the responsibility of social development, the Group vigorously promotes environmental protection. We comply with the basic requirements of all relevant laws and environmental standards, including but not limited to the Environmental Protection Law of the People’s Republic of China and the Water Pollution Prevention and Control Law of the People’s Republic of China. In addition, we inject ESG-related sustainability concepts during the design, planning, construction and operation processes. Relevant environmental protection policies and strategies are also formulated and a series of environmental protection actions are implemented in an effort to create a sustainable future.

本公司積極回應國家「雙碳」目標號召，創新綠色低碳發展模式，以高質量的精工產品、綠色和諧共生的居住信念，實現「經濟增長」與「環境保護」的雙重效應，為社會構建更美好的城市未來。

本集團踐行社會發展責任，極力推進環境保護，除了遵守所有相關法律和環境標準的基本要求，包括但不限於「中華人民共和國環境保護法」及「中華人民共和國水污染防治法」，在設計、規劃、建造及運營過程中都有注入環境、社會及管治相關的可持續概念，制定相關的環保政策、策略，實施系列環保行動，為營造可持續的未來而努力。

1 Green Construction 綠色建造

The Group continues to implement measures such as green building, green construction, green operation and building an environment-friendly workplace. During the design and construction process, the Company actively applies green and energy-saving as well as ultra-low energy consumption technologies, making in-depth studies on methods such as near zero energy consumption building to better solve the issue of high energy consumption and carbon emission in respect of buildings, and actively applying them to various new residential products to promote the implementation of green technologies.

We adhere to the space construction concept of environmental protection, energy conservation and sustainable development, actively promote the implementation of green building development and green operational management, continuously increase the proportion of green building in all types of certified projects, and are committed to creating green, healthy, ecological and harmonious architecture with a humanistic atmosphere.

本集團持續推行綠色建築、綠色施工、綠色運營、建設環境友好型職場等舉措，本公司於設計與建設過程中積極應用綠色節能、超低能耗技術，深入研究近零能耗建築等方法，更好解決建築物能耗高、碳排放量大等問題，並積極將其應用於各類新建住宅產品，推動綠色技術落地。

我們遵循環保、節能、可持續發展的空間建造理念，積極推進綠色建築開發與綠色運營管理落地，持續提升綠色建築各類認證項目佔比，致力於打造綠色健康、生態和諧、人文氛圍的建築精品。

1.1 Green Building 綠色建築

The Group implements green development strategy, seeks to meet the national and regional targets of saving energy and water as well as recycling and reusing waste proposed by the 14th Five-Year Plan, and takes this opportunity to unlock the energy saving and emissions reduction potential in building operations. It strictly adopts national and provincial architectural design standards and norms, and meets international green building design standards to construct a green building technology system.

In the process of design, construction, usage and dismantling, we minimize the negative impacts on the environment and enhance the resource efficiency and environmental performance of buildings, while providing buildings with a comfortable and healthy indoor environment. Green buildings strive to achieve a balance between energy efficiency, resource recycling, environmental protection and improved living comfort in order to achieve sustainable development goals.

本集團踐行綠色發展戰略，以實現國家及地區的「十四五」節能、節水、廢棄物綜合利用目標為方向，深入挖掘建築運營階段的節能減排潛力，嚴格遵循國家及省級建築設計標準和規範，對標國際綠色建築設計標準，構建綠色建築技術體系。

在設計、建造、使用和拆除過程中，我們最大限度地降低對環境的負面影響，提高建築物的資源利用效率和環境性能，同時為用戶提供舒適、健康的室內環境的建築。綠色建築追求在節能減排、資源循環利用、環境保護和提升居住舒適度方面取得平衡，以實現可持續發展的目標。

We actively study, investigate and communicate with industry benchmark enterprises and excellent projects, and continuously inject the latest green building concepts and technologies into the design, planning, construction and management of new development projects to create a green living environment that is more environmentally friendly, healthy and comfortable.

我們積極與行業標杆企業、優秀項目進行學習考察、交流溝通，不斷為新開發項目的設計規劃、建造管理等方面注入最新綠色建築理念和技術，築建更加環保健康舒適的綠色人居環境。

1.2 Green Construction Process 綠色施工

The Group strictly abides by laws and regulations such as the Environmental Protection Law of the People's Republic of China, the Environmental Impact Assessment Law of the People's Republic of China, the Energy Conservation Law of the People's Republic of China, the Water Pollution Prevention and Control Law of the People's Republic of China, facilitates the design and the research and development of green building, promotes green construction and green operation, and adheres to the concepts of low-carbon and environmental protection throughout the whole business process.

本集團嚴格遵守「中華人民共和國環境保護法」、「中華人民共和國環境影響評價法」、「中華人民共和國節約能源法」、「中華人民共和國水污染防治法」等法律法規，推動綠色建築設計與研發，推廣綠色施工和綠色運營，於業務全流程中踐行低碳環保理念。



During construction, we make comprehensive consideration of the environment and the needs of the surrounding community, refine the garbage classification management measures through the establishment of internal systems such as Specifications for Garbage Transportation and Specifications for Garbage Room Management, conduct detoxication, reduction and utilisation treatment towards solid wastes, reduce the impact on air, water and land during construction, and create a clean, tidy, comfortable and safe construction environment.

在施工過程中綜合考慮環境和外圍社區需求，我們通過制定《垃圾外運規範》、《垃圾房管理規範》等內部制度細化垃圾分類管理辦法，對固體廢棄物開展無害化、減量化、資源化處置，降低施工期間給空氣、水、土地的影響，營造乾淨、整潔、舒適、安全的施工環境。

Compliance Management in Construction

During construction, green construction procedures such as the dust prevention facilities, sewage treatment, garbage transportation, water saving and energy saving are reviewed and examined. Complete dust removal and haze reduction system and sewage treatment system are equipped, to attain the "Six One-Hundred-Percent Requirements".

施工合規管理

施工中對防揚塵設施、污水處理、垃圾外運、節水節能等綠色施工環節進行監督檢查，並配備了完善的除塵降霾系統和污水處理系統，做到六個「百分百」。

Measures for Prevention and Treatment of Pollution

During construction, the environmental management of each project shall be standardized and under guidance, the environmental factors in operation activities shall be identified and evaluated, and control procedures shall be implemented for environmental risk factors. During the course of project operation and administration, we actively undertake measures to improve the efficiency of resources and energy use and reduce emissions of pollutants.

防治污染措施

施工中對各項目環境管理加以規範及指導，識別並評價控制運營活動中的環境因素，對環境風險因素執行控制程序。在專家運營與辦公過程中，積極採取措施提高資源與能源的使用效益、減少污染物排放。



Management of Air Pollution

Dust pollution control measures for new projects are planned in advance, and dust sprinkler systems are set for projects under construction and new projects. The construction site is under enclosed management with closed fence surrounding the project. Special personnel are assigned to manage large building materials, while fine particle building materials are sealed or covered for storage. During the excavation, transportation and backfilling of earthwork, water is sprinkled in time to control dust. When there is strong wind, the relevant work is suspended in advance.

大氣污染管理

提前規劃新項目工程揚塵污染的控制措施，在施項目及新項目設置噴淋降塵系統。施工現場實現封閉管理，工程周圍設置封閉圍擋。對於大型建築材料的專區人管理，對微小顆粒性建材採取密封存放或者覆蓋保存。土方開挖、運輸、回填等作業時，及時撒水防塵，如遇大風提前暫停相關作業。

Waste Treatment

The Group controls waste discharge from the source, and takes strict treatment control measures. Waste separation and collection, and proper disposal are proceeded based on different policies of different cities where the projects are located. Construction wastes are stored in fixed location and coverage measures are taken, regular cleaning and legal treatment are also in place. Hazardous wastes are placed stored in special warehouse. Regular inspections are carried out and professional third-party institutions with hazardous waste treatment qualification are engaged to handle the waste collectively on a periodic basis.

廢棄物處理

從源頭處進行廢棄物排放控制，並採取嚴格的處置控制措施，按不同項目所在地各城市不同政策進行垃圾分類收集並妥善處理。針對建築垃圾，定點存放並採取覆蓋措施，定期清理並進行合法處理。針對危險廢棄物，嚴格進行專庫存放，定期檢查，並聘請具有危險廢物處理資質的協力廠商機構定期統一處理。

Quantitative indicators: For reaching our goal in 2026, a pilot waste separation programme is to be launched for certain projects to enhance the participation of property owners, tenants and residents, and raise the waste separation rate of the community to over 80%.

量化指標：我們目標預期至二零二六年，項目試點垃圾分類，加強業主、租戶及住戶參與，實現提高社區垃圾分類率至80%以上。

The Company actively embraces the concept of green development and makes efficient use of resources and energy, adhering to the energy management ideology of saving energy while enhancing efficiency. With regards to the application on commercial projects, we formulated internal guides such as Measures for Energy Management, Management Guide for Split Type Air Conditioners and Management Regulation for Public Lighting. We focus on the energy consumption data during various types of production and operation, regularly monitors the energy expense incurred by the electricity consumption and fuel consumption by projects held and operated by the companies, while vigorously promote the widespread use of clean energy and renewable energy in daily operations and manage energy efficiently from the source.

The Company strives to create low-energy consumption office spaces and enhance energy and water resource management in various aspects. In the course of project operation and management, the Group has continued to adopt early stage planning and management of energy efficiency for projects. The introduction of green building design for office projects in the initial stage has resulted in a year-on-year reduction of approximately 10% in the project electricity consumption, which covered garage lighting, in-building work area lighting, equipment room lighting and elevator inverters, etc.

The Company focuses on water conservation and recycling of water resources throughout the operation process to enhance the efficiency of water resources utilisation. A large number of energy-saving and water-saving devices have been incorporated into the project construction. Through ecological landscaping such as recessed green areas, rain gardens, vegetated shallow ditches and water catchment area facilities, rainwater is collected and stored with reduced outflow of runoff water. Photovoltaic systems, solar water heating systems and air source heat pump systems are also used to achieve the ultimate goal of energy saving, water saving, material saving, emission reduction and harmonious co-existence with the environment.

The Group requests project companies to reduce the intensity of water resource consumption through technical optimization and consumption reduction technologies, and by adopting less water consuming equipment so as to realize the recycling or reuse of water resources and improve usage efficiency. The Group will also implement a water resource utilization efficiency plan and formulate annual targets for water resources consumption.

In addition, the Company has established an environmental monitoring and reporting mechanism, to conduct regular assessment and public disclosures of the environmental performance of our projects, thus enhancing transparency and a sense of social responsibility.

本公司積極踐行綠色發展理念，善用資源和能源，堅持乘以節能提效為目的的能源管理思路，在商業項目應用方面制定《能源管理辦法》、《分體式空調管理指引》、《公共照明管理規程》等內部指引，關注各類生產運營中的能源消耗資料，定期監測各公司持有和運營項目的電耗、油耗等產生的能源費用，同時大力推廣清潔能源和可再生能源於日常運營中的廣泛使用，從源頭進行高效的能源管理。

本公司努力打造低能耗辦公空間，多維度加強能源管理、水資源管理。本集團在項目運營管理過程中，持續推動項目能耗能效前期籌劃管理，前期對辦公項目引入綠色建築設計，使相關項目的電力消耗量同比減少約10%，當中涉及車庫照明、樓內工區照明、設備房照明和電梯變頻器等。

本公司注重運營全流程中節約用水和水資源的回收利用，提升水資源利用效率。項目建設中加入大量節能節水裝置，通過下凹式綠地、雨水花園、植被淺溝等生態景觀和匯水分區設施，承接和貯存雨水，達到減少徑流外排的作用。採用光伏發電系統、太陽能熱水系統、空氣源熱泵系統等，最終達到節能、節水、節材、減排及與環境和諧共存的最終目的。

本集團要求項目公司通過優化工藝、降耗技術、採用耗水量較少的設備等措施，降低水資源消耗密度，實現水資源循環利用或再利用，提升使用效益；實施水資源使用效益計劃，制訂水資源消耗的年度目標。

此外，本公司還通過建立環境監測和報告機制，定期對項目的環保情況進行評估和公開披露，提高透明度和社會責任感。

Case: Green landscape maintenance area for the following projects

案例：各項目的綠化景觀保養面積

Green landscape maintenance area of Yunfu Villa Project: 雲浮別墅項目綠化總面積 approximately 10,000m ² 約10,000平方米	Green landscape maintenance area of Changsha Project: 長沙項目綠化總面積 approximately 30,000m ² 約30,000平方米	Green landscape maintenance area of Shantou Chaoyang Project: 汕頭潮陽項目綠化總面積 approximately 17,900m ² 約17,900平方米	Green landscape maintenance area of Shantou Financial Centre Project: 汕頭金融中心項目 綠化總面積 approximately 10,300m ² 約10,300平方米
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Quantitative indicators: The Group requires all companies in cities to continuously improve their management and technical measures to enhance the efficient use of water resources and to promote the implementation of such measures throughout the year in order to achieve the following annual target requirements.

By 2024, the intensity of water consumption is to be decreased by 3% (using 2021 as baseline)

By 2025, total greenhouse gas emissions are to be decreased by 3% (using 2021 as baseline)

量化指標：本集團要求各城市公司為全年度，不斷提升水資源使用效益提升方面的管理和技術措施，並推動措施落地，以實現以下年度目標要求。

2024年前耗水密度降低3%（以2021年為基準）

2025年前溫室氣體排放總量降低3%（以2021年為基準）

The Company vigorously promotes the concept of green office, in order to build up the awareness of green office for all staff. Through technological transformation, optimization of operations and lean management, we have undertaken a number of measures to improve the efficiency of energy and resource use in the office process, consolidating awareness of resource conservation and environmental protection.

本公司大力推行綠色辦公理念，為樹立全員綠色辦公意識。通過技術改造、優化運行、精益管理，多措並舉提升辦公過程中能源和資源的使用效率，鞏固資源節約和環境保護意識。

1

Saving paper

The Company promotes paperless office. Data is archived in paperless approach by electronic means. All documentation materials are stored and transmitted in electronic formats; documents are printed in black-and-white on double sides.

節省紙張

推行無紙化辦公，存檔資料無紙化，採用電子存檔方式；文件材料電子化，採用電子版發送；打印材料黑白化，採用黑白雙面打印。

2

Saving resources

All property services and water and electricity costs are calculated based on the number of people being covered. Measures include check and maintenance, transformers management, and putting air-conditioning switches under master control, as well as posting energy-saving slogans in public area.

節約資源

物業服務、水電費用以服務人數做到測算，通過檢查維護、管理變壓器、總控空調開關、公共區域張貼節能標識等方式。

Office supplies

The procurement and distribution of office supplies are conducted in strict accordance with the standards. The Company is set to improve its procurement plans to cut ad hoc requests, and to reduce requisition frequencies. Trade-in and recycling are encouraged.

辦公用品

嚴格按配置標準採購、發放辦公用品；提升採購計劃性，避免臨時需求，降低領用頻次，鼓勵以舊換新和回收循環利用。

Low-carbon travel

For routine business travels (short-distance cross-city trips), we advocate public transportation in priority, and encourage our employees to carpool, eliminating unnecessary business trips.

低碳出行

要求員工日常公務外出(短途跨城)，提倡優先使用公共交通出行，鼓勵公司員工拼車出行，杜絕不必要出差行為。

3

Quantitative indicator: Since 2023, the Company has provided the Shareholders with the options of how to receive all corporate communications and the language versions, which will reduce the number of printed copies by approximately 90%, thus saving paper and reducing associated carbon emissions from printing.

量化指標：本公司已於二零二三年起向股東提供就收取所有公司通訊之收取方式及語言版本之選擇，為此將減少約90%的打印數量，以節省打印所需的紙張及亦減少衍生的碳排放。

4

Dealing with Major Climate Changes 應對重大氣候變化

The Group reviews the impact of climate change on its day-to-day business operations periodically and is committed to adopting environmentally conscious operational measures to reduce greenhouse gas emissions and the pressure on global climate change. Meanwhile, we actively assess and manage climate related operational risks and enhance our resilience to climate change.

The Board is also responsible for the addressing environmental, social and governance risks and has developed unified guidelines for corporate use. These guidelines assist companies in making voluntary climate-related financial risk disclosures, taking into full consideration the impact of the Company's operations in light of the increasing trend of coping with climate change. The Board has conducted initial identification and analysis of climate-related risks, and developed measures therefor.

The Company identifies climate-related risks that may trigger financial and operational disruptions based on its own business type and operational perspective. This identification process takes into account national policies, industry trends, and stakeholder concerns. All relevant departments participate in the risk assessment process, and these identified risks are included in the monitoring list.¹

The Sustainable Development Working Group reports to the Board on a quarterly basis on the level of risk in the environmental, social and governance areas, including climate change, and has developed initial strategies and precautionary measures on energy, legal, technological and marketing aspects to adapt to climate change trends and mitigate the impacts of climate change in response to the identified risks and opportunities.

本集團定期審視氣候變化對其日常業務營運的影響，並致力採取各項追求環保的營運措施，務求減少溫室氣體排放及對全球氣候變化造成的壓力。與此同時，我們會積極評估及管理與氣候相關的營運風險，並提升我們對氣候變化的適應能力。

董事會同時負責應對環境、社會及管治風險，編製供企業使用的統一指引，協助企業作出自願性質的氣候相關財務風險披露，充分考慮本公司運營在逐漸強化的氣候變化應對趨勢下受到的影響，開展了氣候風險初步識別與分析工作，並制定了相應措施。

本公司從自身業務類型與營運角度出發，結合國家政策、行業趨勢及持份者關注等角度進行風險識別出可能誘發財務及營運中斷的氣候相關風險，各相關部門均參與風險評估過程，並將其納入監測清單¹。

可持續發展工作小組按季度向董事會匯報包括氣候變化在內的環境、社會及管治範疇的風險水平，並針對識別出的風險與機遇，並從能源、法律、科技及市場四個層面初步擬定應對策略和防範措施，以適應氣候變化趨勢和減緩氣候變化影響。

Case 案例

In response to the impact of frequent extreme weather events caused by climate change on the Group's operations, the Group has established a comprehensive emergency event management system. Regular emergency drills are conducted, and specialized training is provided to employees.

為了應對氣候變化下頻繁的極端天氣對集團營運帶來的影響，本集團建立了完善的應急事件管理制度，並定期舉辦應急演練、為員工提供專門培訓。



¹ The specific risk levels had been comprehensively disclosed in the 2021 Environmental, Social, and Governance Report. As there was no change in relevant content regarding the risk levels in 2023, the data were not disclosed repeatedly. 具體風險水平已於2021年《環境、社會及管治報告》全面披露，2023年度相關內容未出現變動，故不另行重複。

On Energy Aspect

The Company has set long-term targets for the promotion of green buildings in accordance with national policy guidelines and has gradually begun to set annual targets. An incentive mechanism is put in place to encourage projects to embark on advanced high-tech green building practices. Standardised products are established to achieve the goal of improving quality, reducing costs and increasing efficiency in the work of green buildings.

能源層面

本公司根據國家政策導向制定企業推廣綠色建築的長期目標，並逐步設立年度目標。建立激勵機制鼓勵項目展開高等級高技術綠色建築實踐，形成標準化產品，達成綠建工作提質、降本、增效目標。

On Legal Aspect

The Company will pay close attention to whether the relevant government departments have issued any new regulations. The Company will proactively adjust its corporate operating model and shift towards low-carbon and environmental protection to cope with the future development direction of government plans.

法律層面

本公司將密切關注政府相關部門是否有出台新的相關法規條例。積極調整企業運作模式，朝低碳環保方向轉變，以契合未來政府規劃的發展方向。

On Technological Aspect

The Company formulates short-and long-term internal plans and actively contacts the local governments to understand their dual-carbon policy, whilst proactively managing its relationship with suppliers, social groups, and the media to achieve win-win among all of the parties concerned.

科技層面

本公司內部將做好近遠期規劃，主動對接當地政府，了解當地政府的雙碳政策，積極做好供應商、社會團體、媒體等關係管理，實現多方共贏。

On Marketing Aspect

The Company develops short-and long-term plans and proactively observes market changes. Whilst making adjustments to suppliers from time to time to reflect the market situation and the Company's requirements, it will also strive to strike the balance between its time and costs to come up with products that meet the needs of the market, the requirements of the public as well as the demands for environmental protection.

市場層面

本公司將做好近遠期規劃，積極關注市場變化，適時調整符合市場環境及本公司要求的供應商的同時，平衡己身的時間和成本，以將本公司產品做到符合市場要求，契合市場大眾需求及環境保護需求。

The Company works alongside with government departments, professional institutions and other powerful bodies to strictly comply with the “Land Management Law” and other land development laws and regulations, particularly the bottom lines in relation to green spaces, brownfield development, biodiversity, cultural conservation areas and others. Meanwhile, the Company is committed to protecting the biodiversity around our development projects, taking into account of their environmental impact throughout the construction cycles and promoting the adoption of nature-friendly designs for new developments wherever economically viable.

Quantitative indicator: During the Reporting Period, there were no incidents that had significant negative impact on the environment and natural resources, nor were there any breaches of environment-related legislation and regulations.

本公司聯合政府部門、專業機構等多方力量，嚴格遵守「土地管理法」等各項土地開發法律法規，特別是對於綠地開發、棕地開發、生物多樣性、文化保護區等相關內容嚴守底線。同時致力保護開發項目外圍的生物多樣性，在建築全週期考慮其對環境的影響，於符合經濟效益的情況下促使新發展項目採用親和自然的設計。

量化指標：於本報告期間，本集團未發生有對環境及天然資源造成重大負面影響的事件，亦無任何違反與環境相關的法例法規情況。

2

Cooperation and Service: Service Excellence and Cooperation for Win-win 合作服務篇：精品服務 攜手共贏



The Group emphasizes a green business philosophy in response to the new expectations of society for a better life, by adapting to changes in consumer demand, increasing high-quality products and services through multiple channels, and building a whole life cycle service system to create value for our customers. As sustainable and healthy development of the market has become the main theme of policy regulation, enhancing product strength has become the most controllable and solid way of corporate development.

Although there are some positive factors from policies, the real estate market lacks momentum for recovery. Since the confidence and ability to purchase houses have not yet recovered in a short term, and the expectations on the “income and asset prices” are weak, the market continues to be in the bottom-out stage. Due to the continuing downward pressure, blocked financing channels, and strong wait-and-see sentiment, it is difficult for the Company to achieve its expected sales performance, and the overall pressure of de-stocking remains significant. Despite the financial pressure, the Company prioritizes the completion of ongoing projects as its primary goal, and actively fulfills its responsibilities as the main entity, striving to ensure the smooth construction and timely delivery of projects.

The Group always regards product quality, engineering quality, and safety management as the lifeblood of the Group's development, with strict control of quality and strives for excellence. The Group firmly believes that only through finecrafting of every single product and ensuring its excellent quality can earn the confidence by more consumers, and only on which the enterprise can achieve further long-lasting development.

本集團踐行綠色經營理念，以順應消費需求新變化、多渠道增加優質產品，構建全生命週期服務體系，為客戶創造價值，回應社會大眾對美好生活新期待。當市場持續、健康發展成為政策調控的主旋律，提升產品力成為最可控、最紮實的企業發展方式。

雖然政策層面釋放一定利好，但樓市復甦動能不足、短期居民購房信心和能力暫未恢復，「收入、資產價格」預期不足，市場仍處築底階段。行業下行壓力持續、融資渠道受阻、市場觀望情緒濃郁，使得本公司銷售業績難以達到預期目標、整體的去化壓力仍然較大。本公司頂住資金壓力，將保交樓作為運營的首要目標，主動落實好主體責任，全力確保項目順利建設施工，保障及時交付。

本集團始終將產品質量、工程質量、安全生產管理視為本集團發展的生命線，嚴把質控，精益求精，本集團堅信唯有用心做好每一個產品，確保其卓越質量，才能贏得更多消費者的信賴，從而讓企業得到更長足的發展。

With the mission “to create excellence”, we continue to build a more mature, differentiated and diversified product system, and ensure high quality and sustainable development of projects in the process of design, construction, delivery and operation through comprehensive quality control measures and cycle mechanism, never letting go of any detail of product innovation from design to construction, to create a brand experience that exceeds customer expectations.

我們以「建設精品」為使命，不斷打造更成熟化、差異化、多元化的產品體系，通過全面的品質控制措施和循環機制，確保項目在設計、建造、交付和運營過程中的高品質和可持續發展。從設計到施工從不放過產品上的任何一個細節的創新，打造超越客戶期待的品牌體驗。

Developing Quality Control Standards – Setting up Quality Control Processes –
Establishing Quality Control Systems – Continuous Improvement of Quality Control
品質控制標準制定 — 品質控制流程設置 — 品質控制系統建立 — 品質控制優度改進

- Design Stage: In the project planning and design stage, emphasis is placed on quality control, including proper layout, good spatial design, and compliance with green building standards.
- 設計階段：在項目規劃和設計階段，注重品質控制，包括合理佈局、良好的空間設計、符合綠色建築標準等。

- Construction Stage: During the construction, strict adherence to construction standards and specifications is enforced to ensure that the quality of the project. Advanced construction techniques and equipment are employed, high-quality building materials and construction teams are selected, and comprehensive quality management and supervision are implemented to address issues and risks promptly.
- 建造階段：在施工過程中，嚴格執行施工標準和規範，確保工程質量。採用先進的建造技術和設備，選擇優質的建材和施工團隊，進行全面的質量管理和監督，及時解決問題和隱患。

- Delivery Stage: Prior to project delivery, comprehensive acceptance and testing are conducted to ensure the structural integrity and proper functioning of equipment and facilities. Accurate delivery documentation and warranty commitments are provided. Additionally, after-sales services are emphasized, with timely responses to customer feedback and complaints to resolve quality issues.
- 交付階段：在項目交付前，進行全面的驗收和檢測，確保房屋結構安全穩固、設備設施正常運行，並提供準確的交付文件和保修承諾。同時，注重售後服務，及時響應客戶反饋和投訴，解決質量問題。

- Operation Stage: A sound property management system is established to ensure the ongoing operation and maintenance of the project. This includes regular facility inspections and maintenance, safety management, and landscaping, and thus ensuring that the project maintains good quality and value in the long term.
- 運營階段：建立健全的物業管理體系，對項目進行持續的運營和維護。包括定期設施檢查和保養、安全管理、綠化養護等工作，確保項目長期保持良好的品質和價值。

- Feedback and Improvement: An effective feedback mechanism is established to collect customer opinions and feedback, evaluate and improve the quality of the project.
- 反饋與改進：建立有效的反饋機制，收集客戶意見和反饋信息，對項目的品質進行評估和改進。



2 Engineering Quality Control
工程質量管控

The Group places a high emphasis on project engineering quality and strictly adheres to relevant laws and regulations. The Group continuously updates and improves a series of internal systems and documents, including the “2023 Group Engineering Assessment Program” and the “Cooperative Project Management Regulations,” to manage production safety and safety risks and ensure the quality of project engineering management.

Meanwhile, as per the relevant national industry technical standards, technical specifications have been issued for various construction industry categories such as door and window designs, office/commercial hardcover grading standards, and residential product standards. By 2024, all projects of the Group will be implemented in accordance with the abovementioned standards, and relevant system documentation will be continuously revised in accordance with national policies or industry standards.

The Group strictly abides by the “Products Quality Law of the People’s Republic of China”, the “Construction Law of the People’s Republic of China”, the “Regulations on the Quality Control of Construction Projects”, and the “Unified Quality Acceptance Standard of Construction Projects” (GB50300-2013), etc., and conducts business in accordance with relevant laws, regulations and standards. Complete quality control procedures and system are developed according to the Group’s business characteristic to provide customers with safe, healthy and high-quality products to create a people-oriented living space.

本集團高度重視項目工程質量，嚴格遵循相關法律法規，並持續更新及完善包括《2023年集團工程考核方案》、《合作項目管理規程》在內的一系列內部制度及文件，以管理安全生產安全風險，保障在建項目工程管理的質量。

同時，根據國家相關行業技術標準，編製了建築行業各類別，例如門窗設計、辦公／商業精裝分級標準、住宅產品標準化等技術標準制度檔。二零二四年前，本集團所涉及項目將全部按上述標準執行，並根據國家政策或行業標準，持續修訂相關制度歸檔。

本集團嚴格依照「中華人民共和國產品質量法」、「中華人民共和國建築法」、「建設工程質量管制條例」、「建築工程施工質量統一驗收標準」(GB50300-2013)等相關法律法規和標準開展業務，並依據業務運營特點制定了自有的完整的質量管控制度和體系，為客戶提供安全安心的高質量、健康的建築產品，打造以人為本的生活空間。

Quality Assurance for Ongoing Projects

An inspection team is being established to conduct inspections and evaluations on various aspects such as structural engineering, fitting-out works and waterproof construction of ongoing projects, in accordance with relevant national regulations and standards. After the inspection results are reported by the Engineering Supervision Center to the Group's management for review, rewards and punishments will be arranged according to internal regulations.

在建項目質量保障

設責檢查小組，根據國家相關規範及標準，對在建項目進行結構工程、裝修工程防水施工等多方面的檢查及評比。檢查結果由工程督查中心上報至本集團領導管理層進行審核後，將依據內部規定進行獎懲。

Inspection from Unit to Unit

Led by the person in charge of the project, inspection and investigation are being carried out from unit to unit through special inspection and simulated acceptance, and an evaluation is conducted to reduce the risk of collective complaints. Follow-up actions are taken to address issues identified during the inspection for subsequent rectification and re-inspection.

– Classify based on customer sensitivity (risk level) (high, medium, low)

– Or use an ABC classification system (serious, general, minor)

– Introduce specific inspections for some areas such as leakage and electrical systems

– Conduct several rounds of inspections and re-inspections based on project progress

一戶一驗

由項目工程負責人牽頭，通過專項檢查、模擬驗收逐戶逐家進行檢驗排查，並且做好評估工作以降低群訴風險。針對驗房中發現的問題進行整改跟進，並進行後續整改複查驗收。

– 按照顧客敏感度(風險)高中低分類

– 或者按照嚴重、一般、輕微ABC分類

– 引入部分專項檢查，比如滲漏專項、電氣專項等

– 根據計劃進度進行多輪檢查複查安排

Open Day for Property Owners

We get a deep understanding of the concerns of property owners and strive to create residences with impeccable quality. Communication and contact with prospective property owners are established in advance during the "Open Day for Property Owners" to minimize the occurrence of events beyond control when inspecting properties and thus to reduce delivery risks. This is a part of delivery management that cannot be ignored.

業主開放日

深入了解業主的驗房關注點，打造業主心目中「無可挑剔」的住宅品質。利用「業主開放日」中提前與准業主建立溝通和聯繫，免除驗房當日不可控情況的發生，降低交付風險，是交付管理中不容忽視的一步。

Maintenance and Repair Management

Issues that arise within the warranty period will be addressed by the real estate project department, which will formulate optimal maintenance and repair solutions, while issues that arise after the warranty period, if within the scope of project maintenance, will be managed by the property service group.

Unified Management

with integrated channels, standardized processes, digitized data, and refined management, property owners will be provided professional services and a responsive and attentive service attitude.

維修保養管理

於質保期內出現的問題，將由地產工程項目部負責制定最優維修方案，於質保期後出現的問題，若屬於項目的維保覆蓋範圍，將由物業服務集團統一管理。

通過渠道一體化、流程標準化、標準數據化、管理精細化，讓業主體驗到專業的服務和「時時有響應、事事有回應」的服務態度。

The Group strictly abides by the “Production Safety Law of the People’s Republic of China”, the “Construction Law of the People’s Republic of China”, and the “Regulations on the Management of Production Safety of Construction Projects”, and continuously improves the production safety management system. The Group values the establishment of a safety management structure. The headquarters of the Company has established a safety management committee, while the subordinate companies have established individual safety management committees or safety management teams integrated with their actual operations, and set up independent safety management and supervision department. Employees in all departments and job positions have comprehensively signed the “Safety Production Responsibility Letter” to clarify the responsible parties for safety, ensuring that daily safety management measures can be meticulously implemented.

本集團嚴格遵守「中華人民共和國安全生產法」、「中華人民共和國建築法」、「建築工程安全生產管理條例」，不斷健全安全生產管理體系。高度重視安全管理架構的設置，總部建立安全管理委員會，下屬公司結合實際經營情況建立安全管理委員會或安全管理小組，建立獨立的安全管理與安全監督機構，各部門各崗位全員100%簽訂《安全生產責任書》，明確安全責任主體以及督促日常安全管理措施能落實到位。

Categories 分類	Content 內容	Standard 標準
Incidents Control Index 事故控制指標	Production safety-related casualties’ incidents (including casualties during work progress) 安全生產亡人責任事故(含施工過程中亡人事故)	0
	Fire hazards-related injuries and casualties’ incidents 火災傷亡責任事故	0
	The occurrence of public order and criminal cases with impact 發生有影響力的治安、刑事案件	0
	Production safety incidents with direct economic loss of RMB100,000 or above 直接經濟損失達十萬及以上的安全生產事故	0
Compliance Management Index 合規性管理指標	The betterment of safety management structure with corresponding responsible officers at all levels signing production safety responsibility agreement 健全安全管理組織機構，落實各級安全管理責任人，簽訂安全生產責任書	100%
	Enforcement of the Group’s safety and fire control systems and standards, with strict enforcement through meetings/learning/training/duty/inspection/drills/examinations/assessment/benchmarking/implementation 執行本集團安全、消防管控制度及標準，會議／學習／培訓／責任／檢查／演練／考試／考核／績效／落實嚴格到位	100%
	Completion of all safety permits and the qualifications of all safety and fire control-related duties staff (including special duties staff, special equipment operators, fire safety equipment operators, etc.) 各類安全證照辦理完成率，各安全、消防相關崗位員工持證上崗率(特作人員、特設備換作人員、消防設施換作人員等)	100%
	Improvement percentage of major production safety hazards and fire hazards under the Group’s direct management 本集團掛牌督辦的重大生產安全事故隱患和重大火災隱患整改率	100%
	Ensure the Company’s contribution to safety expenditure and the completion percentage of safety insurance policies 確保本公司安全經費投入，安全類保險投保完成率	100%
	Regulations-breaching design, constructions and illegal operations 違規設計、違章建設、違法經營情況	0

The Company establishes a Safety Committee, which develops annual goals for quality, safety, and environmental management, formulates and promotes annual special-topic research on quality and safety issues as well as arranges scientific research and pilot projects related to engineering quality, safety and technological innovation across the Group. A quality and safety meeting is held every six months to summarize significant quality and production safety issues on a semi-annual and annual basis. The meeting also aims to coordinate with other functional departments on quality and safety work, and to investigate, assign responsibility for, deal with and provide guidance for major quality, safety and environmental management matters.

本公司設立安委會制定年度質量、安全、環境治理目標，制定和推進年度質量安全專項課題的研究，統籌本集團整體範圍內工程質量、安全、技術創新課題的科研和試點。通過每半年召開一次質量安全會議，總結半年度和年度重大質量安全生產問題，協調與其他職能部門的質量安全工作，對重大質量、安全及環境治理事件進行調查、責任界定最終處置和指導。



Strict control of product quality from the origin is emphasised, and product quality is controlled by performing a full spectrum of random inspection of quality of materials, special on-site project inspection, and inspection on project safety, project quality and internal management of the engineering department.
堅持從源頭管控產品質量，以材料品質飛檢、專案現場檢測對工程安全、質量及工程部內部管理、管理行為等內容進行檢查等方式全面立體把控產品質量。

Cooperate to rectify and eliminate safety hazards and implement the Group's safety, quality, planning, technical and engineering management systems and related requirement documents, to ensure project quality, safety and quality control and deliver the best quality products to customers.

聯動整改消除安全隱患，落地執行本集團安全、質量、計劃、技術、工程管理制度及相關要求檔，確保項目質量、安全、質量可控，向客戶交付匠心產品。



In the face of increasingly diverse consumer demands, the Group insists on serving customers with honesty and pragmatism, and constantly reiterates and upgrades its operations to meet the needs of different business forms and customer segments, so that customers can fully enjoy high-quality services.

面對日益多元化的消費需求，本集團堅持以誠實、務實的態度服務客戶，針對不同業態和不同客群需求，不斷反覆運算升級，讓客戶充分享受高質量服務。

4.1 Customers' Feedback and Response Mechanism

客戶反饋回應機制

The Company attaches great importance to customer experience and evaluation at different stages including presales, in-sales, and after-sales. The Company has also established a professional customer services system and complaint feedback system to cope with different business forms such as residential projects and commercial projects by means of membership centers, service desks, service hotlines, WeChat and other channels to accept feedback across the whole customer services flow in real time.

To ensure service quality, standard customers' services operating guidelines have been formulated for all business forms to address issues of problem responses, handling, closure, and return visits.

- Throughout the year, the Group received about 12 complaints for various projects in relation to delivery delays and issues with self-operating projects, all of which were received in a timely manner and dealt with within the stipulated deadline, thus resolving the problems of customers and stakeholders quickly and effectively.

本公司高度重視售前、售中、售後不同階段的客戶體驗與評價，針對住宅項目、商業項目等不同業態建立專業的客戶服務體系和投訴反饋體系，借助會員中心及服務台、服務熱線、微信等管道實時受理反饋，貫穿客戶服務全過程。

為保證服務質量，各業態均制定有問題回應、處理、關閉、回訪的標準客戶服務操作指引。

- 本集團全年各項目接到投訴量約為12宗，來源為交付延期和自營項目問題，均及時受理、限期處理，快速有效解決了客戶及利益相關方的問題。

▼ 4.2 Confidentiality of Customer Information

客戶信息保密

The Company values the protection of customer information and safeguards the customers' fundamental rights by preserving their privacy and information security and observing the bottom lines of marketing.

The Company has established the "Confidentiality Management Regulations" and "Information Management System" in accordance with the latest national requirements for network security level protection and the ISO27001 information security management system. In accordance with laws and regulations such as the "Cybersecurity Law of the People's Republic of China", employees are clearly obligated to maintain the confidentiality of customer data. The Company conducts regular internal inspections and enforces corresponding penalty systems to prevent any instances of employee leakage of customer information.

1. The information and data of property owners are managed by dedicated personnel and stored in a dedicated filing room, the access of which by staff not responsible for such file handling is strictly forbidden. All file handling staff have signed "confidentiality agreements" and are liable for legal responsibilities in case of any breach of confidentiality.
 2. The Company has strict rules and regulations governing access to the records, which is subject to relevant record retrieval procedures, requiring verification and approval by various levels of management of the Company.
- During the Reporting Period, the Group did not receive any complaints of leakage of customer information.

本公司重視客戶信息保護，通過保護客戶隱私、守護客戶信息安全、堅持營銷底線等方式，保障客戶的基本權益。

本公司嚴格按照國家最新網絡安全等級保護的要求和ISO27001信息安全管理体系，制定了《保密管理辦法》與《信息化管理制度》。「中華人民共和國網絡安全法」等法律法規，明確員工對客戶資料的保密責任，內部不定期開展檢查，配合相應的處罰制度，杜絕出現員工外洩客戶信息的現象。

1. 由專人管理業主的信息和資料，存放於專用檔案室裡，非檔案管理人員嚴禁入內，檔案管理人員均簽署「保密協議」，如出現洩密情況需承擔相關法律責任。
 2. 本公司制定嚴格規定，檔案查閱需嚴走相關之檔案查閱流程，經本公司各級領導層層把關審批後方可查閱。
- 本報告期間，本集團未有出現客戶資料外漏投訴事件。

4.3 Improving Customers' Satisfaction

客戶滿意度提升

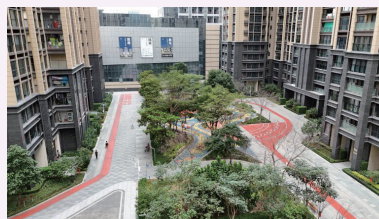
The Company values the customers' evaluation and feedback on our products and services. To this end, we have established a full-stage and full-contact satisfaction survey system according to the characteristics of different businesses, shifting from traditional telephone research to a more customer-friendly online survey. The Company integrates the sensitive points of customer concerns and designs questionnaires with indicators in terms of quality, design and service, so as to understand the timely status of customer satisfaction, and adopts an incentive approach to promote service awareness across the Group by benchmarking against industry standards.

本公司十分重視客戶對於產品和服務的評價反饋，根據不同業務特點建立了全階段、全觸點的滿意度調查體系，從傳統的電話調研方式轉變為客戶更易接受的網絡問卷調研方式。本公司結合客戶關注的敏感點，從質量、設計、服務等方面設計問卷指標，及時了解客戶滿意度現狀，通過對標行業值，採用激勵的方式促進客戶意識在全集團的落地。

Case 案例

As regards the Shantou residential project, out of the 890 homeowners who received their units, 121 homeowners participated in the QR code evaluation. In 2024, the project achieved a satisfaction score of 97.64%. Regarding the commercial project, 214 units out of the 400 units delivered in 2024 participated in the QR code evaluation, where the satisfaction score for this project was 99.84%.

汕頭住宅項目已交付的890戶業主中有121戶掃碼評價，2024年本項目滿意度得分為：97.64%。至於商業項目於2024年已交付400單元中有214單元線上掃碼評價，本項目此次滿意度得分99.84%。



Case 案例

The overall customer satisfaction score for Yunfu residential project is maintained at no less than 90; the satisfaction scores of customers at sales sites is maintained at 90 or above; and the satisfaction scores of property owners of residential units is maintained at 80 or above.

雲浮住宅項目總體客戶滿意度總分保持不低於90分；銷售案場客戶評分保持90分或以上；住宅項目業主評分保持80分或以上。



- The Company has included green-related issues in all its projects progressively starting from 2022.
- 自2022年起，本公司已陸續將所有項目的綠色環保相關事項納入調研指標。

The Company values highly the protection of intellectual property rights and strictly abides by laws and regulations including the “Trademark Law of the People’s Republic of China”, the “Copyright Law of the People’s Republic of China”, the “Patent Law of the People’s Republic of China”, the “Anti-unfair Competition Law of the People’s Republic of China”. We work to strengthen the management of intellectual property rights such as patents, copyrights, and trademarks, and undertake legal measures to safeguard intellectual property rights.

The Company has formulated the “Measures for the Management of Intellectual Property Rights” in 2017 to implement an intellectual property management system, and clearly define management responsibilities and details. The Company has also established a standing mechanism to provide intellectual property training for employees at least once a year. To support fair competition, the Company also fully respects the intellectual property rights of its partners. Intellectual property management systems have been established in a number of companies in related industries, which are periodically supervised and audited by third parties, with an aim to protect the legal rights of our partners and ourselves from infringement.

To ensure the accuracy and compliance of advertising and marketing content, the Group has established the “Advertising Design Standards and Management System.” It strictly prohibits the inclusion of false information in advertisements and ensures the truthfulness and accuracy of the content. Additionally, the Group also enforces regulations that prohibit the infringement of intellectual property rights in promotional design, material usage, and advertising activities.

- During the Reporting Period, the Group received no complaint regarding intellectual property infringement.

本公司重視對知識產權的保護，嚴格遵守「中華人民共和國商標法」、「中華人民共和國著作權法」、「中華人民共和國專利法」、「中華人民共和國反不正當競爭法」等法律法規要求，加強對專利、著作權、商標等知識產權的管理，採取法律手段保護知識產權。

本公司已於2017年制定「知識產權管理辦法」，明確知識產權管理制度、管理職責及內容。並建立恆常機制，為員工提供知識產權培訓，至少每年為員工提供培訓一次。公司也充分尊重合作方的知識產權支持公平競爭，其中多家相關產業公司建立了知識產權管理體系，定期通過第三方監督審核，盡力維護合作方和自身的合法權益不受侵害。

為確保廣告營銷內容的準確性與合規性，本集團設有《廣告設計規範標準及管理制度》，嚴禁廣告中出現不實內容，保證內容的真實性及準確性。此外，本集團亦規定在宣傳設計、素材使用及宣傳工作中不得侵犯他人知識產權。

- 本報告期間，本集團全年未出現知識產權侵權投訴案件。

3

Cooperate to Achieve Win-win Results 齊心共建 合作共贏

Suppliers are our cooperating partners in the process of delivery of customer services. Implementing standardized supplier management can enhance suppliers' management capability, and at the same time promote the provision of quality products and services to our customers. During the reporting period, the Company fully protected the rights and interests of suppliers and partners, achieving mutual benefits and win-win cooperation among all parties.

供應商是我們實現客戶服務的合作夥伴，進行規範的供應商管理一方面能提升供應商的管理能力，另一方面也將促進我們對客戶提供優質產品和服務。本報告期間，本公司充分保障供應商、合作夥伴的權益，實現了合作各方的互利共贏。

1 Supply Chain Management 供應鏈管理

The Company has always pursued responsible procurement by taking a supplier's commercial credit and social responsibility as the key premises for cooperation. In recent years, the Company gradually optimized its "Procurement Management System" to improve the efficiency and effectiveness of tender procurements. It strictly applies the concept of achieving "proper selection as the prerequisite, and good cooperation as the goal", and maintaining good quality customer resources with the awareness of service and win-win situation to realise the goal of healthy cooperation.

To uplift the suppliers' environmental awareness, the Group prioritizes selecting suppliers which possess ISO 14001, ISO 9001, and ISO 45001 certification and has also set stringent technical requirements for energy conservation and environmental protection to support the development of green and low-carbon industries. Selected new suppliers must possess certifications for quality, environmental management, occupational health and safety, as well as a safety production permit.

本公司一貫追求責任採購，將商業信用和社會責任表現作為供應商合作的重要前提。近幾年，公司逐步完善《採購管理制度》，提高招標採購效率和效益，堅持「選好是前提，合作好才是目標」理念，以服務、共贏的管理意識，維護好優質客戶資源，實現形成良性合作的目標。

為提高供應商的環境責任意識，本集團要求優先選擇ISO 14001、ISO 9001、及ISO 45001認證的供應商，並設置了嚴格的節能、環保技術要求，支持綠色低碳產業發展。入選的新供應商必須具有質量、環境、職業健康安全等體系認證證書及安全生產許可證。

1.1 Transparency in Cooperation 合作透明

To prevent and combat misconduct in duty performance, we have set up an "Integrity Report" column on the transparent bidding and procurement platform as a dedicated website for reporting job malpractices. We will deal seriously with those confirmed guilty companies and individuals in accordance with the relevant regulations of the Company, in order to eliminate supply chain misconduct.

我們在陽光招採平台設立「廉政舉報」專欄作為舉報職務舞弊的專門網站，預防並打擊職務犯罪，對經查實存在問題的公司及個人，將按照公司相關規定進行嚴肅處置，杜絕供應鏈不當行為。

▼2 *Spirit of Contract* 契約精神

The Group continues to improve the supplier evaluation system, amend the supplier evaluation cycle, and expand the weighting of integrity and contract performance scores in order to guide suppliers to operate with integrity. It has strengthened contract performance management, standardised contract texts, improved contract performance terms and uplifted contract performance rates. A daily reporting system for contract performance irregularities has been implemented to enable the monitoring of ordinary contract performance irregularities.

本集團不斷完善供應商評價體系，調整供方評價週期，擴大誠信、履約評分賦值權重，引導供應商誠信經營；強化合同履約管理，規範合同文本，完善合同履約條款，提高合同的履約率；建立合同履約異常日報制度，實現了對日常合同履約異常的監管。

▼3 *Green Purchasing* 綠色採購

The Company incorporates key indicators such as safety and health, low carbon and energy saving into the evaluation system of suppliers, improves the supervision and evaluation assessment mechanism for the operation of the quality system of suppliers, and accelerates the promotion of quality system certification. We rigorously supervise the fulfillment of environmental responsibilities of suppliers, strengthen the management of suppliers, eliminate sources of environmental pollution, and enhance the level of environmental protection of green energy saving.

本公司將安全健康、低碳節能等主要指標納入對供應商的評價體系，完善對供應商質量體系運行的監督評價考核機制，加快推進質量體系認證。我們嚴格監督供應商環境責任履行情況，加強供應商管理，杜絕環境污染源，提升綠色節能環境保障水平。

According to the "Supplier Assessment and Grading Management System", supplier assessments are collected on a semi-annual and annual basis. Suppliers are classified and managed based on their qualifications, overall capabilities, office environment, and quality and safety management. This verification process ensures the potential suppliers' ability to fulfill their obligations.

根據「供應商評估定級管理辦法」，按半年度、年度組織供應商評估，對供應商實施分級管理，從供方的資質資格、企業綜合能力、辦公環境、質量安全文明管理方面進行核實，確保潛在供方的履約能力。

Supplier development – Optimizing Cooperative Contract Performance Management

Supplier investigation and certification are conducted, including background investigation and on-site inspection, and a complete Suppliers Cooperative Contract Performance System is established. A digitized information system is used to track the implementation in a full range.

供應商開發 — 完善合作履約管理

供應商考察認證（包括供應商背景調查和現場考察），建立完善的供應商合作、履約管理系統，並採用資訊化資料系統全面跟蹤落實執行情況。

Comprehensive assessment — Comprehensive review of contract performance abilities

Each year, suppliers will be classified into four levels of A, B, C and D based on their dynamic performance scores, and unqualified suppliers at the D level will have their qualifications for shortlisting and winning tenders cancelled for two years.

全程評估 — 全面考查履約能力

每年依據動態履約得分將供應商評定為ABCD四個等級，對D級不合格供應商兩年內取消其入圍、中標資格。



Establish approval standards — Information review throughout the process

When registering on the Yangguang Zhaocai Platform, all suppliers are subject to the review in terms of their business registration information, business scope, major business performance and contract performance.

制定准入標準 — 全流程信息審核

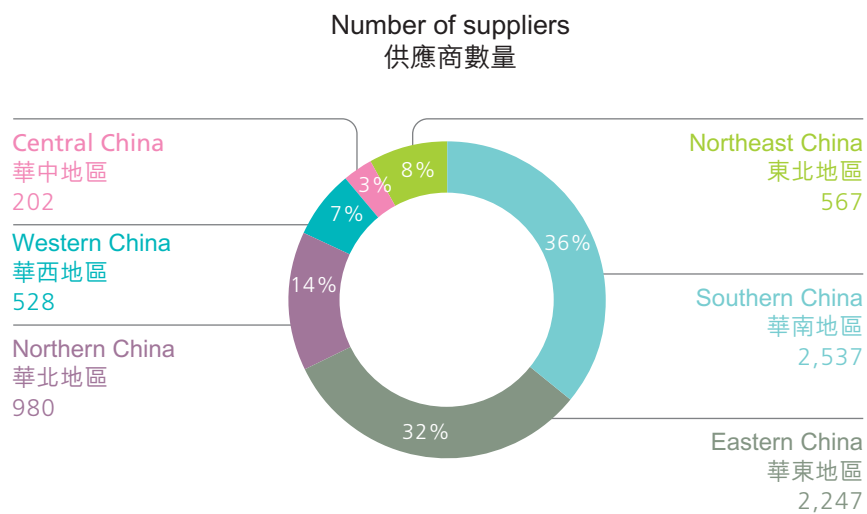
所有供應商在陽光招採平台註冊時，均需要對企業工商註冊資訊、經營範圍、主要業績、履約情況進行審核。

A total of 65 new suppliers were introduced in 2023. Total number of suppliers in the Group's supplier database (by place of registration of suppliers): 7,061.

Among those,

2023年引進供應商65家。本集團供應商庫供應商總數量(按供應商註冊地分)：7061家

其中：



▼4 Closed-loop Management of Procurement Chain

採購鏈閉環管理

In order to regulate the Company's contracting and tender management business departments in respect of the tendering and procurement practices in construction project, and to establish an efficient, clean and fair procurement management system, the Group has established a standard mechanism for the introduction of suppliers and the principle that "short-listed bidding suppliers must first be accepted to the prospective supplier database" must be followed.

Meanwhile, the Company adopts centralized procurement to integrate the procurement resources of its subsidiaries, and leverage the advantages of bulk purchasing to obtain more favorable prices, so as to avoid repeated purchases of similar products and to reduce the frequency and time spent on supplier coordination, thereby reducing procurement costs and improving purchasing efficiency.

為規範本公司建設項目工程發包及招標管理業務部門的招標採購行為，構建高效、廉潔、公正的採購管理體系，本集團建立了對供應商常態化引進機制，對供應商使用遵循「先入庫後入圍」原則。

同時，本公司採取集中採購整合下屬各分公司採購資源，發揮規模採購的優勢以獲取更加優惠價格，避免同類產品的重複採購，減少供應商的對接頻次和時間，從而降低採購成本、提高採購效率。

▼5 Resource Conservation

資源節約

As long as it is in line with its procurement policy, the Company encourages its subsidiaries to give preference to the products, equipment and services of local suppliers, and priorities are given to the suppliers in closer proximities who adopt eco-friendly means of transport. Such practices can reduce the emission of greenhouse gas, and the use of social resources. While reducing the risks associated with our supply chain, the Group works seamlessly with suppliers to achieve further resource saving through effective solutions.

本公司倡導各子公司在符合採購政策的前提下，優先選購本地供應商的產品、設備與服務，並優先選擇距離較近及採用較環保的交通運輸工具的供應商，避免溫室氣體的排放及社會資源的佔用。在降低與供應鏈相關的風險同時，本集團與供應商合作無間地通過有效的解決方案，來進一步實現資源節約。

▼6 Green Assessment

綠色考核

The Group inspects and grades the EHS (Integrated Environment, Health and Safety) management practices and status of supervisors and main sub-contractors, and applies outcome of such inspection and grading in performance assessment for the suppliers. We have centralized procurement processes and through on-site supervision of the production process, promote eco-friendly manufacturing in the suppliers. Moreover, regional service centres have been established to enhance the efficiency in supply and technical services.

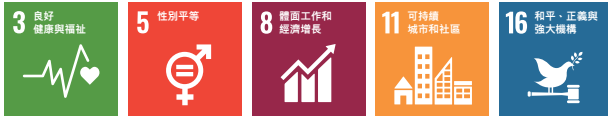
- With reference to the national standards, the Group has initially completed the setting up of green procurement category standards, establishing a full life-cycle concept from the product design stage, fully considering environmental protection and reducing resource and energy consumption in the Year.
- The initial development and monitoring of quantitative targets for the green supply chain is planned to be completed by the end of 2025.

本集團對監理和總包類供方的EHS(健康、安全與環境一體化)管理行為和管理狀態進行檢查評分，並作為定級指標進行考核。整合集採物料履約過程，通過駐場監造監督和促進供應商綠色生產，通過設立區域服務中心提高供貨和技術服務效率。

- 對照國家標準，本年度本集團已初步完成綠色採購品類標準，從產品設計階段開始樹立生命全週期理念，充分考慮環境保護，減少資源能源消耗。
- 計劃2025年底前初步完成制定及監察綠色供應鏈量化目標。

4

Employee Organisation: Diversity and Common Growth 員工組織篇：多元發展 共同成長



Employees' growth is one of the important drivers to corporate development. An active and growing workforce can enhance the competitiveness and innovation capability of an enterprise. The Company always adheres to the responsibility concept of people-orientation and treating employees well, and upholds the vision of sharing values with employees to promote our talent strategy by giving full consideration to employee diversity and equal opportunities. In addition to strengthening our talent pool, we continue to improve our welfare system and employee care measures, showing the care for each and every employee and accompanying their growth. The Company provides employees with market-competitive remuneration and benefits as well as a comprehensive talent development system. The occupational health and safety of employees and their legitimate rights and interests are safeguarded and protected.

員工成長是企業發展的重要因素之一。一個積極成長的員工團隊能夠提升企業的競爭力和創新能力。本公司始終堅持以人為本、善待員工的責任理念，堅持與員工價值共享的願景紮實推進人才戰略，並充分考慮員工多元化和機會平等。在加強企業人才隊伍建設的同時，不斷完善福利體系與員工關懷措施，用心關愛與陪伴每一位員工的成長。本公司為員工提供具有市場競爭力的薪酬福利和完善的人才發展體系，切實維護員工職業健康安全，保護員工合法權益。

1 Employees' Rights and Interests 員工權益

In terms of talent strategy and employee's caring, the Company has always committed to equal and transparent talent recruitment, respected cultural differences among employees of different backgrounds, and strived to create a safe working environment as well as equal and diversified career development paths for employees at the same time.

在人才戰略及員工關懷上，本公司一直堅持平等、透明的人才招聘，尊重不同背景員工之間的文化差異，同時致力為員工營造安全的工作環境和平等多元的職業發展路徑。

1.1 Diversity Recruitment and Equal Employment Opportunity

多元招聘與平等僱傭機會

The Company strictly complies with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Provisions on Prohibition of Child Labour of the People's Republic of China and other relevant laws and regulations. It fully follows statutory requirements when signing, renewing, terminating and cancelling labour contracts with employees. We ensure that all relevant processes are fair, transparent and impartial, regardless of gender and race or other relevant factors. The Company's recruitment is based on equal employment practices, ensuring that each candidate is given the rights to which he or she is entitled and is not denied employment on the basis of gender, age, race or religion.

本公司嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國禁止使用童工規定》等法律法規，在員工合同簽訂、續訂、終止、解除勞動關係等過程中，嚴格遵守法定程序，所有相關流程都保證公平公開公正，不受性別、種族或其他相關因素的影響。本公司在招聘工作中堅持平等規範僱傭，招聘時確保每一位應聘者都能享受應有的權利，不會因為性別、年齡、種族及信仰等因素而被拒絕聘用。

Number of employees as at 1 January 2023 2023年1月1日 在職員工人數	The number of serving employees as at 31 December 2023 2023年12月31日在職員工人數統計										
	Total number of employees 在職員工總數	By age 按年齡劃分			By region 按地區劃分		By gender 按性別劃分		By category 按類型劃分		
		Aged 30 below 30歲以下人數	Aged 30-50 30-50歲人數	Aged 50 above 50歲以上人數	Mainland China 中國內地籍人數	Hong Kong, China 中國香港人數	Female employees 女性員工人數	Male employees 男性員工人數	Senior management 高層管理層人數	Middle management 中層管理層人數	General staff 基層人數
361	197	59	132	6	184	13	85	112	6	21	170

The Company has established a Recruitment Management System, a Recruitment Operations Manual and a Job Description Manual to regulate the recruitment process of our staff, ensuring that the employment meets the requirements of laws and regulations, to eliminate child labour and forced labour at source.

In terms of staff promotion, the Company explicitly sets out the functional requirements and promotion conditions for each job level and position, and implements the "Employee Performance Management Measures" and "Reward and Punishment Management System", for performance appraisals on employees covering areas in job performance, abilities and attitudes on a periodic basis. The appraisal results serve as an important basis for bonus payout, salary adjustment and promotion. During the Reporting Period, the Group did not employ any child labour nor forced labour. The Group had hired a total of 197 full-time in-service employees throughout the year, details of which are set out in the table below.

本公司制定了「招聘管理制度」、「招聘操作手冊」和「職位說明書」，規範員工招聘流程，保證員工僱傭符合法律法規要求，從源頭上杜絕童工和強制勞工。

在員工晉升方面，本公司明確制定各職級及崗位的職能要求及晉升條件，並實施「員工績效管理辦法」、「獎罰管理制度」定期對員工進行涵蓋工作表現、能力和態度等方面的績效考核，評估結果則作為獎金發放、薪金調整及晉升的重要依據。本報告期間，本集團沒有發生僱用童工與任何強制勞工的情況。本集團於本年度期間先後共有197名在職的全職員工，數據詳見下表。

Total number of employees leaving	The number of employees leaving the Company in 2023						
	2023 年全年離職員工人數統計						
	By age			By region		By gender	
	按年齡劃分			按地區劃分		按性別劃分	
Aged 30 below	Aged 30-50	Aged 50 above	Mainland China	Hong Kong, China	Female employees	Male employees	
30歲以下人數	30-50歲人數	50歲以上人數	中國大陸籍人數	中國香港人數	女性員工人數	男性員工人數	
144	94	47	3	142	2	63	81

Total	Employee turnover rate in 2023						
	2023 年員工流失率統計						
	By age			By region		By gender	
	按年齡劃分			按地區劃分		按性別劃分	
Aged 30 or below	Aged 30-50	Aged 50 or above	Mainland China	Hong Kong, China	Female employees	Male employees	
30歲及以下員工流失率	30-50歲員工流失率	50歲及以上員工流失率	中國大陸籍員工流失率	中國香港員工流失率	女性員工流失率	男性員工流失率	
59%	129%	29%	50%	59%	14%	60%	58%

1.2 Remuneration and Benefits

薪酬與福利

The Company always monitors the market changes and talent needs, and continues to optimise the remuneration and benefits system to enhance its attractiveness to outstanding talents. In accordance with laws and regulations, the Company makes full contribution payments to social insurance and housing provident fund schemes for employees, provides commercial comprehensive insurance plans covering both outpatient and hospitalization benefits for employees suffering from accidental injuries and major diseases, and share goals accomplishment with its employees by setting up corporate annuity plans. It also provides statutory benefits such as paid leave and labour protection products. In addition, the Company provides a combination of benefits including dormitories, free shuttle buses and working meals for the employees.

本公司時刻關注市場變化與人才需求，持續優化薪酬福利體系，加強對優秀人才的吸引力。本公司依規合法地為員工足額繳納社會保險與住房公積金；為員工提供商業綜合保險，對意外傷害、重大疾病及門診住院醫療提供保障；設立企業年金計劃，幫助員工分享發展成果。提供帶薪休假和勞保用品等法定福利，除此，本公司還為員工提供宿舍、免費班車、工作餐等福利項目組合。

Case 案例

"Eating at Glory Sun"

The Company's canteen provides catering services for the employees of the headquarters and the subsidiaries in the surroundings. It provides employees with cost-effective dishes by strictly controlling the taste, weight, ingredients and hygiene of the dishes for each of three meals.

「食在寶新」

本公司食堂為總部及周邊子公司提供員工食堂服務，通過早中晚餐三餐對菜品口味、份量、食材、衛生等嚴格把控，讓員工享受到性價比高的菜品。



In order to ensure reasonable working hours and duration of employees, overtime works of the PRC employees are compensated with overtime pay or off-shift arrangement according to the overtime circumstances recognised in the relevant management system. In addition to statutory holidays, employees are also entitled to paid leaves including marriage leave, bereavement leave, maternity leave, nursing leave, family visit leave and annual leave, with an adjustment to annual leaves according to individual employees' length of services.

Because of activities, our employees gather together, which generates many beautiful things, bringing new experience in office space and giving new vitality to our employees. In 2023, the Company also organised a variety of festive activities to create a warm and welcoming atmosphere during the festive season.

為保障員工合理的工作時間和時長，中國員工的超時工作均按照相關管理制度中認可的加班情形提供加班費或安排調休。除了法定假期外，員工還享有婚假、喪假、產假、護理假、探親假及年休假等帶薪假期，並會根據員工年資對其年假進行調整。

企業職工因活動而相遇，因相遇而美好，賦予辦公空間新的體驗，賦予企業職工新的活力。2023年，本公司亦組織形式多樣的節日活動，營造溫馨的節日氛圍。

Case 案例

Connecting upstream and downstream enterprises with mutually beneficial resources, the Company held theme activities and achieved pleasant office work. In particular, it organised nearly 20 events, including a lecture on the Women's Day named "May You Become Better", the Tree Planting Day Dart Challenge "Welcome Spring", free movie watching for single employees, DIY traditional Chinese style sachets on the Dragon Boat Festival, the salon of secretaries from two new party organizations "Live Broadcast Empowering and Benefiting Enterprises and Winning in Future", the garden party on the Mid-Autumn Festival and the National Day, and delicious food sharing in warm winter, which brought refreshing and wonderful experiences to people in the workplace.

本公司鏈接上下游企業、資源互利、主題活動、愉悅辦公等，舉辦了「願你成為更好的自己」婦女節講座、「向春天出發」植樹節飛鏢挑戰賽、單身職工交友免費觀影、端午國風香囊DIY、「直播賦能企Ying未來」兩新黨組織書記沙龍、「月團圓悅中秋」雙節遊園會、共享暖冬美好「食光」等近20場活動，給職場人帶來耳目一新的精彩體驗。



1.3 Occupational Safety

職業安全

The Company is concerned about the working environment and safety of employees. In strict compliance with Article 20 of the "Production Safety Law of the People's Republic of China", the Company assigns production safety personnel with relevant production knowledge and management capability, who hold relevant certificates and licences, to be on duty for inspection in the real estate development business, to ensure zero safety accident in the workshops. Measures to mitigate safety risks are actively taken, with an ultimate goal of building a zero-accident working environment

本公司重視員工的辦公環境與安全，在有關房地產開發業務中，本公司嚴格遵從「中華人民共和國安全生產法」第二十條，安排具有生產知識和管理能力和持有有關證照的安全生產管理人員值班巡檢，全力確保工作場所的安全零事故。積極採取減少安全隱患的措施，目標是營造一個零意外的工作環境。



Sound safety management system

To formulate and implement relevant safety rules and regulations to clarify safety responsibilities and establish a sound safety management structure, so as to ensure safety management is carried out in a comprehensive and effective manner.

健全的安全管理制度

制定並執行相關安全規章制度，明確安全責任，建立健全的安全管理組織結構，確保安全管理的全面有效開展。



Regular safety training

To provide employees with necessary safety education and training, including safe operation procedures, emergency handling procedures, etc., so as to raise employees' safety awareness and ability to deal with emergencies.

定期安全培訓

為員工提供必要的安全教育培訓，包括安全操作規程、應急處置流程等，提高員工安全意識和應對突發情況的能力。



Periodic safety inspection

To establish a periodic safety inspection mechanism to carry out safety inspection on workplaces, equipment and facilities, etc., so as to identify and eliminate potential safety risks in a timely manner.

定期安全檢查

建立定期的安全檢查機制，對工作場所、設備設施等進行安全檢查，及時發現並排除安全隱患。

Provision of necessary personal protective equipment

To provide employees with necessary personal protective equipment, such as safety helmets, protective goggles, protective clothing and etc. according to the characteristics of working environments.

提供必要個人防護裝備

根據工作環境的特點，向員工提供必要的個人防護用品，如安全帽、防護眼鏡、防護服等。

Formulation of an emergency plan

To develop a detailed emergency plan, including handling measures and escape routes for emergencies such as fire and natural disasters, to ensure that employees can evacuate immediately and orderly once an emergency occurs.

建立應急預案

制定詳細的應急預案，包括火災、自然災害等突發事件的處置措施和逃生路線，確保員工在危急情況下能夠迅速有序地撤離。

Establishment of a safety reward and punishment mechanism

To reward employees who abide by safety rules and regulations and actively participate in safety management, and punish those, as appropriate, who violate such rules and regulations and cause safety accidents.

建立安全獎懲機制

對遵守安全規章制度、積極參與安全管理的員工給予獎勵，對違反規定、造成安全事故的員工給予相應處理。

<i>Index</i>	<i>Unit</i>	2023	2022	2021
指標	單位	二零二三年	二零二二年	二零二一年
Occupational health and safety				
職業健康和 safety				
Work-related injury cases	Case	0	0	0
因工受傷案例	宗			
Serious work-related injury cases	Case	0	0	0
嚴重工傷案例	宗			
No. of lost working days due to work-related injuries	Case	0	0	0
工傷導致損失工作天數	宗			
Cases of work-related fatalities	Case	0	0	0
因工傷死亡案例	宗			
Employee Complaints	Case	0	0	0
員工申訴	宗			
Reported cases related to employee discrimination	Case	0	0	0
有關員工歧視的舉報案例	宗			
Reported cases regarding basic human rights, employment and labour rights	Case	0	0	0
有關基本人權、僱傭和勞工權益的舉報案例	宗			

- The number and rate of work-related fatalities and the number of days lost due to work-related injuries during the Reporting Period were all nil.
- 本報告期內，因工作關係而死亡的人數與比率及因工傷損失工作日數均為零。

▼1.4 Safety Drills and Training

安全演練與培訓

Safety Training

The Company prepares an employee safety training programme at the beginning of each year to provide appropriate occupational health and safety training to its employees. In addition to effectively safeguarding the safety of the Group's employees, the Company also effectively performs the function of supervising the safety management of contractors in its business areas.

安全培訓

本公司每年年初會編製員工安全培訓計劃，為員工提供適當的職業健康及安全培訓，除了有效保障集團員工安全以外，本公司也有效履行了對業務範圍內承包商的安全管理監督職能。



Occupational safety drills

Organizing occupational safety drills regularly, such as fire escape drills and emergency rescue drills, and simulating real scenarios, so that employees can respond to emergencies immediately and orderly to reduce the loss caused by accidents.

職業安全演練

定期組織職業安全演練，例如火災逃生演練、應急救援演習等，模擬真實場景，使員工能夠快速、有序地應對緊急情況，降低事故損失。



Occupational safety training

Organizing regular occupational safety training, including safety theory knowledge, safe operation procedures, emergency response procedures and etc., to improve employees' safety awareness and skills, and enhance employees' ability to prevent safety hazards.

職業安全培訓

定期組織職業安全培訓，包括安全理論知識、安全操作規程、應急處置流程等，提高員工安全意識和安全技能，增強員工的安全防範能力。

Occupational safety manual

Preparing occupational safety manual, which includes, among others, safety management provisions, safe operation procedures and emergency response procedures, to provide safety guidance for employees in detail, so that they understand and observe the Company's safety system.

制定職業安全手冊

制定職業安全手冊，包括安全管理規定、安全操作規程、緊急情況應急處置流程等，為員工提供詳細的安全指導，使其了解並遵守本公司的安全制度。

Targeted training

Conducting targeted safety training according to job characteristics and safety skills as required by different types of jobs, to improve employees' safety awareness and response ability under specific working environments.

針對性培訓

根據崗位特點和不同類型工作所需的安全技能，針對性地開展安全培訓，提高員工在特定工作環境下的安全意識和應對能力。

Safety cultural activities

Organizing safety cultural activities, such as safety knowledge contest, safety scene plays and etc., to raise employees' safety awareness and promote the Company's safety culture.

開展安全文化活動

舉辦安全文化活動，如安全知識競賽、安全情景劇表演等，增強員工的安全意識，推廣本公司安全文化。

Training topics mainly include the identification of safety warning signs, the operation of safety facilities and equipment, the safe operating procedures for relevant job positions, and case studies of safety incidents, etc., which are aimed at raising employees' safety awareness so that they are able to recognize safety hazards effectively and stay vigilant at all times.

培訓內容主要包括安全標識的識別、安全設施設備的操作、相關操作位的安全操作規程、安全事故案例反思等，以此提升相關員工的安全意識使其能有效辨別安全隱患並時常保持警惕。

Emergency Drills

The Company also periodically organizes employees to go through fire and emergency drills, in which they are trained with basic self-rescue and emergency escape skills. Emergency measures such as fire-fighting deployment, fire safety knowledge and skills, electricity safety in office as well as safe use of high-rise elevators are shared in details. Typical fire-fighting cases are also shared to help strengthen their awareness of safety precautions, increase their awareness of work safety and increase their sense of working responsibility.

應急演練

本公司還定期組織員工開展消防及安全應急演練，指導員工學習基本自救和緊急逃生本領。從消防佈防、消防安全知識與技能、辦公用電安全、高層電梯安全使用規範等應急措施方面進行了深入分享，結合消防經典案例分享，結合消防經典案例幫助員工強化安全防範意識，增加工作責任防範意識，增加工作責任心。



Supervision over Contractors Safety

The Company also effectively discharges the safety supervision role for those contractors within its business scope. The contractors are required to establish sound safety management procedures, comprehensively complete all kinds of safety instructions and continuously improve the occupational health and safety management systems.

承包商安全監督

本公司也有效履行了對業務範圍內承包商的安全管理監督職能，要求其建立健全安全管理制度，充份做好各類安全指導工作，完善職業健康與安全管理體系。



Stipulation in the contract

When signing a contract with any contractor, the safety management responsibilities must be clearly defined, including, among others, compliance with relevant laws and regulations, implementation of safe operation procedures and provision of necessary safety training.

合同約定

在與承包商簽訂合同時，必須明確安全管理責任，包括遵守相關法律法規、執行安全操作程序、提供必要的安全培訓等內容。



Safety assessment

Conducting safety assessment on contractors' safety management system, staff safety training, operation risk control measures and etc., before they enter the workplace, to ensure that contractors meet the safety management requirements.

安全評估

在承包商進入工作場所之前，進行安全評估，評估其安全管理體系、員工安全培訓情況、作業風險控制措施等，確保承包商符合安全管理要求。

Safety training

Providing safety training to the employees of contractors, if necessary, including the Company's safety policies, emergency rescue procedures and hazardous chemicals handling, to ensure that they understand and comply with relevant safety regulations.

安全培訓

為承包商員工提供必要的安全培訓，包括公司的安全政策、緊急救援流程、危險化學品處理等，確保他們了解並遵守相關安全規定。

On-site supervision

Supervising and inspecting the actual operation of contractors in the workplace to ensure that they operate according to the agreed safety requirements and to detect and rectify potential safety hazards in a timely manner.

現場監督

對承包商在工作場所的實際作業進行監督和檢查，確保其按照約定的安全規定進行作業，及時發現和糾正安全隱患。

Safety reward and punishment mechanism

Establishing a safety reward and punishment mechanism which rewards contractors who comply with safety requirements and punish, as appropriate, those who violate such requirements, so as to facilitate contractors to strengthen their safety management.

安全獎懲機制

建立安全獎懲機制，對遵守安全規定的承包商給予獎勵，對違反規定的承包商採取相應的處罰措施，推動承包商加強安全管理。

Periodic evaluation

Evaluating and inspecting the safety management of contractors on a regular basis, and adjusting the safety management measures in view of the evaluation results in a timely manner, so as to continuously improve the safety management level of contractors.

定期評估

定期對承包商的安全管理情況進行評估和檢查，根據評估結果及時調整安全管理措施，不斷提升承包商的安全管理水平。

1.5 Employee Care and Well-being

員工關愛與福祉

The Company continues to promote the establishment of the employee health care system to help employees identify and reduce health risks.

本公司持續推動建立員工健康關懷體系，幫助員工識別和降低健康風險。



Health assessment: the Company carries out a number of tasks including employees' health assessments and promotion of health concept, and consistently provides annual health examination and body check for all employees.

健康評估：本公司從員工健康狀況評估、健康理念倡導等多方面展工作，堅持每年為全體員工提供健康檢查、體質檢測。



Health promotion: carrying out health promotion activities, such as health lectures, health knowledge popularization and sports games, to enhance employees' health awareness and encourage employees to actively engage in health management.

健康促進：開展健康促進活動，如健康講座、健康知識普及、運動會等，增強員工的健康意識，鼓勵員工積極參與健康管理。



Employee insurance schemes: the Company organises employees to join the "critical illness insurance" scheme as recommendable by the government, and purchases commercial casualty insurance for employees whose work involves risky operations.

員工保險：本公司積極組織員工參加政府提倡的「重大疾病保險」，並針對涉及風險的業務，為有關員工購買了意外傷害商業保險。

Mental health care: caring for the mental health of employees, carrying out psychological health education and providing psychological counseling services, to provide necessary psychological support for employees.

心理健康關懷：關注員工的心理健康狀況，開展心理健康教育和心理諮詢服務，為員工提供必要的心理支持。

Female employees care: launching a "Caring for Female Workers" campaign, where maternal rooms are established for female employees during the time of pregnancy, childbirth and breastfeeding, and holding female health education activities periodically.

女性關愛：開展「女職工關愛行動」，為孕期、產期和哺乳期女性員工建立母嬰室，定期開展女性健康科普教育活動。

In order to effectively support the Company's business development, keep pace with market demands and meet the needs of talent development, as well as to create an efficient, pragmatic and flexible multi-dimensional training venue, the Group organized 165 training sessions in aggregate in 2023, with a total of 1,347 persons trained and 1,840 per-capita training hours.

為有效助力本公司業務發展，緊跟市場需求，滿足人才發展需要，打造高效務實且靈活的多維度培訓陣地，2023年本集團累計開展培訓165場，累計培訓1347人次，人均培訓學時1840學時。

2.1 Enhancing Quality of Internal Training to Strengthen Basic Skills

提升內訓質量，強化培訓基本功

Internal training resources were continuously explored to effectively promote internal training at all levels, facilitating the development of the Company:

(1) Promoting internal training and improving the quality

A total of 165 training sessions were organised at various levels, with a training satisfaction score of 9.5.

(2) Empowering new employees by lecturers to help them integrate into us as soon as possible

In order to help new employees get familiar with the Company's environment and integrate into us as soon as possible, two sessions of induction training for new employees were launched in total, with a training satisfaction score of 9.55.

持續深挖內部培訓講師資源，有效推動各級組織內訓落地，助力本公司發展：

(1) 推動內訓，提升內部培訓質量

各級組織累計開展培訓165場，培訓滿意度評分9.5分。

(2) 講師賦能，助力新員工快速融入

為助力新員工熟悉企業環境，快速融入，累計開展新員工入職培訓2期，培訓滿意度評分9.55分。

Group: employment category 群組：受聘類別	Hong Kong, China 中國香港	Mainland China 中國內地	Subtotal 小計	Percentage 佔比
Employees – General staff 僱員 – 一般員工	2	146	148	75.13%
Employees – Managers 僱員 – 經理級員工	10	29	39	19.80%
Employees – Management 僱員 – 管理層	2	8	10	5.07%
Total 總計	14	183	197	100%

Group: gender 群組：性別	Hong Kong China 中國香港	Mainland China 中國內地	Subtotal 小計	Percentage 佔比
Employees – Female 僱員 – 女性	11	80	91	46.19%
Employees – Male 僱員 – 男性	3	103	106	53.81%
Total 總計	14	183	197	100%

Group: training hours completed by employees trained 群組：受訓僱員時數	Hong Kong, China 中國香港	Mainland China 中國內地	Subtotal 小計
Employees – General staff 僱員 – 一般員工	24	1422	1,446
Employees – Managers 僱員 – 經理級員工	30	352	382
Employees – Management 僱員 – 管理層	125	66	191
Total 總計	179	1,840	2,019

Group: training hours completed by employees trained 群組：受訓僱員時數	Hong Kong, China 中國香港	Mainland China 中國內地	Subtotal 小計
Employees – Female 僱員 – 女性	52	809	861
Employees – Male 僱員 – 男性	127	1,031	1,158
Total 總計	179	1,840	2,019

Group: number of employees trained 群組：受訓僱員人數	Hong Kong, China 中國香港	Mainland China 中國內地	Subtotal 小計	Percentage 佔比
Employees – General staff 僱員 – 一般員工	2	114	116	58.88%
Employees – Managers 僱員 – 經理級員工	10	16	26	13.20%
Employees – Management 僱員 – 管理層	2	5	7	3.55%
Total 總計	14	135	149	75.63%

Group: number of employees trained 群組：受訓僱員人數	Hong Kong, China 中國香港	Mainland China 中國內地	Subtotal 小計	Percentage 佔比
Employees – Female 僱員 – 女性	11	57	68	34.52%
Employees – Male 僱員 – 男性	3	78	81	41.11%
Total 總計	14	135	149	75.63%

Average annual training hours per employee in Mainland China 中國內地年度人均培訓時長	7.83
Average annual training hours per employee in Hong Kong 香港年度人均培訓時長	12.79
Average training hours per employee 人均培訓時長	9.91

Case 案例

In October 2023, our self-operated entertainment business segment launched a two-day training activity with the theme of "Action Trainer", the purpose of which was to develop the management ability of general business backbone by including the trainer into the role of managers, thus improving the overall work effectiveness. In the training process, through the simulation practice, the trainees were able to use and enhance the skills in a short time, ensuring that such skills could be properly used in the following works.

於2023年10月，本集團自營文娛商業板塊開展了一場以「行動教練」為主題，為期兩天的培訓活動。本次培訓旨在培養基層業務骨幹管理能力，將教練納入管理者角色，進而提升整體工作成效。培訓過程中充分結合模擬實踐，使學員在短時間內得到運用和強化，確保在接下來的工作當中能恰當運用。



2.2 Strengthening Production Safety and Fire Safety Training 加強生產安全及消防安全培訓

In order to ensure safe production, operation and management, and enhance the awareness of employees and managers in respect of production and operation safety, our entities at all levels actively organized trainings on production and fire safety in an orderly manner, which had a strong learning atmosphere and achieved good learning effect by analyzing factual cases and conducting on-site drills.

Data: The entities at all levels organized a total of 6 training sessions on production and fire safety with a total of 135 participants throughout the Year.

為保證生產及經營管理安全，加強員工及管理者安全生產及經營意識，本集團各級單位積極有序開展關於安全生產及消防安全類的培訓。現場學習氛圍濃厚，以實際案例做分析，結合現場演練，學習效果較好。

數據：本年度期間各級組織共計開展6場安全生產及消防安全類培訓，共計135人次參與。

3

Work and Life Balance 工作與生活的平衡

The Company is committed to maintaining the physical and mental health of its employees. Taking full advantage of its strength in human resources management, the Company has conducted detailed analysis on the workload of each job position and has assessed the work intensity of employees to ensure reasonable deployment of workforce, without pushing the employees to work overtime.

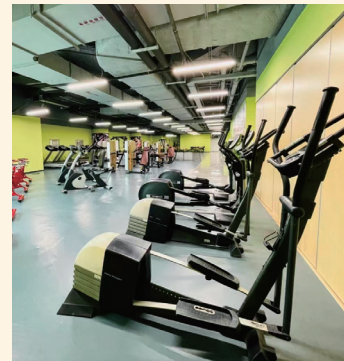
To help employees relax and relieve their working pressure and to achieve a better balance between life and work, the Company has enhanced internal communication and allocated funding on a quarterly basis to different departments to subsidise social and cultural activities for the relief of the employees' stress and to uplift their vitality.

本公司致力維持員工的身心健康，充分運用人力資源管理優勢，詳細調查各崗位的工作量，並進行工作強度評估，合理用人，絕不強迫員工超時工作。

為協助員工放鬆及平衡工作壓力，加強內部交流，本公司會每季度按部門劃撥活動經費，積極開展各類文體活動，幫助員工緩解壓力，激發員工活力，讓員工更好地達到生活與工作之間的平衡狀態。

Case 案例

The Company consistently provides yoga and fitness services for its employees.
本公司為員工長期提供瑜伽、健身服務。



The Company values integrity management highly and continues to strengthen its supervision and accountability. It is always committed to the belief of “making progress through performance, building credibility through integrity and gaining support for actions” and is resolute to stand the test of principle.

The Company has been improving its monitoring, auditing and disciplinary policies. Meanwhile, company-wide anticorruption education and training are strengthened through various means, to establish and reinforce the integrity culture across the Company, thus controlling the risk of corruption and consolidating the foundation of integrity.

本公司高度重視廉潔管理並持續加強監督問責力度，時時刻刻秉持「以實績求進步、以品行樹威信、以作為得擁護」的信念，在原則問題上，必須要經得起考驗。

本公司一方面完善監督、審計與懲處制度，另一方面加強全體員工的反貪污教育培訓，通過多種辦法樹立和強化公司上下的廉潔文化，防控腐敗風險，夯實廉潔建設。

1 Establishing a System of Integrity 建立廉政機制

The Company has compiled the “Key Business Monitoring Measures”, “Anti-Corruption Monitoring System” and “Complaints Reporting Management Measures”, establishing the Company's integrity system, which is supplemented by audit checks and process monitoring and control, in order to drive the top-down fulfillment of internal responsibilities for integrity.

The Company engages both internal and external auditors to audit the financial accounts of the Group, to ensure the accuracy of the account ledgers and strengthen the internal financial control and monitoring system. To enhance the stakeholders' awareness of integrity, subsidiaries of the Group always attach the “Probity Cooperative Agreement” as an appendix to all agreements. All levels of management (including Directors) and employees of the Company receive special-topic training on anti-corruption at the time of job appointment. The Company requires all employees to uphold an “authority transparency framework”, in which they are not permitted to accept bribes, nor allowed to bribe government officials and representatives from commercial organisations.

本公司特別編製了《重點業務監控辦法》、《反貪污監察制度》、《投訴舉報管理辦法》文件，構建公司廉政體系，輔以審計檢查、流程監控，自上而下督促廉潔內部責任落實。

本公司採用內部審計與外部審計相結合的方式核算集團財務帳目，以確保帳目正確，加強財務內控制度與監控。為加強廉潔從業意識，本集團旗下公司在所有合約簽訂過程中均會將「廉潔合作協議」作為附件。包括董事在內的本公司所有級別管理層、各層級員工在入職時都將進行反貪污的專項內容培訓。本公司要求所有員工必須做到「讓權力在陽光下運行」，不得受賄的同時，也絕不允許向政府官員及商業機構的代表人員行賄。

The Company has established a whistle-blowing system and opened various public reporting channels such as hotline, mailbox and email to encourage employees to report immoral and dishonest behaviors with real names or anonymously. The information of the whistleblowers and the contents of the reports are kept strictly confidential, and the reports are filed and classified as confidential documents. The audit department and the legal department are held accountable for any breaches or violations of anti-corruption rules in order to maintain the authoritative weight of the integrity system.

本公司設有舉報制度，並開設專線電話、信箱、電子郵箱等多個公開舉報渠道，鼓勵員工針對不道德行為和非誠信行為進行實名或匿名舉報，對舉報人的信息及舉報內容嚴格保密，舉報材料列入密件管理。繼而由審計部門、法務部門對違反、破壞制度的行為進行問責，維護制度的權威性。

2 Strengthening Integrity Education 強化廉政教育

Since the Company joined officially the China Enterprise Anti-fraud Alliance in January 2019, it has actively participated in various activities of the Alliance and has shared information and conducted business communication with the Alliance and other member units. The Company has also launched a variety of anti-corruption awareness education activities, and provided occasional special-topic trainings and anti-corruption-theme awareness campaigns for the Company's senior management and employees at sensitive positions. The Audit and Monitoring Department for Integrity Education is responsible for integrity education and training to ensure that the training covers our Directors and employees, including part-time and contracted employees. We provide integrity education for new employees, covering the code of conduct and the penalties on the acts of fraud or bribery, and intensify the integrity training for business areas with high risk of corruption in a timely manner.

The Auditing and Monitoring Centre organizes periodic trainings on integrity cultural development annually for senior and middle management employees in the headquarters and companies in cities and next level down; integrity education presentations are introduced to new employees at induction trainings; integrity slogans are displayed in the Company's office areas; promotional articles or photos of integrity education are regularly released on the "Yangguang Baoxin" column on Corporate WeChat; and all employees of the Company are being constantly reminded the principle of "guarding the bottom line and staying away from risky areas" to build a strong defence against corruption with integrity and self-discipline.

- During the Reporting Period, there were no concluded legal cases regarding corruption practices brought against the Company or its employees.

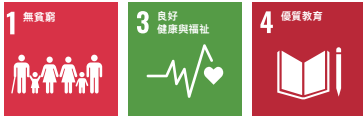
本公司於正式2019年1月加入中國企業反舞弊聯盟，通過積極參與聯盟組織的各項活動，與聯盟及其他會員單位之間正常進行信息共享與業務交流。本公司還開展了多樣化的廉政警示教育活動，對於公司高級管理人員、敏感崗位員工進行不定期的主題培訓和反腐倡廉專題倡導。廉潔教育審計監察部負責廉潔教育培訓，確保培訓範圍覆蓋我們的董事及員工，包括兼職員工及合同工。我們會為新入職員工提供廉潔教育，培訓內容覆蓋行為守則、欺詐或賄賂等行為相應的處罰，並對貪腐風險較大的業務模塊及時加大培訓力度。

審計監察中心每年定期組織總部、城市公司及各二級公司中高層員工進行廉政文化建設培訓；在新員工入職培訓時進行廉潔教育宣講；在公司辦公區域張貼廉政宣傳標語；在企業微信「陽光寶新」專欄定期發佈廉政教育宣傳文章或圖片；時刻提醒公司全體員工「守住底線，不碰高壓線」，築牢廉潔自律防線。

- 於本報告期內，未發生針對本公司或其僱員提出並已審結的貪污訴訟案件。

6

Public Welfare and Charity: Caring for People's Well-being and Contributing to Society 公益慈善篇：關愛民生 奉獻社會



As an enterprise with a high sense of social responsibility, the Group has always closely integrated the concept of social responsibility with its corporate development strategies and participated in various community activities that help to build a positive image of the industry and of the Company.

For a long period of time, the Group has taken the responsibility of contributing to the community and caring for people's well-being by carrying out various forms of public welfare activities in the areas of education, medical care and social assistance. By sharing, cooperating and planning together with our stakeholders, we are able to draw a blueprint of a better life for the community.

作為一家具有高度社會責任感的企業，本集團始終將社會責任理念與企業的發展戰略緊密結合，參與各類有助建立行業及本公司正面形象的社區活動。

長期以來，本集團以奉獻社會、關愛民生為己任，在教育、醫療、社會救助等領域開展形式多樣的公益活動，與利益相關方同享、同心、同創，共同描繪美好生活藍圖。



Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Corresponding chapter 對應章節
A. Environmental 環境		
Aspect A1: Emissions 層面 A1 : 排放物	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and nonhazardous waste.</p> <p><i>Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations.</i></p> <p><i>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</i></p> <p><i>Hazardous wastes are those defined by national regulations.</i></p> <p>一般披露</p> <p>有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>註： 廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。 溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化物、全氟化碳及六氟化硫。 有害廢棄物指國家規例所界定者。</p>	ESG Philosophy and Management Environmental Sustainability 環境、社會及管治理念與管理 環境可持續發展
KPI A1.1 關鍵績效 指標 A1.1	<p>The types of emissions and respective emissions data.</p> <p>排放物種類及相關排放數據。</p>	ESG Philosophy and Management Environmental Sustainability – Emissions
KPI A1.2 關鍵績效 指標 A1.2	<p>Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>直接（範圍 1）及能源間接（範圍 2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。</p>	環境、社會及管治理念與管理 環境可持續發展 – 排放物
KPI A1.3 關鍵績效 指標 A1.3	<p>Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>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）。</p>	
KPI A1.4 關鍵績效 指標 A1.4	<p>Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>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）。</p>	
KPI A1.5 關鍵績效 指標 A1.5	<p>Description of emissions target(s) set and steps taken to achieve them.</p> <p>描述所訂立的排放量目標及為達到這些目標所採取的步驟。</p>	Product Construction 產品建設篇
KPI A1.6 關鍵績效 指標 A1.6	<p>Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.</p> <p>描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。</p>	Product Construction – Green Construction – Green Construction Process 產品建設篇 – 綠色建造 – 綠色施工

<p>Aspect A2: Use of Resources 層面 A2 : 資源使用</p>	<p>General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. <i>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</i> 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。 註: 資源可用於生產、儲存、運輸、樓宇、電子設備等。</p>		<p>ESG Philosophy and Management Environmental Sustainability - Use of Resources Product Construction – Green Construction – Green Building 環境、社會及管治理念與管理 環境可持續發展 – 資源使用 產品建設篇: 綠色建造 – 綠色建築</p>
	KPI A2.1 關鍵績效指標 A2.1	<p>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). 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)。</p>	
	KPI A2.2 關鍵績效指標 A2.2	<p>Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。</p>	
	KPI A2.3 關鍵績效指標 A2.3	<p>Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。</p>	
	KPI A2.4 關鍵績效指標 A2.4	<p>Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題, 以及所訂立的用水效益目標及為達到這些目標所採取的步驟。</p>	
	KPI A2.5 關鍵績效指標 A2.5	<p>Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。</p>	
<p>Aspect A3: The Environment and Natural Resources 層面 A3 : 環境及天然資源</p>	<p>General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural 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。</p>		<p>ESG Philosophy and Management Environmental Sustainability – Use of Resources 環境、社會及管治理念與管理 環境可持續發展 – 資源使用</p>
	KPI A3.1 關鍵績效指標 A3.1	<p>Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。</p>	

Aspect A4: Climate Change 層面 A4 : 氣候變化	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 一般披露 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。		Product Construction: Green Operation 產品建設篇：綠色運營
	KPI A4.1 關鍵績效 指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Product Construction: Dealing with Major Climate Changes 產品建設篇：應對重大氣候變化
B. Social 社會			
Employment and Labour Practices 僱傭及勞工常規			
Aspect B1: Employment 層面 B1 : 僱傭	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		Employee Organisation: Employees' Rights and Interests – Diversity Recruitment and Equal Employment Opportunity 員工組織篇：員工權益 – 多元招聘與平等僱傭機會
	KPI B1.1 關鍵績效 指標 B1.1	Total workforce by gender, employment type (for example, full- or part- time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Employee Organisation: Employees' Rights and Interests – Diversity Recruitment and Equal Employment Opportunity 員工組織篇：員工權益 – 多元招聘與平等僱傭機會
	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僱員流失比率。	Employee Organisation: Employees' Rights and Interests – Diversity Recruitment and Equal Employment Opportunity 員工組織篇：員工權益 – 多元招聘與平等僱傭機會

<p>Aspect B2: Health and Safety 層面 B2 : 健康與安全</p>	<p>General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Employee Organisation: Occupational Safety, Safety Training and Emergency Drills 員工組織篇：職業安全、安全培訓與應急演練</p>						
	<table border="1"> <tr> <td data-bbox="316 487 459 595">KPI B2.1 關鍵績效 指標 B2.1</td> <td data-bbox="467 487 1126 595">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。</td> </tr> <tr> <td data-bbox="316 605 459 713">KPI B2.2 關鍵績效 指標 B2.2</td> <td data-bbox="467 605 1126 713">Lost days due to work injury. 因工傷損失工作日數。</td> </tr> <tr> <td data-bbox="316 724 459 864">KPI B2.3 關鍵績效 指標 B2.3</td> <td data-bbox="467 724 1126 864">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。</td> </tr> </table>	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。	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。	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。	<p>Employee Organisation: Occupational Safety 員工組織篇：職業安全</p>
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。							
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。							
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<p>Aspect B3: Development and Training 層面 B3 : 發展及培訓</p>	<p>General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. <i>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</i> 一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 註：培訓指職業培訓，可包括由僱主付費的內外部課程。</p>	<p>Employee Organisation: Employees' Development 員工組織篇：員工發展</p>						
	<table border="1"> <tr> <td data-bbox="316 1414 459 1522">KPI B3.1 關鍵績效 指標 B3.1</td> <td data-bbox="467 1414 1126 1522">The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。</td> </tr> <tr> <td data-bbox="316 1532 459 1640">KPI B3.2 關鍵績效 指標 B3.2</td> <td data-bbox="467 1532 1126 1640">The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。</td> </tr> </table>	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). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	KPI B3.2 關鍵績效 指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	<p>Employee Organisation: Employees' Development 員工組織篇：員工發展</p>		
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<p>Aspect B4: Labour Standards 層面 B4 : 勞工準則</p>	<p>General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Employee Organisation: Diversity Recruitment and Equal Employment Opportunity 員工組織篇：多元招聘與平等僱傭機會</p>						
	<table border="1"> <tr> <td data-bbox="316 1716 459 1823">KPI B4.1 關鍵績效 指標 B4.1</td> <td data-bbox="467 1716 1126 1823">Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。</td> </tr> <tr> <td data-bbox="316 1834 459 1944">KPI B4.2 關鍵績效 指標 B4.2</td> <td data-bbox="467 1834 1126 1944">Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。</td> </tr> </table>	KPI B4.1 關鍵績效 指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	KPI B4.2 關鍵績效 指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。			
KPI B4.1 關鍵績效 指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。							
KPI B4.2 關鍵績效 指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。							

Operating Practices 營運慣例			
Aspect B5: Supply Chain Management 層面 B5 : 供應鏈管理	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。		Cooperate to Achieve Win-win Results 齊心共建 合作共贏
	KPI B5.1 關鍵績效 指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	
	KPI B5.2 關鍵績效 指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	
	KPI B5.3 關鍵績效 指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
	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。	

<p>Aspect B6: Product Responsibility 層面 B6 : 產品責任</p>	<p>General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p> <p>一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：</p> <p>(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Cooperation and Service: Service Excellence and Cooperation for Win-win 合作服務篇： 精品服務 攜手共贏</p>
	<p>KPI B6.1 關鍵績效 指標 B6.1</p> <p>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回收的百分比。</p>	<p>Cooperation and Service: Product Quality 合作服務篇：產品品質</p>
	<p>KPI B6.2 關鍵績效 指標 B6.2</p> <p>Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。</p>	<p>Cooperation and Service: Optimizing Full Cycle Service System 合作服務篇：完善全週期 服務體系</p>
	<p>KPI B6.3 關鍵績效 指標 B6.3</p> <p>Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。</p>	
	<p>KPI B6.4 關鍵績效 指標 B6.4</p> <p>Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。</p>	
	<p>KPI B6.5 關鍵績效 指標 B6.5</p> <p>Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。</p>	
<p>Aspect B7: Anti- corruption 層面 B7 : 反貪污</p>	<p>General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.</p> <p>一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的：</p> <p>(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>KPI B7.1 關鍵績效 指標 B7.1</p> <p>Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。</p> <p>KPI B7.2 關鍵績效 指標 B7.2</p> <p>Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。</p> <p>KPI B7.3 關鍵績效 指標 B7.3</p> <p>Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。</p>	<p>Anti-corruption and Probity Cooperation 反貪污與廉潔合作</p>

Community 社區			
Aspect B8: Community Investment 層面 B8 : 社區投資	<p>General Disclosure</p> <p>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.</p> <p>一般披露</p> <p>有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。</p>		<p>Public Welfare and Charity: Caring for People's Well-being and Contributing to Society</p> <p>公益慈善篇： 關愛民生 奉獻社會</p>
	KPI B8.1 關鍵績效 指標 B8.1	<p>Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).</p> <p>專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。</p>	
	KPI B8.2 關鍵績效 指標 B8.2	<p>Resources contributed (e.g. money or time) to the focus area.</p> <p>在專注範疇所動用資源(如金錢或時間)。</p>	

