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**北京北辰實業股份有限公司**

**BEIJING NORTH STAR COMPANY LIMITED**

(在中華人民共和國註冊成立的中外合資股份有限公司)

(股份代號：588)

## 海外監管公告

本公告乃根據香港聯合交易所有限公司證券上市規則第13.10B條之披露要求而作出。

以下刊載北京北辰實業股份有限公司(「本公司」)將於二零二六年三月二十八日在上海證券交易所網頁([www.sse.com.cn](http://www.sse.com.cn)) (股票代碼：601588) 刊載的公告。以下公告亦刊載於本公司網頁([www.beijingns.com.cn](http://www.beijingns.com.cn))。

承董事會命

北京北辰實業股份有限公司

張杰

主席

中國 • 北京

二零二六年三月二十七日

於本公告之日，董事會由八名董事組成，當中張杰先生、梁捷女士、楊華森先生、魏明乾先生及朱岩先生為執行董事，而周永健博士、甘培忠先生及錢愛民女士為獨立非執行董事。

证券代码：601588

证券简称：北辰实业

北京北辰实业股份有限公司

2025 年度可持续发展暨 ESG 报告摘要

## 第一节 重要提示

- 1、本摘要来自于北辰实业 2025 年度可持续发展暨 ESG 报告全文，为全面了解本公司环境、社会和公司治理议题的相关影响、风险和机遇，以及公司可持续发展战略等相关事项，投资者应当到 [www.sse.com.cn](http://www.sse.com.cn) 网站仔细阅读北辰实业 2025 年度可持续发展暨 ESG 报告全文。
- 2、北辰实业 2025 年度可持续发展暨 ESG 报告已经公司第十届董事会第四十六次会议审议通过。

## 第二节 报告基本情况

### 1、基本信息

|      |                                                                                                                                                    |
|------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| 股票代码 | 601588                                                                                                                                             |
| 公司简称 | 北辰实业                                                                                                                                               |
| 公司名称 | 北京北辰实业股份有限公司                                                                                                                                       |
| 报告范围 | 本报告以重要性为原则界定组织范围。除非特殊说明，本报告所涉及的实质性内容均源自北京北辰实业股份有限公司及旗下分公司及子公司。环境关键绩效指标范围仅包括本公司京内持有型物业，社会关键绩效指标范围包括北京北辰实业股份有限公司及旗下分公司及子公司。                          |
| 时间范围 | 除非特殊说明，本报告主要描述 2025 年 1 月 1 日至 2025 年 12 月 31 日期间，本公司在环境、社会及管治工作方面的具体政策与表现。由于涉及连续性及可比性，本报告中部分信息内容将根据需要做适当延伸。                                       |
| 编制依据 | 本报告根据上海证券交易所发布的《上海证券交易所上市公司自律监管指引第 1 号——规范运作（2025 年 5 月修订）》、香港联合交易所有限公司发布的《香港联合交易所有限公司证券上市规则》附录 C2《环境、社会及管治报告守则》以及《中国企业可持续发展报告指南（CASS-ESG 6.0）》编制。 |

### 2、可持续发展治理体系

- (1) 是否设置负责管理、监督可持续发展相关影响、风险和机遇的治理机构：是，该治理机构名称为董事会 否
- (2) 是否建立可持续发展信息内部报告机制：是，报告方式及频率为定期书面报告/年度报告 否
- (3) 是否建立可持续发展监督机制，如内部控制制度、监督程序、监督措施及考核情况等：是，相关制度或措施为ESG 工作成效纳入公司年度绩效考核体系，重点考核公司各职能部门及辖属企业履职情况。公司各职能部门及辖属企业应推动 ESG 指标与现有统计、绩效管理体系衔接，并逐年优化核心考核指标。 否

### 3、利益相关方沟通

公司是否通过访谈、座谈、问卷调查等方式开展利益相关方沟通并披露：是 否

| 利益相关方   | 关注内容                                                                                                           | 沟通方式                                                                                                        |
|---------|----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| 政府及监管机构 | <ul style="list-style-type: none"> <li>➢ 遵守法律法规</li> <li>➢ 促进就业</li> <li>➢ 诚信守法经营</li> <li>➢ 支持地区发展</li> </ul> | <ul style="list-style-type: none"> <li>➢ 参加会议</li> <li>➢ 定期汇报</li> <li>➢ 接受监督</li> <li>➢ 论坛及交流项目</li> </ul> |
| 投资者及股东  | <ul style="list-style-type: none"> <li>➢ 创造市场价值</li> <li>➢ 降低经营风险</li> </ul>                                   | <ul style="list-style-type: none"> <li>➢ 股东大会</li> <li>➢ 公司网站投资者专栏</li> </ul>                               |

|                         |                                                                                                |                                                                                                                                                          |
|-------------------------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
|                         | <ul style="list-style-type: none"> <li>➤ 信息合规披露</li> </ul>                                     | <ul style="list-style-type: none"> <li>➤ 投资者关系热线</li> <li>➤ 年报及 ESG 报告</li> <li>➤ 投资者调研</li> <li>➤ 上证 e 互动</li> <li>➤ 投资者集体接待日</li> <li>➤ 策略会</li> </ul> |
| 客户                      | <ul style="list-style-type: none"> <li>➤ 产品质量安全</li> <li>➤ 提供优质服务</li> <li>➤ 保护客户隐私</li> </ul> | <ul style="list-style-type: none"> <li>➤ 客户服务热线</li> <li>➤ 客户满意度调查</li> <li>➤ 社交媒体宣传</li> <li>➤ 客户座谈会</li> </ul>                                         |
| 职工                      | <ul style="list-style-type: none"> <li>➤ 保护职工权益</li> <li>➤ 关爱职工健康</li> <li>➤ 促进职工发展</li> </ul> | <ul style="list-style-type: none"> <li>➤ 职工访谈</li> <li>➤ 职工代表大会</li> <li>➤ 职工关爱活动</li> <li>➤ 投诉信箱</li> </ul>                                             |
| 供应商                     | <ul style="list-style-type: none"> <li>➤ 阳光采购</li> <li>➤ 互利共赢</li> <li>➤ 共同发展</li> </ul>       | <ul style="list-style-type: none"> <li>➤ 电话访谈</li> <li>➤ 现场考察</li> <li>➤ 供应商大会</li> <li>➤ 战略合作</li> </ul>                                                |
| 科研院所<br>行业组织<br>媒体与社会团体 | <ul style="list-style-type: none"> <li>➤ 遵守行业规范</li> <li>➤ 促进产业创新</li> <li>➤ 推动行业发展</li> </ul> | <ul style="list-style-type: none"> <li>➤ 新闻发布会</li> <li>➤ 媒体访问</li> <li>➤ 年报及 ESG 报告</li> <li>➤ 年度及中期业绩发布会</li> <li>➤ 新闻稿及刊物</li> <li>➤ 传媒查询</li> </ul>  |
| 社区与非政府组织                | <ul style="list-style-type: none"> <li>➤ 参与社区建设</li> <li>➤ 支持社会公益</li> </ul>                   | <ul style="list-style-type: none"> <li>➤ 社区活动参与</li> <li>➤ 慈善公益捐赠</li> <li>➤ 乡村振兴</li> <li>➤ 社交媒体宣传</li> </ul>                                           |
| 环境                      | <ul style="list-style-type: none"> <li>➤ 保护生态环境</li> <li>➤ 合理利用资源</li> </ul>                   | <ul style="list-style-type: none"> <li>➤ 开展环保行动</li> <li>➤ 宣贯环保理念</li> <li>➤ 实施“双碳”行动</li> </ul>                                                         |

#### 4、双重重要性评估结果

| 序号 | 公司 ESG 报告<br>议题名称 | 重要性分析                                                                                                         | 对应上交所可持续发展报告<br>指引议题名称 |
|----|-------------------|---------------------------------------------------------------------------------------------------------------|------------------------|
| 1  | 产品和服务安全与质量        | <input type="checkbox"/> 财务重要性<br><input type="checkbox"/> 影响重要性<br><input checked="" type="checkbox"/> 双重重要性 | 产品和服务质量与安全             |
| 2  | 绿色建筑              | <input type="checkbox"/> 财务重要性<br><input type="checkbox"/> 影响重要性<br><input checked="" type="checkbox"/> 双重重要性 |                        |

| 序号 | 公司 ESG 报告<br>议题名称 | 重要性分析                                                                                                         | 对应上交所可持续发展报告<br>指引议题名称 |
|----|-------------------|---------------------------------------------------------------------------------------------------------------|------------------------|
| 3  | 创新驱动              | <input type="checkbox"/> 财务重要性<br><input type="checkbox"/> 影响重要性<br><input checked="" type="checkbox"/> 双重重要性 | 创新驱动                   |
| 4  | 应对气候变化            | <input type="checkbox"/> 财务重要性<br><input type="checkbox"/> 影响重要性<br><input checked="" type="checkbox"/> 双重重要性 | 应对气候变化                 |
| 5  | 安全生产              | <input type="checkbox"/> 财务重要性<br><input type="checkbox"/> 影响重要性<br><input checked="" type="checkbox"/> 双重重要性 |                        |
| 6  | 员工                | <input type="checkbox"/> 财务重要性<br><input type="checkbox"/> 影响重要性<br><input checked="" type="checkbox"/> 双重重要性 | 员工                     |
| 7  | 反商业贿赂及<br>反贪污     | <input checked="" type="checkbox"/> 财务重要性<br><input type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性 | 反商业贿赂及反贪污              |
| 8  | 环境合规管理            | <input checked="" type="checkbox"/> 财务重要性<br><input type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性 | 环境合规管理                 |
| 9  | 能源利用              | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性 | 能源利用                   |
| 10 | 水资源利用             | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性 | 水资源利用                  |
| 11 | 循环经济              | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性 | 循环经济                   |
| 12 | 生态系统与生<br>物多样性保护  | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性 | 生态系统与生物多样性保护           |
| 13 | 污染物排放             | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性 | 污染物排放                  |
| 14 | 废弃物处理             | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性 | 废弃物处理                  |

| 序号 | 公司 ESG 报告<br>议题名称 | 重要性分析                                                                                                          | 对应上交所可持续发展报告<br>指引议题名称 |
|----|-------------------|----------------------------------------------------------------------------------------------------------------|------------------------|
| 15 | 董事会多元化            | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性  |                        |
| 16 | 责任供应链             | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性  | 供应链安全                  |
| 17 | 助推行业发展            | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性  |                        |
| 18 | 绿色运营              | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性  |                        |
| 19 | 社会贡献              | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性  | 社会贡献                   |
| 20 | 乡村振兴              | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性  | 乡村振兴                   |
| 21 | 数据安全与客户<br>隐私保护   | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性  | 数据安全与客户隐私保护            |
| 22 | 反不正当竞争            | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性  | 反不正当竞争                 |
| 23 | 利益相关方沟<br>通       | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性  | 利益相关方沟通                |
| 24 | 中小股东权益<br>保护      | <input type="checkbox"/> 财务重要性<br><input checked="" type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性  |                        |
| 25 | 平等对待中小<br>企业      | <input type="checkbox"/> 财务重要性<br><input type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性<br>(非重要性议题) | 平等对待中小企业               |
| 26 | 尽职调查              | <input type="checkbox"/> 财务重要性<br><input type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性<br>(非重要性议题) | 尽职调查                   |

| 序号 | 公司 ESG 报告<br>议题名称 | 重要性分析                                                                                                          | 对应上交所可持续发展报告<br>指引议题名称 |
|----|-------------------|----------------------------------------------------------------------------------------------------------------|------------------------|
| 27 | 科技伦理              | <input type="checkbox"/> 财务重要性<br><input type="checkbox"/> 影响重要性<br><input type="checkbox"/> 双重重要性<br>(非重要性议题) | 科技伦理                   |

经评估，“平等对待中小企业”“尽职调查”“科技伦理”三项议题对北辰实业不具有重要性，相关情况已在议题管理部分说明。



北辰实业  
BEIJING NORTH STAR

# 北辰实业 2025

可持续发展暨 ESG 报告



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# 报告说明

北京北辰实业股份有限公司欣然发布第 18 份《可持续发展暨 ESG 报告》。本公司董事会及全体董事保证本报告内容不存在任何虚假记载、误导性陈述或重大遗漏，并对其内容的真实性、准确性和完整性承担个别及连带责任。

本报告旨在向各利益相关方展示与本公司可持续发展相关的环境、社会及管治议题内容，以便各利益相关方更好地了解本公司可持续发展的理念、行动及相关绩效等。

本报告以简体中文及英文双语进行编制，如有任何字面歧义，请以简体中文版本为准。

## 报告时间范围与周期

除非特殊说明，本报告主要描述 2025 年 1 月 1 日至 2025 年 12 月 31 日期间，本公司在环境、社会及管治工作方面的具体政策与表现。由于涉及连续性及可比性，本报告中部分信息内容将根据需要做适当延伸。

## 报告组织范围

本报告以重要性为原则界定组织范围。除非特殊说明，本报告所涉及的实质性内容均源自北京北辰实业股份有限公司及旗下分公司及子公司。环境关键绩效指标范围仅包括本公司京内持有型物业，社会关键绩效指标范围包括本公司及旗下分公司及子公司。

## 报告准则

本报告根据上海证券交易所发布的《上海证券交易所上市公司自律监管指引第 1 号——规范运作（2025 年 5 月修订）》、香港联合交易所有限公司发布的《香港联合交易所有限公司证券上市规则》附录 C2《环境、社会及管治报告守则》以及《中国企业可持续发展报告指南（CASS-ESG 6.0）》。本报告遵循《环境、社会及管治报告守则》有关“重要性”“量化”“平衡”“一致性”汇报原则。请参阅下表以了解本公司如何应用该等汇报原则以准备本报告。

| 汇报原则 | 本公司的原则应用                                                                                                                          |
|------|-----------------------------------------------------------------------------------------------------------------------------------|
| 重要性  | 编制本报告期间，本公司在专业咨询机构协助下，进行了重要性议题评估，以识别对北辰实业及主要利益相关方而言至关重要的议题。其后，重大议题的相关资料已被收集并有针对性地于本报告中作出披露。<br>另外，本公司的董事会已经知悉重要性议题的评估结果，并且批准了本报告。 |
| 量化   | 本公司已在“关键绩效”中提供了有关汇报的排放量 / 能耗所用的标准、方法、假设及计算工具的资料。<br>本报告中已计量历史数据的关键绩效指标。本公司已定下减少个别影响的目标，包含实际数字或方向性、前瞻性声明。                          |
| 平衡   | 本报告所载内容反映客观事实，同时披露了正面及负面指标。                                                                                                       |
| 一致性  | 本公司所采用的数据统计方法与去年一致。                                                                                                               |

## 报告获取与反馈

本报告可在本公司网站、上海证券交易所、香港交易及结算所有限公司披露易网站查阅和下载。若您对本报告有任何疑问、评论或反馈，欢迎发送邮件至 northstar@beijingns.com.cn 与本公司联系。

## 释义

| 全称                               | 简称            |
|----------------------------------|---------------|
| 北京北辰实业股份有限公司                     | 北辰实业          |
| 首都会展（集团）有限公司                     | 首都会展          |
| 北京北辰地产集团有限公司                     | 北辰地产          |
| 北京北辰商业管理有限公司                     | 北辰商管          |
| 北京北辰实业股份有限公司国家会议中心               | 国家会议中心        |
| 北京北辰实业股份有限公司北京国际会议中心             | 北京国际会议中心      |
| 北京北辰实业股份有限公司北京五洲大酒店              | 北辰五洲大酒店       |
| 北京北辰实业股份有限公司五洲皇冠国际酒店             | 五洲皇冠酒店        |
| 北京北辰实业股份有限公司北辰洲际酒店               | 北京北辰洲际        |
| 北京北辰实业股份有限公司公用设施管理分公司            | 公设公司          |
| 中国国际服务贸易交易会                      | 服贸会           |
| 环境、社会及管治                         | ESG           |
| 碳达峰、碳中和目标                        | “双碳”目标        |
| 《2025 年可持续发展暨 ESG 报告》            | 本报告           |
| 2025 年 1 月 1 日至 2025 年 12 月 31 日 | 报告期、本年度       |
| 本公司在北京约 120 万平方米持有型物业            | 京内持有型物业       |
| 北京市人民政府国有资产监督管理委员会               | 北京市国资委 / 市国资委 |
| 中国共产党北京市委员会                      | 市委            |
| 北京市人民政府                          | 市政府           |
| 北京市人力资源和社会保障局                    | 市人社局          |

# 领导致辞

岁月沉淀实力，征程书写荣光。2025年是“十四五”规划收官、“十五五”规划谋篇布局的关键之年。北辰实业始终以习近平新时代中国特色社会主义思想为指导，认真贯彻党的决策部署，坚持以协同凝聚合力、以创新驱动发展、以实干彰显担当，在赋能产业升级、践行生态保护、助力社会共建的道路上稳步前行。

这一年，我们深耕主业，全面提升经营质效。北辰实业持续巩固会展主业优势，聚焦会展全产业链布局发力，并依托在会展领域积淀的深厚底蕴与丰富资源，引领带动会展配套设施服务的品牌价值提升与地产转型探索，两大主业协同发展、相互赋能，在持续深耕中形成更具韧性的业务体系，实现经营质量与综合效益的同步提升。

这一年，我们精进治理，护航企业稳健发展。北辰实业坚持以高效治理引领企业稳健前行，通过党建领航把准治理方向，持续完善现代公司治理体系与运行机制，将合规经营深度嵌入决策运营全流程，稳步推进数字化转型，不断提升 ESG 治理水平，为公司长远发展提供坚实保障。

这一年，我们逐绿前行，着力构建低碳未来。北辰实业坚定践行绿色低碳发展理念，系统推进环境治理体系优化完善，将气候变化深度融入核心战略以应对挑战，深入推进节能技术改造与能源结构优化，全面践行绿色运营以构建可持续的产业生态，以务实行动为建设美丽中国注入强劲动能。

这一年，我们勇担责任，主动创造社会价值。北辰实业始终将社会责任深度融入公司发展，着力构建企业与职工协同共进的发展共同体，主动携手合作伙伴共同构建开放共赢的协作网络，坚持以高品质服务与产品回馈客户信赖，同时积极投身乡村振兴与社会公益，以实际行动传递企业温度、贡献社会价值。

山海寻梦，不觉其远；前路迢迢，阔步而行。2026年是扎实推进“十五五”规划开局起步的关键一年，也是锚定新战略目标、夯实高质量发展根基的攻坚之年。北辰实业将围绕“国际一流的会展品牌企业 国内领先的复合地产品牌企业”愿景，以战略协同凝聚发展共识，以改革创新激发内生动能，以务实举措推进业务拓展，聚力开创卓越发展新征程。

# 公司概况

## 公司简介

北辰实业核心业务涵盖会展及配套设施服务、房地产开发，两大主业互为依托、相互赋能、共同发展。

会展及配套设施服务以首都会展与北辰商管为依托，首都会展大力整合会展资源，不断强化会展产业新业务、新技术的外延扩张，积极推进会展全产业链布局，已成为中国国际服务贸易交易会专业运营商、高端国务政务活动服务商、首都国际会展产业发展的重要载体，承担着聚焦首都城市功能定位、培育首都会展核心竞争力的职责使命，助力北京“四个中心”功能建设和国际消费中心城市建设，并致力于打造“国内领军、国际领先的会展产业链链主企业”。北辰商管统筹开展会展配套设施服务，以产业思维做实资产运营，对公司持有的写字楼、公寓、综合商业等多业态资产进行专业化资产运营和物业服务管理，积极服务北京国际科创中心和全球数字经济标杆城市建设，打造具有北辰特色的资产运营管理模式和物业管理标准体系，树立北京亚奥商圈资产管理新标杆。

房地产开发业务以北辰地产为依托，已形成多区域多层次的全国规模化发展布局，业务涉及住宅、公寓、别墅、写字楼、商业等多元化、多档次的物业开发和经营。截至报告期末，公司开发项目及土地储备分布在京津冀、长江经济带、川渝城市群、海南自贸港以及粤港澳大湾区等 15 个核心城市。

## 核心理念

|                                          |                                                                                       |                               |
|------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------|
| <b>企业愿景</b><br>国际一流的会展品牌企业 国内领先的复合地产品牌企业 |  | <b>企业宗旨</b><br>回报股东 奉献社会 珍惜员工 |
| <b>企业使命</b><br>服务国际交往 筑造理想空间             |                                                                                       | <b>核心价值观</b><br>忠诚担当 同创共美     |

## 年度荣誉

### 北辰实业

| 荣誉名称                                                    | 获奖时间    | 授予单位            |
|---------------------------------------------------------|---------|-----------------|
| 《北京市属国企环境、社会及治理（ESG）蓝皮书（2025）》<br>北京市属国有控股上市公司十佳报告      | 2025.9  | 北京市国资委          |
| 《北京市属国企环境、社会及治理（ESG）蓝皮书（2025）》<br>北京市属国有控股上市公司 ESG 十佳案例 | 2025.9  | 中国房地产 TOP10 研究组 |
| 2025 中国房地产综合开发专业领先品牌—复合地产                               | 2025.10 | 财联社             |
| 2025 年度财联社“致远奖”之“ESG 先锋企业”                              | 2025.12 | 《证券市场周刊》        |
| 金曙光——市值管理奖                                              | 2025.12 | 财经网             |
| 2025 年高质量发展领军企业                                         |         |                 |

## 会展企业

| 荣誉名称                      | 获奖时间    | 获奖企业 / 单位  | 授予单位                                                       |
|---------------------------|---------|------------|------------------------------------------------------------|
| 会展优秀实践案例                  | 2025.11 | 首都会展       | 中国展览馆协会                                                    |
| 智慧场馆创新奖                   | 2025.2  |            | CEIDIC 2025 中国会展业数字化与创新大会                                  |
| 环境、社会和公司治理 (ESG) 管理体系认证证书 | 2025.4  | 国家会议中心     | 北京中建协认证中心有限公司                                              |
| HYROX 卓越合作场地              | 2025.10 |            | HYROX 全球组委会                                                |
| ICCA 荣誉致谢奖                | 2025.11 |            | 国际大会及会议协会 (ICCA)                                           |
| 2024 年度中国最具竞争力专业会展场馆      | 2025.11 |            | 中国会展经济研究会                                                  |
| 智慧场馆创新奖                   | 2025.2  | 北京国际会议中心   | 中国会展业数字化与创新大会                                              |
| 2025 会奖之星——最具影响力会议中心成员单位  | 2025.11 |            | 第十七届中国会议产业大会 (CMIC 2025)                                   |
|                           | 2025.3  | 五洲·会议中心    | 互联网 3.0 应用场景研究院                                            |
| 2025 福布斯旅行指南推荐酒店          | 2025.2  |            | 《福布斯旅游指南》                                                  |
| 2025 福布斯旅行指南认证社会责任酒店      | 2025.6  |            |                                                            |
| 绿色旅游饭店金树叶奖                | 2025.9  | 北京北辰洲际     | 全国旅游星级评定委员会                                                |
| 2025 米其林星钥酒店精选推荐酒店        | 2025.10 |            | 《米其林指南》                                                    |
| 最美婚礼场地                    | 2025.11 | 五洲皇冠酒店     | 《酒店婚礼 HotelWedding》杂志、《中国酒店传媒网 cnhotelnews》及 EliteStyle 游榜 |
| 2025 年优秀理事单位              | 2025.12 |            | 中国旅游饭店业协会                                                  |
| 2025 会奖之星——最具影响力会议中心      | 2025.11 | 长沙北辰国际会议中心 | 第十七届中国会议产业大会 (CMIC 2025)                                   |

## 商管企业

| 荣誉名称                               | 获奖时间    | 获奖企业 / 单位   | 授予单位                       |
|------------------------------------|---------|-------------|----------------------------|
| 亚运村东大门修缮及照明更新工程 2024 年度“优秀照明工程”二等奖 | 2025.3  |             | 北京照明学会                     |
| 金坐标——年度数智化运营领先企业                   | 2025.5  | 北辰商管        | 第 20 届中国商业地产节              |
| 北京市“安康杯”竞赛优胜单位                     | 2025.5  |             | 北京市总工会、北京市应急管理局、北京市卫生健康委员会 |
| 2025 年度创新商业资管企业                    | 2025.11 |             | 万商年度泛商业创新大会                |
| 金鼎奖·2025 年度商业标杆影响力项目               | 2025.11 | 北辰商管北京北辰荟项目 | 中国商业联合会商业地产工作委员会等机构        |
| 2025 年度文化艺术商业地标                    | 2025.11 |             | 知名生活方式媒体“北京 gogo”          |
| 2025 年度城市精致生活地标                    | 2025.11 |             | 知名生活方式媒体“北京潮生活”            |

# 可持续发展管理

## 管理架构

北辰实业高度重视 ESG 管理，由董事会统筹领导 ESG 相关工作，负责监督公司 ESG 工作推进情况，完善相关制度体系建设，研究审议包括环境、社会及治理在内的 ESG 规划与重大事项，指导并评估 ESG 绩效及信息披露等工作；公司管理层深度参与 ESG 决策与推进，董事会工作部负责 ESG 工作牵头协调，各职能部门及辖属企业是 ESG 工作的实施主体，负责分解落实 ESG 指标、识别管理相关风险与机遇，并参与内外部沟通与能力建设，系统推动 ESG 融入日常运营，保障公司 ESG 战略有效落地。

### 北辰实业 ESG 信息披露工作职责：

董事会负责指导公司整体的运营和业务发展战略，对 ESG 事宜进行总体监管：

- (1) 主要负责审议本公司 ESG 方针与策略
- (2) 参与 ESG 事宜决策
- (3) 审批 ESG 报告，确认重要性议题评估结果，检视 ESG 相关目标的完成情况及 ESG 风险管理情况，并解释 ESG 事宜与本公司业务的联系

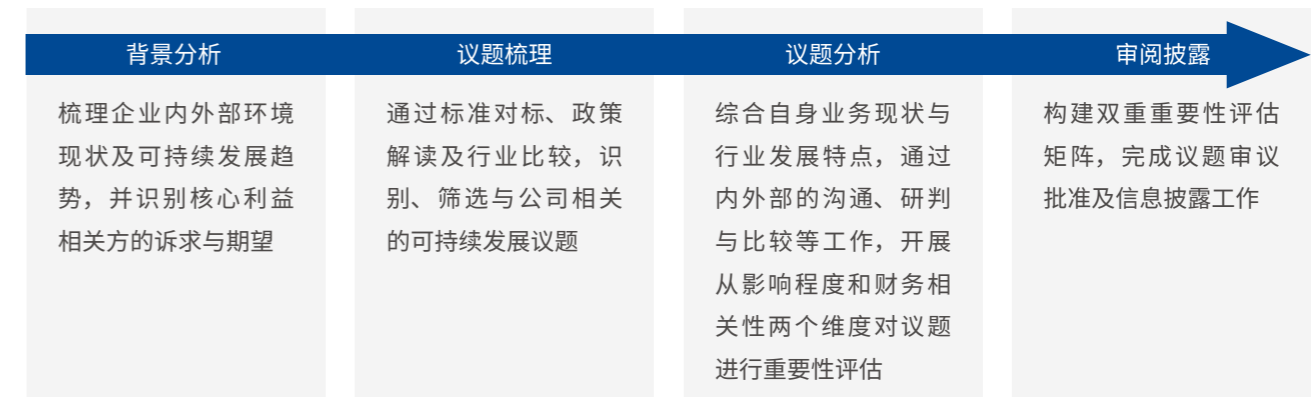
董事会秘书负责对 ESG 报告进行审阅，向董事会进行汇报

董事会工作部在各职能部门与本公司旗下企业开展数据及资料收集工作，深入了解 ESG 相关事宜的推进情况，撰写本报告

## 议题管理

北辰实业严格遵循监管机构对双重重要性议题的识别与披露要求，结合全球可持续发展趋势、公司战略方向及利益相关方诉求，系统性开展议题识别、评估与确认工作。

### 实质性议题确定流程：



2025 年北辰实业双重重要性矩阵



## 利益相关方沟通

北辰实业始终聚焦利益相关方核心关切，持续加强常态化、多元化沟通机制建设，在可持续发展进程中凝聚各方共识。依托规范信息披露体系，回应利益相关方诉求，构建双方互信、高效协同的沟通生态，持续提升可持续发展能力，致力于实现多方价值的共创与共享。

北辰实业主要通过以下内容来判断本公司主要利益相关方：

|                |                   |                            |
|----------------|-------------------|----------------------------|
| 是否已投资或将要投资北辰实业 | 是否对北辰实业的业务运营具有影响力 | 是否在北辰实业的业务产品及服务中占有利益或受到影响等 |
|----------------|-------------------|----------------------------|

| 利益相关方类别 | 期望与诉求                              | 沟通渠道                                                                              |
|---------|------------------------------------|-----------------------------------------------------------------------------------|
| 政府及监管机构 | 遵守法律法规<br>促进就业<br>诚信守法经营<br>支持地区发展 | 参加会议<br>定期汇报<br>接受监督<br>论坛及交流项目                                                   |
| 投资者及股东  | 创造市场价值<br>降低经营风险<br>信息合规披露         | 股东大会<br>公司网站投资者专栏<br>投资者关系热线<br>年报及 ESG 报告<br>投资者调研<br>上证 e 互动<br>投资者集体接待日<br>策略会 |

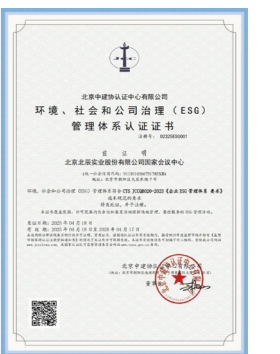
| 利益相关方类别                 | 期望与诉求                      | 沟通渠道                                                        |
|-------------------------|----------------------------|-------------------------------------------------------------|
| 客户                      | 产品质量安全<br>提供优质服务<br>保护客户隐私 | 客户服务热线<br>客户满意度调查<br>社交媒体宣传<br>客户座谈会                        |
| 职工                      | 保护职工权益<br>关爱职工健康<br>促进职工发展 | 职工访谈<br>职工代表大会<br>职工关爱活动<br>投诉信箱                            |
| 供应商                     | 阳光采购<br>互利共赢<br>共同发展       | 电话访谈<br>现场考察<br>供应商大会<br>战略合作                               |
| 科研院所<br>行业组织<br>媒体与社会团体 | 遵守行业规范<br>促进产业创新<br>推动行业发展 | 新闻发布会<br>媒体访问<br>年报及 ESG 报告<br>年度及中期业绩发布会<br>新闻稿及刊物<br>传媒查询 |
| 社区与非政府组织                | 参与社区建设<br>支持社会公益           | 社区活动参与<br>慈善公益捐赠<br>乡村振兴<br>社交媒体宣传                          |
| 环境                      | 保护生态环境<br>合理利用资源           | 开展环保行动<br>宣贯环保理念<br>实施“双碳”行动                                |

## ESG 管理体系建设

北辰实业扎实开展 ESG 体系建设工作，优化 ESG 治理架构，明确职责权限，积极开展专项 ESG 培训提升全员认知，并大力推动 ESG 管理体系认证工作致力于将 ESG 要求融入战略与运营全流程，推动 ESG 从管理实践向长效价值创造转化，助力企业可持续发展。



国家会议中心启动 ESG 专项培训



国家会议中心荣获国内首家 ESG 认证会展场馆

# 专题一：

## 数智融合， 激活产业发展 新动能

北辰实业牢牢把握数字经济发展战略机遇，推进核心业务数字化转型与智能化升级，促进会展行业上下游资源整合与能力共建，引领行业向数据驱动、智慧协同的发展阶段演进，并通过专业人才引进与全员素养提升并举，全方位构建起支撑产业发展的数字化新生态。

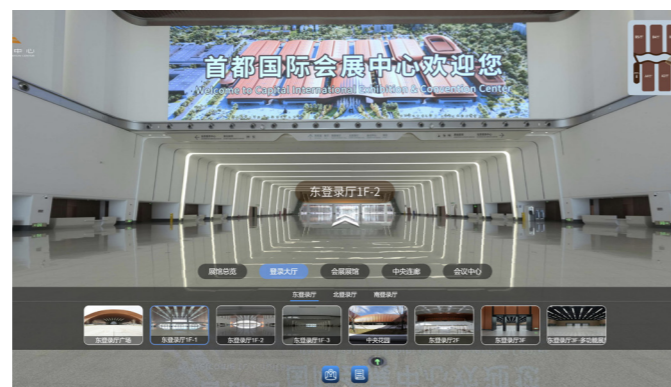


## 打造智慧场馆

北辰实业全面深化会展业务数字化转型，重点聚焦受托管理的首都国际会展中心与国家会议中心二期两大核心场馆，系统构建数字化综合服务场景与智慧运营体系，提升场馆精细化管理水平、资源利用效率及响应能力。

### 首都国际会展中心

努力打造行业领先、国际知名的智慧会展综合体。构建了“一中枢、一底座、多系统、全终端”的整体架构，部署了智慧场馆数字平台，开发了涵盖业务运营、场馆运维、智慧服务的20个应用系统，实现了35个智慧化应用场景，全面提升了场馆的智慧化管理水平和业内知名度。自投运以来，整体运行平稳、效果良好，已成功保障机床展、啤酒节、HICOOL峰会等重要展会活动。同时，项目积极参与各类奖项及认证的申报，获得全国智能建筑及居住区数字化标准化技术委员会“2025年智慧园区标准应用五星案例”、2025年北京市国有企业应用场景示范项目、2025年中国会展人大会智慧会展场馆奖、华为智慧园区全球样板点等荣誉。



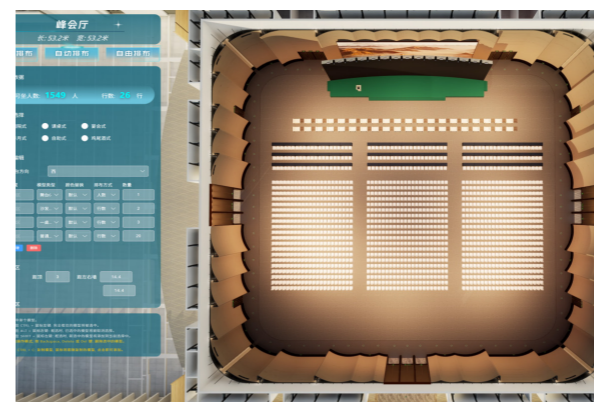
线上展馆场地展示



IOC智慧运营中心场地示意图

### 国家会议中心二期

以“智慧会展”数字新技术应用为核心，从用户体验应用、场馆运营管理、关联业务集成、场馆安全管理、数字基础设施、场馆设备管理等方面打造一系列智慧化应用，包括元宇宙看馆系统、虚拟排桌系统、场馆智能运维系统等，依托深度融合的信息化体系，持续提升运营效率与高端服务能力，树立会展行业数字化转型的标杆。



虚拟排桌系统



元宇宙看馆系统

## 开拓数字合作

北辰实业致力于构建开放协同的数字化合作生态，积极搭建多方参与的合作平台，通过链接政府、企业、高校及科研机构等多维资源，促进优势互补与能力共建，携手开展会展行业数字化转型的前沿探索与创新实践。

### 智联会展·生态共生——成立人工智能会展生态联盟

2025年9月23日，北辰联合多方力量倡议成立了人工智能会展生态联盟。汇聚了政府部门、50余家领先企业及科研院所等多元主体，构建起覆盖“政产学研用”全链条的产业生态集群，标志着我国会展产业正迈入“智能生态协同”的新阶段。北辰以实际行动推动会展产业的数智化升级，致力于为全球会展业转型提供“北京样板”。



人工智能会展生态联盟成立大会

数智会展·生态融合——组建会展消费数据实验室

2025年10月17日，北辰联合北京邮电大学、北京电信等各方资源，依托数智北京创新中心成立会展消费数据实验室，充分整合公共数据资源、会展行业数据资源、亚奥区域消费数据等资源，通过数字化手段赋能会展产业链上下游，构建“技术、场景、数据、模型、标准、资本”融合的生态平台，探索“文商旅体展”的深度融合，推动行业从传统模式向智能化、精准化方向转型。

## 培育数字人才

北辰实业构建以实战为导向、覆盖全员、贯穿全业务链的科技人才培养体系，同步推进专业人才引进与全员素养提升，围绕数据治理、信息安全等关键领域开展系统性培训，增强全员数字化认知与实践能力。

2025年，北辰实业：

|                         |                    |                   |
|-------------------------|--------------------|-------------------|
| 开展                      | 数字化与信息管理部门共组织      | 组织完成              |
| <b>3</b> 次党委中心组科技创新专题学习 | <b>14</b> 场数字化专题培训 | <b>30</b> 余次数字化调研 |

未来，北辰实业将坚定以公司“十五五”数字化转型规划作为驱动主业升级与价值增长的核心引擎，深化智慧场馆的场景应用与价值挖掘，构建开放、协同的数字生态，全面加强数字化人才的引进与培育，巩固并提升公司在数智新时代的领先地位与竞争优势。



## 专题二：

## 赋能亚奥， 打造潮流活力 新地标

北辰实业深度整合亚奥商圈优势资源，依托协同营销与品牌活动两大抓手，持续推动业态创新与消费体验升级，加速“文商旅体展”多业态深度融合与协同发展，全力将亚奥商圈打造成为引领北京消费潮流的新地标、展现首都国际化风貌的新平台。



## 构建亚奥联盟， 汇聚发展合力

北辰作为“北京亚奥商圈新消费创新联盟”与“北京亚奥商圈发展促进会”两大平台的发起与主导单位，不断健全组织体系、深化协同联动，积极拓展成员单位，丰富区域服务生态的多样性与专业性，为亚奥商圈能级提升提供坚实支撑。

北京亚奥商圈新消费创新联盟

北辰发起设立北京亚奥商圈新消费创新联盟，吸纳了北京国资公司、首旅集团、北京银行、中国音乐学院等25家成员单位，全年累计召开四次理事会会议，系统确立组织章程与运行机制，深化成员间的战略协同，促进业态合作与资源共享，推动融合消费场景创新，提升亚奥商圈的发展活力。



亚奥商圈新消费创新联盟一届理事会四次会议

北京亚奥商圈发展促进会

北辰牵头发起设立北京亚奥商圈发展促进会，汇聚政府部门、文化场馆、龙头企业等32家核心成员，构建起跨行业、全链条的资源协同网络，以“文商旅体展”深度融合激活区域消费新动能，助力区域成长为活力澎湃、多元融合的国际消费新地标。

● 企企协同联动，加速数字化升级

2025年3月11日，北辰与中国电信北京分公司（北京电信）、天翼云在国家会议中心签署战略合作协议。同时，北京电信正式加入亚奥商圈新消费创新联盟。三方将以创新引领服务生态，将5G+AI应用到国际展会直播、赛事活动、生活体验等场景中，为九大消费场景创新赋能，赋予5G+AI全场景示范园区的崭新标签，助力亚奥消费提质升级。



北京电信加入亚奥商圈新消费创新联盟签约仪式

● 媒企携手合作，打造消费新生态

2025年6月27日，北辰与北京广播电视台在国家会议中心签署战略合作协议。同时，北京广播电视台正式加入亚奥商圈新消费创新联盟，双方将深度整合会展经济、媒体传播、城市运营等资源，共同激活亚奥商圈消费潜能。



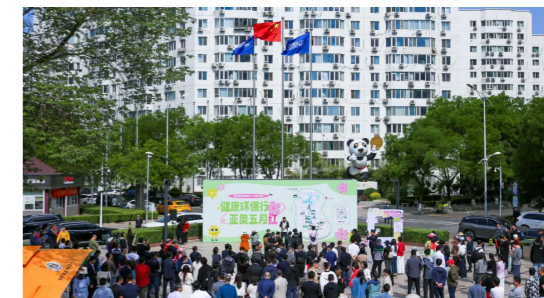
北辰与北京广播电视台在国家会议中心签署战略合作协议

## 激发商圈活力，共建繁荣生态

北辰依托自身优势与平台资源，打造并升级多元业态融合的消费新场景，通过创新内容与特色活动，有效带动区域消费增长，为亚奥商圈注入持久动能。

● 活力亚奥·精彩纷呈

**“健康环保行 亚奥五月红”**：5月1日至4日，北辰组织志愿者团队保障“健康环保行 亚奥五月红”活动成功举办。此次活动集健康、环保、趣味于一体，将环保理念融入休闲场景，吸引了众多市民游客参与，引领了绿色生活新风尚。



“健康环保行 亚奥五月红”

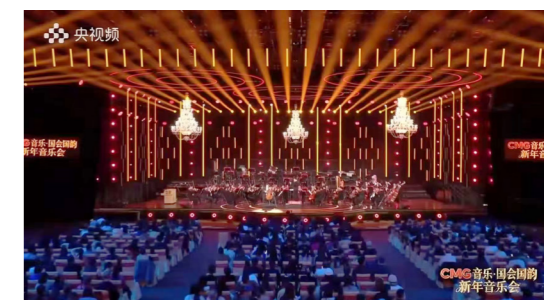
**北京朝阳美食观光巴士中轴专线**：7月27日，北辰与朝阳文旅集团联合推出的北京朝阳美食观光巴士——中轴专线首发运营，作为北京首个国企打造的“移动观景餐厅+文化解说”双层巴士，以交通餐饮观光一体化方式串联中轴文旅地标，生动展现首都古韵与现代活力。

**2025 法国独立沙龙中国展**：9月13日至15日，“国会国韵”国际文化艺术交流展——2025 法国独立沙龙中国展隆重举行，以“中法文化‘超级连接’”为主题，促进两国艺术深度对话与融合，是亚奥商圈联盟资源整合与国际化平台效应的生动体现。



2025 法国独立沙龙中国展

**CMG 音乐·国会国韵新年音乐会**：12月29日至31日，CMG 音乐·国会国韵新年音乐会圆满举办，为北京“文商旅体展”深度融合矩阵注入高雅基因，进一步营造亚奥商圈的文艺氛围。



CMG 音乐·国会国韵新年音乐会

未来，北辰将持续深化联盟机制建设，探索创新合作模式与实施路径，强化资源整合与协同效能，不断提升区域综合服务能力与国际化水平，以亚奥商圈为抓手，助力北京打造具有广泛全球影响力的国际交往平台。

# 北辰之治

## 引领合规新航程

北辰实业坚持将党的领导、公司治理与合规经营深度融合，构建以党建引领方向、以治理夯实基础、以合规护航发展的三位一体管控体系，持续优化权责清晰、运转高效、诚信合规的治理机制，以高标准治理支撑公司高质量发展。



|        |    |        |    |
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| 强化党建引领 | 18 | 恪守合规经营 | 22 |
| 完善公司治理 | 20 | 推动科技创新 | 25 |

本章回应的 SDGs:



# 强化党建引领

北辰实业坚持以习近平新时代中国特色社会主义思想为指导，紧密围绕新时代党的建设总要求，将党建工作系统融入公司治理与业务发展，坚定不移推进全面从严治党，扎实推动深入贯彻中央八项规定精神学习教育走深走实，不断建强基层党组织和党员队伍，切实把党建优势转化为推动公司发展的强大动力。

## 加强党的建设

北辰实业严格落实“第一议题”制度，深化“两个一以贯之”，持续推动党的领导和公司治理深度融合，学习以严的基调推进全面从严治党，着力促进党建与业务深度融合，将党的政治优势、组织优势有效转化为推动业务发展、战略落地与改革创新的实际效能。



北辰实业召开 2025 年警示教育大会

### 融入公司治理

- ▶ 构建“双向进入、交叉任职”的领导体制
- ▶ 常态化推进党建入章工作
- ▶ 动态优化党组织前置研究讨论重大事项清单

### 全面从严治党

- ▶ 深入开展群众身边不正之风和腐败问题集中整治
- ▶ 完善全面从严治党（党建）考核体系，建立“基础+重点+亮点”框架，实施“一企一单”差异化考核，并将考核结果纳入年度业绩考核，强化“指挥棒”作用
- ▶ 开展党风廉政建设“宣教月”“以案为鉴、以案促改”警示教育大会等活动，推动廉洁理念融入日常管理、嵌入业务流程

### 党建业务融合

- ▶ 在重大任务与日常经营中充分发挥基层党组织战斗堡垒和党员先锋模范作用，通过青年人才培养、产业链协同、党建共建等载体促进业务创新，推动党建与经营双向赋能、一体发展

# 深化理论武装

北辰实业突出抓好理论学习，积极组织开展党的二十届四中全会精神宣讲，推动深入贯彻中央八项规定精神学习教育走深走实，开展学习贯彻习近平总书记关于国有企业改革发展和党的建设的重要论述专题教育，着力引导全体党员干部职工增强“四个意识”、坚定“四个自信”、做到“两个维护”，持续筑牢思想政治根基。



北辰实业举办“国会国韵 红心向党”庆祝中国共产党成立 104 周年音乐会

2025 年，北辰实业及分子公司：

共开展党的二十届四中全会精神宣讲

**129** 场

累计开展中央八项规定精神学习

**349** 次

专题党课

**96** 次

# 建强组织体系

北辰实业持续完善党建工作规范化手册（2.0 版），明确“三会一课”、组织生活、换届选举、发展党员等工作流程和标准，坚持“基本流程+操作手册+负面清单”一体推进党组织标准化规范化建设，严把发展党员政治标准，加大在高层次人才、基层一线职工等重点群体发展党员力度，并积极开展党支部书记培训班、“青马工程”班，持续提升党团骨干的政治素养与履职能力，增强党组织的政治功能和组织功能。



北辰实业举办 2025 年党支部书记培训班



北辰实业开展 2025 年度党员集中轮训

# 完善公司治理

北辰实业严格遵循《中华人民共和国公司法》等相关法律法规，全面落实《上市公司治理准则》等监管要求，建立并坚持完善权责明晰、运转高效、制衡有效的现代化治理体系，持续深化国企改革，有力促进公司高效运作、稳定运行。

## 规范治理架构

北辰实业不断完善公司治理架构，董事会下设审计、战略、薪酬与考核、提名、法律合规五个专门委员会，各专门委员会依照职责有序运行，为董事会科学决策、精准规划提供坚实有力支持。北辰实业董事会现由8名成员组成，其中5名内部董事、3名独立董事。

## 优化治理机制

北辰实业系统优化公司治理机制，通过明晰权责配置、健全决策与授权机制、构建精准化考核体系、完善董事会运作程序、提升数字化管理水平、强化关键岗位人员能力素养以及保障股东权益，有效促进公司整体治理能力跃升。

**明确权责边界：**修订公司“三重一大”决策制度与《董事会议事规则》，优化董事会及专委会职责，细化董事长职权，规范董秘管理，厘清各治理主体权责

**规范董事会运作：**认真筹备董事会会议和专委会会议，加强与独立董事沟通，规范会议召集、审议和决策程序，加大对决策执行情况的跟踪督导力度

**规范授权体系：**根据实际调整年度董事会向总经理授权方案与清单，落实总经理报告机制

**加强数字化管理：**聚焦管理制度化、制度清单化、清单信息化，建立并维护好“三重一大”决策和监管系统以及董事会工作系统

**健全考核机制：**制定董事会对经理层的差异化考核方案，强化个人与目标绑定；季度检查子企业决策程序与执行情况，督促问题整改

**提升履职能力：**组织针对派出董事的专项培训

**保障股东权益：**畅通股东沟通渠道，保障股东知情权与参与权

## 落实国企改革

北辰实业坚决贯彻关于深化国企改革的各项决策部署，锚定高质量发展目标，围绕优化发展格局与激发内生动力，持续深化改革攻坚，确保各项改革任务取得扎实成果，实现长效发展。

## 优化产业布局

系统梳理各业务板块最新战略定位与核心需求，对管理架构进行迭代升级，重点强化会展作为第一主业的核心地位，构建主业突出、多板块协同发展的现代化产业体系。

### 会展及配套设施服务

会展产业实现全链条协同升级，深化上游主办能力，在圆满举办既有项目的基础上，成功开拓北京半程马拉松博览会、IASP 世界大会等新项目，拓展中游运营管理规模，创新下游专业服务布局，打通会展业务的价值闭环。会展配套设施服务业发展稳健，管理质效持续提升，顺利完成北辰中心、北辰荟等项目的平稳接管，高效承接辰运大厦及奥林匹克塔项目；通过政策优化与机制创新激发经营活力，实现品牌升级与IP打造；紧扣数据产业集聚目标，通过举办活动与硬件升级扩大园区影响，完善园区生态。



IASP 世界大会



长沙北辰荟焕新升级

### 地产

地产板块进一步加强区域整合，构建以“大服务”为理念引领、以“双改”（城市更新改造、高品质改善产品）为核心驱动力的“一核两翼”新战略格局，将自身发展深度融入城市进化脉络，实现从单一“空间建造者”向“综合生活服务商”与“城市运营伙伴”的价值蜕变。



红橡墅项目集中交付业绩亮眼

### 会展+

成功举办“仲满杯”击剑公开赛、北京国际燕京啤酒文化节等活动，深化“北京亚奥”与“长沙滨江”南北商圈合作，在推动资源共享、数据联通、汇智聚力方面务求实效，促进“文商旅体展”多业态融合发展，构建更具韧性的产业生态体系。



长沙北辰滨江商圈新生活创新联盟正式成立，激活“文商旅体展”多元业态融合新消费

## 提升活力效率

全面推进“三项制度”改革走深走实，深化市场化经营机制改革，围绕干部能上能下、员工能进能出、收入能增能减和加速人力资源数字化建设制定改革任务，强化绩效考核与薪酬激励的精准联动，推动管理人员竞争上岗与末等调整机制全覆盖，积极探索中长期激励模式，加强年轻干部队伍建设，全面提升内部活力。

# 恪守合规经营

北辰实业将合规要求融入运营管理全流程，系统推进法律、合规、内控与风控“四位一体”的协同运作机制，通过健全制度、强化执行、持续监督以及文化培育，确保各项经营活动严格遵循合规准则。

## 落实合规管理

北辰实业持续完善合规管理体系，全面推进法治建设，系统强化知识产权保护与信息披露质量，推动合规管理迈向系统化、标准化、常态化新阶段。

## 健全合规体系

严格遵循公司《合规管理办法》《合规行为准则》等制度要求，通过系统规划、专项部署、定期检查与闭环整改，深化合规审查与管控优化，确保合规管理机制持续有效运行并不断迭代完善，同步开展专项合规培训与宣教，推动全员签署《合规承诺书》，营造主动合规的良好氛围。

## 完善法治建设

不断深化“法治北辰”建设，编制《“十五五”规划法治建设初步思路和发展建议》《法治建设管理办法》，健全“一企一策”考核评价机制，促进“规范化、系统化、标准化、智能化”法治建设数字化转型，提升法治效能；同时，深化总法律顾问制度，加强法律专业人才培养，并通过开展民法典宣传月、法治文化作品征集等主题活动与专项培训，增强全员法治意识。

2025年，北辰实业：

|             |                |                        |               |
|-------------|----------------|------------------------|---------------|
| 全系统专职法务人员   | 资格到位率          | 全系统法律人员共计完成            | 参训总人数达        |
| <b>51</b> 人 | <b>82.35</b> % | <b>40</b> 课时“律盾”法律培训课程 | <b>160</b> 余人 |

## 保护知识产权

完善知识产权管理体系，不断加大知识产权保护力度，持续提升“北辰”品牌的价值与影响力。2025年，提起3件商标注册申请、1件商标异议，积极应对北辰第39类商标撤三事项，核心商标“北辰”成功被认定为“北京知名商标品牌”，覆盖第36类及第41类商标服务项目，紧密契合公司在不动产及商业物业开发与运营领域的主营布局和在会展及文娱活动组织板块的业务拓展。

## 加强信息披露

严格按照沪港两地监管要求，规范并及时完成公司定期报告及董监高变更、财务资助及融资担保、控股股东增持、估值提升计划、市值管理等重大事项临时公告的编制和发布工作，认真做好信息披露。截至2025年底，共发公告262个，其中A股102个，H股160个。

## 防控合规风险

北辰实业坚持以“管理有序、管控有效、协同有机”为目标，深入推进合规风险防控工作，实现覆盖范围横到边、管理幅度纵到底，持续提升风险管控能力。

### 完善制度体系

- ▶ 构建由主要负责人领导、首席合规官牵头、相关部门和企业协同配合的合规风险报告和应对机制
- ▶ 定期组织召开风险管控工作领导小组会，分析研判资金监管政策及市场环境、公司资金情况、融资情况以及公司风险事项
- ▶ 将合规要求嵌入内部控制流程，将合规管理措施嵌入内控矩阵

### 风险监测与识别

- ▶ 跟踪宏观政策调整、行业监管新规等关键风险动态，及时发布风险提示与应对指引
- ▶ 定期识别重要风险，更新《合规风险清单》
- ▶ 评估不同领域合规风险等级，同步评价管控措施的有效性，调整《内部控制手册》并组织制定管理完善计划

### 压紧责任考核

- ▶ 梳理年度部室职责、岗位工作的调整变化，结合风险识别情况，更新《重要岗位职责清单》
- ▶ 围绕公司战略和中心任务，制定新一轮对辖属企业内控监督评价“三年全覆盖（2025-2027）”工作方案
- ▶ 通过书面评估、现场穿行等方式，评估新业务、新企业合规风险监测防控落实情况
- ▶ 加强对重要企业和重要事项的风险管控，加强关键指标监控，保持企业整体资本结构稳健

## 严守商业道德

北辰实业对违反商业道德的行为始终坚持零容忍态度，通过制度保障与文化引导相结合，确保各项工作在规范、透明、健康的轨道上稳健运行。

### 治理

北辰实业严格落实《中华人民共和国公司法》《中华人民共和国反不正当竞争法》等法律法规要求，建立健全公司《合规管理办法》《合规行为准则》等制度体系，并通过严格考核推进反商业贿赂反贪污、反不正当竞争工作落实。

### 战略

北辰实业坚决反对和禁止任何形式的商业贿赂，审慎开展对外捐赠与赞助的评估工作，设立并畅通举报与投诉渠道，鼓励并保护职工、合作伙伴及其他相关方就违规行为进行举报，防范潜在风险；积极组织反商业贿赂及反贪污、反不正当竞争教育培训，强化全员廉洁意识与职业操守，全面营造风清气正、公开透明的商业环境。

## 影响、风险和机遇管理

| 风险   | 风险影响                                                                         | 应对措施                                               |
|------|------------------------------------------------------------------------------|----------------------------------------------------|
| 贪污舞弊 | 随着监管政策日益收紧，公司面临的廉洁与合规风险日趋复杂，若在变更洽商、合同签订、招标工作、差旅报销等环节出现合规问题，可能导致运营效率降低或面临监管处罚 | 开展工程领域专项治理、深化招投标突出问题整治、规范差旅报销管理，常态化开展廉洁教育，筑牢风险防控体系 |

## 指标与目标

北辰实业将持续完善反商业贿赂及反贪污治理体系，健全关键领域、重点环节的监督与审查机制，积极开展廉洁教育，努力实现廉洁风险动态清零。



## 推动科技创新

北辰实业系统构建创新驱动发展体系，通过完善顶层治理机制、强化战略协同，统筹推进数字化转型与产业创新，以科技赋能业务升级与价值增长。

### 治理

北辰实业坚持完善网信工作领导体系，发布“1+5”数据管理制度，推进“四平台、两基础底座、两标杆”数字化建设重点工作，组织数字化对标评估，对30余个管控及业务系统进行全面诊断与优化规划，为“十五五”期间对标一流、提升数字化能力奠定扎实基础。

#### 荣耀见证

2025年，北辰实业：



## 战略

### 数字化转型重点项目

北辰实业已完成集中采购平台、“辰E家”一期、财务系统升级、资业财一体化等重点项目建设，云上数字基础设施、本地数字化基础设施及数据底座逐步完善，受托管理的首都国际会展中心与国家会议中心二期作为智慧场馆标杆已投入运行并取得阶段性成效。



北辰实业数字营销平台“辰E家”正式发布



案例 北辰实业以数字化转型提升财务管理效能

2025年，北辰实业以启动司库体系建设、升级财务信息系统平台为工作重点，以数字化手段为抓手，持续推进各类口径数据的标准化工作，提高财务系统与非财务系统之间的集成度，跨层级、跨部门、跨系统的数据交换和整合效率得到大幅提升。同时重视提高财务系统的算力效率，拓宽数据处理和分析的深度和广度，深度挖掘财务系统应用的业务场景，充分释放数据价值，提升财务管理水平。

## 产业数字化

北辰实业大力推动产业数字化发展，服贸会数字平台实现功能优化与智能化服务拓展，北极星会员体系加快构建跨业态积分生态，助力客户价值深度运营，会展数据消费实验室积极推进行业数据应用与商业模式探索，以数智赋能扎实推进产业转型。

## 数字产业化

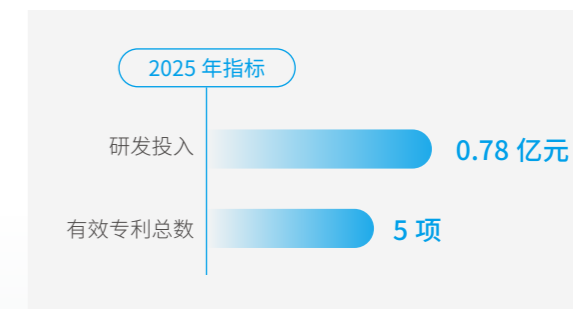
北辰实业围绕数字产业化战略，系统开展政策研究、技术路径规划、区域产业调研、架构设计和财务测算等方面的可行性研究，组建北京北辰大都会展数智科技有限公司，推动数据要素价值转化与数字业务规模化发展。

## 影响、风险和机遇管理

| 风险   | 风险影响                                                                                                                                            | 应对措施                                                                                                                                                  |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| 技术挑战 | <ul style="list-style-type: none"> <li>▶ 数字化技术迭代迅速，若未能及时跟进前沿技术应用，可能导致现有系统与业务需求脱节，制约运营效率提升</li> <li>▶ 技术路线的不确定性可能增加转型投入并延长转型周期，影响转型进度</li> </ul> | <ul style="list-style-type: none"> <li>▶ 调研头部企业与战略伙伴，研判趋势，明确技术方向</li> <li>▶ 以“小步快跑、试点先行”模式对新技术进行验证，成熟后推广</li> <li>▶ 规划专项资源，保障系统平滑迭代，降低转型影响</li> </ul> |
| 市场竞争 | <ul style="list-style-type: none"> <li>▶ 随着数字经济快速发展，会展、商管等领域的数字化竞争日趋激烈，公司数字产业化业务面临来自跨界及同行的市场挤压风险</li> </ul>                                     | <ul style="list-style-type: none"> <li>▶ 聚焦核心场景，打造差异化数字产品与服务</li> <li>▶ 紧跟市场需求变化，动态优化服务与运营，提升客户满意度与黏性</li> </ul>                                      |

## 指标与目标

北辰实业将以“十五五”数字化转型规划为引领，统筹实施“春苗”行动计划，全面推进总部管控系统信创改造与下属单位非信创系统、终端及数字基础设施升级，进一步加速数字化转型进程。



# 北辰之绿

## 谱写生态新篇章

北辰实业将生态文明理念深度融入经营发展，完善环境治理体系以筑牢环保根基，锚定“双碳”目标积极应对气候挑战，在运营中深挖节能潜力、拓展减排成效，并协同供应链共建绿色生态，全面构建绿色低碳、环境友好的发展新范式。



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本章回应的 SDGs:



# 完善环境管理

北辰实业坚持完善环境治理制度体系，扎实推进重点环保工作落地实施，有效防范环境风险，不断提升全员环保能力与专业素养，全方位优化环境管理效能，为公司绿色低碳转型提供坚实保障。

## 治理

北辰实业以《中华人民共和国环境保护法》等法律法规为根本遵循，依据最新要求修订完善《节约能源管理办法》《环境保护管理办法》，强化环境管理的规范性、合规性，夯实环境管理体系与制度基础。

## 战略

北辰实业不断优化环境风险防控机制，常态化开展环境隐患排查与整治，持续提升环境突发事件应对能力，全面防范各类环境风险，同时积极组织开展环保专项培训，提升相关岗位人员的专业能力，并结合常态化宣教，深化全员环保意识。



北辰地产、五洲·会议中心张贴环保宣传海报

## 影响、风险和机遇管理

| 风险       | 风险影响                                               | 应对措施                                                                                                    |
|----------|----------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| 排放物超标    | 污水、废气、扬尘或噪声若超标排放，可能导致行政处罚、项目施工许可被暂停、声誉受损及舆论压力等多重风险 | <ul style="list-style-type: none"> <li>▶ 安装在线扬尘监测设备，实现对颗粒物浓度的实时监控</li> <li>▶ 制定并严格执行施工时间管理规定</li> </ul> |
| 废弃物处理不规范 | 若未遵循规范流程处理废弃物，易引发土壤与水体污染                           | 建立分类收集、合规运输、定点处置的全流程管理，确保所有环节符合环保法规要求                                                                   |
| 项目准入     | 若未能依法取得或及时更新建设项目环评文件，可能导致项目无法合法开工或继续建设             | 设置环评管理专员，系统跟踪环保法规、政策及地方标准的最新动态，确保项目始终符合现行规定                                                             |

## 指标与目标

北辰实业将持续深化环境管理体系建设，强化风险管控机制，进一步加强节能环保专项培训与绿色理念宣导，努力推动环境风险动态清零，牢牢守住环境风险防线。

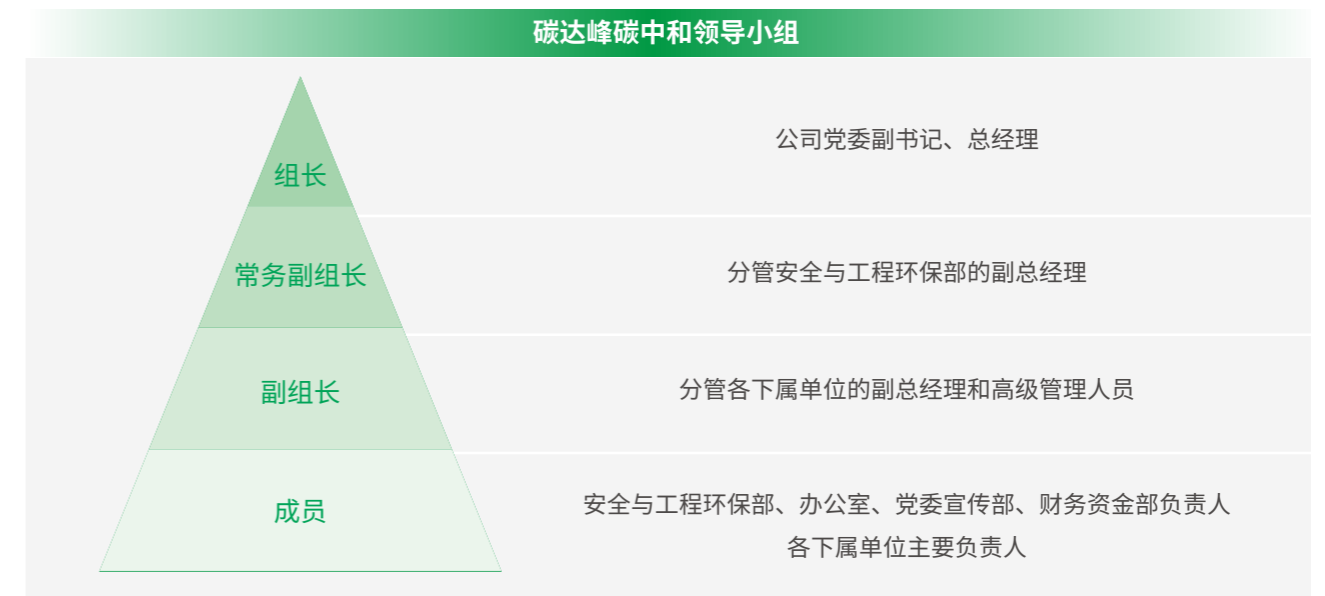
| 指标              | 单位 | 2025年指标 |
|-----------------|----|---------|
| 年度环保投入          | 万元 | 746     |
| 涉及非法向环境排放污染物的案件 | 宗  | 0       |
| 涉及对自然环境造成破坏的案件  | 宗  | 0       |

# 应对气候变化

北辰实业积极响应国家“双碳”号召，系统构建并持续完善气候变化治理体系，科学评估气候风险与转型机遇，制定并实施针对性举措，将低碳转型融入长期发展战略。

## 治理

北辰实业建立碳达峰碳中和领导小组，负责组织、协调、推进、落实“双碳”具体工作，办公室设在安全与工程环保部，与各子企业协同联动，系统推进气候变化应对、碳减排路径落实与低碳转型相关工作。



## 战略

### 落实“双碳”行动

北辰实业认真落实碳达峰行动方案，定期跟进碳达峰碳中和重点项目进度，积极响应绿电政策，持续扩大绿电采购规模，并依托科技创新，构建数字化、智能化的能碳管理体系，全方位助力减碳目标实现。2025年，北辰实业共购买绿电1049.3万度，折合二氧化碳减排量6337吨。



北辰实业绿电购买证书

## 打造绿色建筑

北辰实业严格对标绿色建筑认证标准，积极应用低碳环保技术，系统降低建筑全生命周期碳排放，着力打造高品质绿色低碳建筑产品。

- 环保建材** 优先选用符合环保标准及绿色认证的建材，推行装配式施工工艺，建立建筑废弃物分类回收利用体系，选用本地建材降低运输碳排放
- 生态融合** 景观规划中优先选用乡土植物，融入海绵城市设计以增强碳汇能力，降低建筑碳足迹
- 节能设计** 通过优化建筑朝向、窗墙比及围护结构设计，充分利用自然采光与通风，减少采暖和制冷负荷；采用高效节能设备、可再生能源系统，搭建能耗监测与智能调控平台，降低建筑运行能耗与碳排放

## 创新碳中和会展

北辰实业将低碳发展理念系统融入会展项目的全流程管理，聚焦关键环节，推进碳减排措施的创新与落地，积极探索可量化、可实现的碳中和会展实施新路径。

**案例 北辰实业获 2025 年世界燃气大会碳中和证书**

在 2025 年世界燃气大会期间，北辰实业受托管理的国家会议中心二期与北京市节能环保中心合作，构建“会前减排—会中管控—会后中和”的全流程碳中和体系，主动对接专业技术团队对会议全流程的碳排放进行系统盘查，最终通过“2024 年北京绿色生活平台快电新能源车充电减碳场景”产生的碳普惠减排量抵消了 4544.76 吨二氧化碳当量，实现会议碳中和，拓展了绿色低碳理念的实践路径与社会影响力。



2025 世界燃气大会碳中和证书



北京绿色交易所颁发 2025 中国会展业数字化与创新大会碳中和服务认证授牌



北京绿色交易所颁发 2025 年中国国际服务贸易交易会碳中和证书

## 影响、风险和机遇管理

| 风险类型 | 风险影响  | 应对策略                                         |                                                                                                                   |
|------|-------|----------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| 转型风险 | 政策与法律 | 政府推出更严格的政策易导致合规成本增加                          | <ul style="list-style-type: none"> <li>▶ 建立政策跟踪研判机制，主动参与行业标准讨论</li> <li>▶ 提前规划并投入研发，布局低碳、绿色建筑、零碳转型关键技术</li> </ul> |
|      | 技术    | 绿色低碳技术迭代加速，创新周期缩短，传统技术面临淘汰风险                 | <ul style="list-style-type: none"> <li>▶ 与顶尖高校、科研机构共建产学研平台，跟踪前沿技术</li> <li>▶ 制定传统技术升级路线图，系统提升能源与资源利用效率</li> </ul> |
|      | 市场    | 客户对绿色建筑需求提升，市场竞争加剧                           | <ul style="list-style-type: none"> <li>▶ 加快推出“绿色产品线”</li> <li>▶ 全面提高产品与服务的绿色认证等级与覆盖率</li> </ul>                   |
|      | 声誉    | 若未达碳中和目标，可能损害公司品牌形象与公信力，并导致 ESG 评级下调，影响投资者信心 | <ul style="list-style-type: none"> <li>▶ 建立常态化的 ESG 信息披露机制</li> <li>▶ 逐步推进发布独立验证的碳中和进展与减排绩效报告</li> </ul>          |
| 物理风险 | 急性    | 极端天气（如暴雨、大风）影响持有物业和改扩建工程项目施工安全与进度            | <ul style="list-style-type: none"> <li>▶ 制定针对不同灾种的专项应急预案</li> <li>▶ 加强气象监测与预警</li> </ul>                          |
|      | 慢性    | 长期高温、干旱加剧水资源供应压力，影响建筑能耗                      | <ul style="list-style-type: none"> <li>▶ 全面推广节水技术与智能能耗管理系统</li> </ul>                                             |

## 指标与目标

北辰实业将继续以“双碳”目标为引领，全面落实碳达峰行动方案与“十五五”规划，坚持跟踪监控碳排放情况，统计并披露相关指标，进一步提高气候风险应对及管理能力。

| 指标                     | 单位       | 2025 年指标 |
|------------------------|----------|----------|
| 温室气体排放总量               | 公吨二氧化碳当量 | 59429    |
| 直接排放量（范围一）             | 公吨二氧化碳当量 | 926      |
| 间接排放量（范围二）             | 公吨二氧化碳当量 | 58531    |
| 持有的树木减排量               | 公吨二氧化碳当量 | 28       |
| 每平方米楼面面积温室气体排放量（范围一及二） | 公吨二氧化碳当量 | 0.1156   |
| 绿色建筑证书                 | 个        | 10       |

# 推行节能减排

北辰实业坚持以绿色发展为导向，系统实施节能技术改造与管理优化，推进能源结构调整与利用效率提升，同时强化污染源头控制和全过程治理，努力实现经济效益与环境效益的协调统一。

## 节约能源资源

北辰实业深入贯彻节能环保总体部署，建立健全长效管理机制，系统推进技术升级与模式创新，持续深化节能专项工作，推动能源资源整体利用效率提升。2025年，北辰实业能源消耗总量15310吨标准煤，同比2024年15682吨标准煤，下降2.4%。

### 能源管理

**设备改造：**开展制冷机组、水泵、扶梯等高耗能设备更新与变频改造

**精细运行：**精准调控供冷/供热系统，根据气温、客流及会议安排动态调整运行策略；加强设备巡检与维护，杜绝“跑冒滴漏”，建立能耗异常监测与溯源整改机制

**智能系统：**推广智能能源管理系统，实时监测能耗数据

### 水资源管理

**设备管理：**使用节水型器具；对供水系统进行常态化巡检与即时维修，严防跑冒滴漏

**循环利用：**积极推进水资源循环利用，如对冷凝水进行回收利用，采用中水回用系统等，提高水资源利用效率

### 物料管理

**环保材料应用：**明确要求参展商减少使用一次性搭建物料，鼓励复用上届展会公共设施

**食材边角料二次利用：**对食材边角料开展创意化加工，例如将西兰花根茎制作成开胃小菜、将豆腐渣蒸制成馒头，提升食材利用率

**减塑行动：**实施一次性塑料制品全面禁用政策，会议茶歇、餐饮服务均采用可降解餐具及可循环利用的玻璃杯、陶瓷餐具，联合合作伙伴推广“自带水杯”行动，在公共区域科学布设充足直饮水点

**无纸化会议：**通过场馆专属APP、小程序和数字导览系统，实现会议议程、资料、通知等内容的电子化发放与查阅，减少纸质文件的印制与使用



### 案例 公设公司搭建智能配电系统

2025年，公设公司完成智能配电系统安装投运，搭建智能配电管理主站，为亚运村、国会区域采集点位加装远程抄表装置，实现该区域电能数据远程集采与实时监控，形成量化分析成果并输出重点能耗分布曲线与占比，提出科学用电建议，为节能工作与后续针对性节能改造提供数据支撑。



智能配电管理系统



### 案例 五洲皇冠酒店开展三大节能改造项目

2025年，五洲皇冠酒店进行了三大项节能改造项目，可实现年节电量16.67万千瓦时、年节燃油8.82吨，年节能折合标准煤57.69吨，成功获得北京市朝阳区节能减碳专项资金52.15万元。

**燃油锅炉改造：**将原有的4台高耗能燃油锅炉全部替换为3台385千瓦全自动电热水锅炉，并同步升级供电系统，实现了备用热源系统的清洁化转型，显著提升能源使用的环保性。



锅炉改造前后

**冷水机组改造：**将能效低下的1号冷水机组更换为2039千瓦制冷量、390.9千瓦功率的一级能效离心式冷水机组，并为2号机组加装变频器、3号机组更换冷凝器，全面提升系统能效与运行灵活性。



冷水机组改造前后

**循环水泵升级：**对长期运行能效下降的循环水泵进行全面升级，共更换9台高效水泵（包括冷冻泵、冷却泵、供暖循环泵各3台），显著降低输送能耗，提升系统整体能效。



循环水泵改造前后



案例 北辰实业构建全流程绿色会展体系

北辰实业携手亚洲基础设施投资银行（亚投行）第十届理事会年会主办方，构建起覆盖会议全流程的绿色体系，从可循环材料的会场布置、可降解餐具的使用，到融合电子与回收材料的标识系统、可循环瓦楞纸板围挡的咖啡角，以及沿用可循环设施的公共区域和醒目的垃圾分类指引，每一处细节均传递出环保理念。同时，场馆配备的600平方米太阳能光热系统，更是通过智能科技与环保理念的融合，构建了现代化高效节能的场馆运营新模式。



咖啡角围挡采用可循环瓦楞纸板

## 控制污染排放

北辰实业系统建立覆盖固体、液体、气体废物及施工扬尘等重点污染物的防治体系，严格执行排放标准，通过动态更新与自查《环境保护设施设备管理台账》《污染源统计台账》，实现对排放源的实时监测和闭环管理，提升污染防治效能，切实降低运营活动对环境的负面影响。2025年，未发生污染物违法违规排放事件。

### 北辰商管汇宾汇欣项目部

- ▶ 连续多年选择具有专业资质的单位签署危险废物无害化处置技术服务协议，对项目经营过程中产生的废荧光灯管、废铅酸电池、硒鼓等危险废物进行无害化集中处置
- ▶ 推广使用无磷清洁剂，减少水资源污染

### 国家会议中心

- ▶ **前端精准投放：**在场馆会议室、餐厅、办公区、客房区等全域配置四分类垃圾桶，餐饮区域餐盘回收处单独设置厨余垃圾、可回收物投放点，张贴图文清晰分类标识，精准引导职工及宾客规范分类
- ▶ **中端专业收运与监管：**规范收集暂存厨余垃圾，交由政府指定专业处理厂统一收运；对纸张、塑料瓶、金属等可回收物开展二次分拣，交由具备资质的再生资源回收企业规范处理
- ▶ **末端数据追踪：**全面采集各类垃圾产生量、收运量、处置去向等核心数据，为后续管理优化提供坚实数据支撑



北辰实业受托管理的首都国际会展中心采用智能垃圾桶，优化垃圾收集与处理流程

## 坚持绿色运营

北辰实业将绿色发展理念全面融入运营管理，广泛推行绿色办公，积极开展环保公益活动，并以绿色采购为抓手，带动供应链伙伴提升环境绩效，共同构建环境友好型的可持续生态体系。

## 推广绿色办公

北辰实业编制印发《公共及办公区域节能实施方案》《节能低碳行为规范》等制度文件，加强对能源、纸张及水资源的消耗管控，并结合多渠道、多形式的环保宣传引导，号召全体职工践行简约适度、绿色低碳的工作与行为方式。

### 节能管理

- ▶ 办公室照明、空调、电脑做到人走关闭，减少“待机”能耗损失
- ▶ 公区照明结合自然采光进行控制，白天尽量利用自然光源，夜间严格执行开闭时间规定

### 纸张与办公用品节约

- ▶ 全面推广电子化办公，减少纸质文件使用
- ▶ 打印时双面利用纸张，用过的单面纸收集作为内部草稿纸循环使用
- ▶ 合理使用文具，避免采购一次性用品

### 节水管理

- ▶ 在茶水间、卫生间等重点用水区域张贴节水标识

### 绿色出行

- ▶ 提倡使用公共交通工具、骑行或步行，减少公务车、私家车使用频率

离开请关闭  
所有的电源



低碳行动 绿色有我

五洲·会议中心张贴节能标识

## 开展环保公益

北辰实业积极组织开展环保公益活动，将生态保护理念转化为具体实践，增强职工与社会公众环保意识，厚植绿色发展文化。



案例 北辰实业参与地球一小时活动

2025年3月22日，在北辰实业号召下，多个项目与全球众多国家地标建筑同时熄灯60分钟。

● **亚运村：**亚运村园区景观照明提前一小时关闭，节约电能132.46千瓦时，降碳82.19千克。



北京国际会议中心、北辰五洲大酒店、五洲皇冠酒店熄灯前后

● **国家会议中心：**连续第14年参与地球一小时活动，除了熄灭景观灯及部分室内区域照明，并提前在电子屏播放海报号召职工、客户一起为地球献出一小时。



国家会议中心熄灯前后

● **公设公司：**将亚运村草坪改造为小微湿地，现有几十种植物、10余种湿生植物、3~4种鱼类，给园区增加了氧气含量，改善了亚运村园区的生态环境。

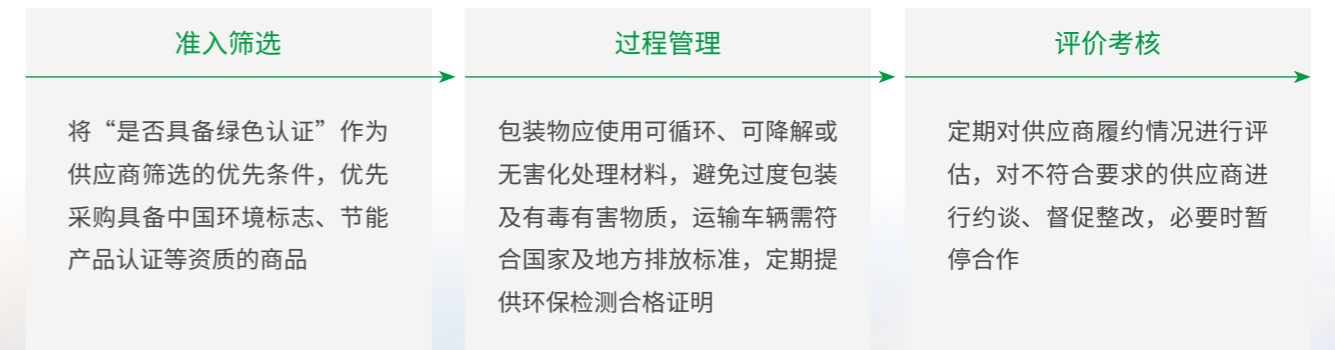


亚运村中心花园小微湿地

● **北京北辰洲际：**开展奥林匹克森林公园城市清洁公益活动，参与者在沉浸式感受奥林匹克文化氛围与自然美景的同时，顺手清理烟头、碎纸屑、矿泉水瓶、塑料袋等沿途垃圾，通过实际行动增强环保意识，为打造美丽城市贡献力量。

## 落实绿色采购

北辰实业将环保理念贯穿供应链管理全流程，明确各环节标准与规范，推动绿色采购从“合规达标”向“主动践行”升级，有效引领供应链合作伙伴协同实现绿色转型。



# 北辰之情

## 共筑美好新生活

北辰实业坚持与各方共创价值、共享美好，秉持以人为本理念，促进职工与企业共同成长，主动携手合作伙伴，共同推动行业协同与进步，持续深耕品牌价值，以优质产品与服务回馈客户信赖，积极投入民生与乡村振兴事业，切实履行责任担当，为社会和谐发展贡献力量。



|        |    |        |    |
|--------|----|--------|----|
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本章回应的 SDGs:



# 构建和谐企业

北辰实业以构建和谐稳定的劳动关系为核心，全面维护职工合法权益，持续完善人才培养体系与职业发展通道，扎实推进职工关怀各项举措，从严强化职业健康保护和安全生产管理，实现职工成长与企业发展同频共振、双向赋能的良性循环。

## 凝聚职工合力

北辰实业始终视职工为公司最宝贵的财富，建立健全以权益保障为基础、以赋能成长为核心、以职工关爱为纽带的综合支持体系，促进职工与企业共同成长，持续增强组织凝聚力与向心力。

## 治理

北辰实业修订完善《职工薪酬管理办法》《补充医疗保险管理办法》《公司总部职工福利管理办法》等核心制度，全面评估“十四五”人力资源规划实施情况，并围绕市国资委“十五五”发展方向，明确战略目标与实施路径，为人力资源工作奠定基础。

## 战略

### 权益保障

北辰实业严格遵守各项内部管理制度，着力构建覆盖全面、执行有力的职工权益保障体系，切实维护职工合法权益，致力于为职工创造平等、包容的工作环境。

|      |                                                                                                                                                                       |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 公平雇用 | <ul style="list-style-type: none"> <li>▶ 恪守公开、公平、公正的招聘原则</li> <li>▶ 禁止雇用童工及强制劳工</li> </ul>                                                                            |
| 社会保障 | <ul style="list-style-type: none"> <li>▶ 建立电子劳动合同管理体系</li> <li>▶ 降低医疗保险起付线标准，增加数字化自助服务平台，提高报销结算的时效性和便捷性</li> </ul>                                                    |
| 薪酬福利 | <ul style="list-style-type: none"> <li>▶ 建立薪酬字典，形成公司统一的薪酬体系，进一步明确薪酬分配导向</li> <li>▶ 严格按照总部职工薪酬管理办法规定，及时支付薪酬，未出现逾期支付等情况</li> <li>▶ 落实市人社局工资收入内外检查整改要求，规范福利待遇</li> </ul> |
| 民主管理 | <ul style="list-style-type: none"> <li>▶ 召开公司第四届职工代表大会第四次会议</li> <li>▶ 开展企业厂务公开民主管理自查</li> </ul>                                                                      |

### 赋能成长

北辰实业深入践行“人才强企”战略，全面优化人才发展体系，持续加强梯队建设与内部流动机制，构建贯穿职业全周期、多通道并行的成长路径，有效激发人才活力。

#### 优化人才体系

优化人才“引、育、用、留”全周期管理，对外积极拓展合作，对内搭建内部招聘平台，明确关键岗位基础素质模型，从严把控入职标准，建立健全考核评估机制，将考核结果作为职务聘任与梯队建设的重要依据，严格执行干部选拔“六步走”方案，优化领导班子结构与功能，并着力加强优秀年轻干部的常态化储备与系统化培养，强化组织人才支撑。

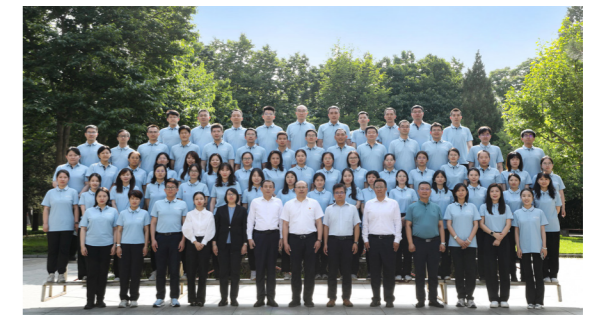
#### 重视人才培养

构建覆盖经营管理与专业技能的人才培养机制，依托“北辰研学院”等平台，分层分类提升核心人才的政治素养、专业能力与领导力，深入实施“工匠计划”，着力培育高技能人才，激发产业工人创新活力，打造支撑公司高质量发展的复合型人才梯队。2025年，北辰成功获评北京市首批“产教评”技能生态链链主单位。



### 案例 北辰实业组织开展首期青年人才“新锐班”

2025年6月16日，北辰实业首期青年人才“新锐班”在中国人民大学正式启动。培训围绕深化文化认同与使命担当、系统提升综合能力、强化协同与创新意识三大核心目标展开。60名青年骨干在18天集中培养过程中，完成15门课程学习、团队拓展、领导力沙盘模拟及标杆企业参访，并通过“降本增效 协同发展”主题工作坊，推动学习成果落地实践，助力青年骨干成长与业务能力提升。



北辰实业首期青年人才“新锐班”



北辰实业举办职工沙龙，锻炼素质能力



北辰与 ICCA 签署“注册国际商务会展专业人士 (CIBEP)”三级认证课程体系合作协议

职工关爱

北辰实业围绕职工实际需求，精心策划并扎实开展冬送温暖、夏送清凉、暖心助考等形式多样的职工慰问与帮扶工作，切实为职工办实事、解难题，并通过丰富多彩的文体活动，充实职工业余生活，营造温暖和谐、健康向上、团结融洽的工作氛围，持续提升职工幸福感与归属感。截至 2025 年底，职工互助保障完成各项理赔累计 331 人次，116 万余元。



北辰实业举办职工心理关爱训练营系列活动



北辰实业举办篮球赛

影响、风险和机遇管理

| 风险      | 风险影响                                                                                                                               | 应对措施                                                                                                                            |
|---------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| 人才引进与配置 | <ul style="list-style-type: none"> <li>招聘过程中易出现歧视带来的法律风险</li> <li>“人岗不匹配”容易导致人才流失率升高</li> <li>核心岗位依赖长期经验积累，可能出现后备人才断层问题</li> </ul> | <ul style="list-style-type: none"> <li>审查招聘公告文字表述，建立标准化、结构化的面试流程，规范录用通知内容</li> <li>建立关键岗位继任计划</li> <li>推广内部竞聘与轮岗工作机制</li> </ul> |
| 用工模式多元化 | <p>各类用工（劳务派遣、外包等）的法律边界不清，可能被认定为事实劳动关系，承担雇主责任</p>                                                                                   | <p>根据岗位特质审慎选择用工模式，规范相关用工协议，避免直接管理劳务外包人员</p>                                                                                     |

指标与目标

北辰实业将持续优化用工结构与用工模式，完善人力资源配置机制，推进精准招聘与高质量选拔，强化人才与岗位的动态匹配，系统拓宽职业成长通道，激发内生动力，并全面深化职工关怀，提升组织效能。

| 指标      | 单位 | 2025 年指标 |
|---------|----|----------|
| 职工人数    | 人  | 4729     |
| 女性职工占比  | %  | 42.9     |
| 受训雇员百分比 | %  | 98.76    |
| 劳动合同签订率 | %  | 100      |
| 社会保险覆盖率 | %  | 100      |

守护健康安全

北辰实业通过完善制度机制、严格执行规范化流程、开展常态化培训，持续提升全员职业健康素养与安全行为能力，努力营造安全、稳定、健康的工作环境。

治理

北辰实业科学构建并坚持完善职业健康安全与安全生产管理体系，扎实推进安全生产治本攻坚三年行动，强化从源头到终端的全过程安全监督，严格落实健康安全责任，夯实安全发展基础。

战略

职业健康

北辰实业高度重视职业健康保障，定期组织全员体检，积极开展职业健康安全培训，优化工作环境并规范劳动防护用品管理与使用，多维度筑牢职业健康安全防线。2025 年，参与互助保障送健康知识答题活动职工突破 1900 人次。

安全生产

北辰实业始终将安全生产作为公司发展的首要任务，坚持从源头防范化解重大风险，推动形成全员参与、全流程覆盖、全方位落实的风险防控机制，切实提升本质安全水平。2025 年，北辰实业荣获市管企业“平安北京建设考核优秀单位”荣誉称号。

防范安全风险

针对高层建筑、大型商业综合体及会展场馆等重点运营场景，常态化开展动火作业、消防控制室、燃气与冷库安全、有限空间作业等关键领域的专项排查与整治工作，并定期组织综合应急演练，加强专业化应急抢险力量，提升突发事件的处置与协同响应能力。

培育安全文化

高度重视安全文化建设，开展“安全生产月”“安康杯”竞赛等专题活动，结合常态化安全生产专项培训，推动安全理念内化于心、外化于行，切实转化为全员的自觉行动与长效实践。



北辰商管创新“安全家书”形式，推动安全文化融入员工家庭



案例 北辰实业举办“保安全、促经营”消防安全技能比赛暨“119”消防宣传日活动

2025年11月19日，北辰实业“安康杯”消防安全技能比赛暨“119”消防宣传日活动成功举办，12支队伍在近50米赛道上展开消防技能实战比拼，并安排消防器材识别和“逃生帐篷”疏散逃生体验，让现场观众进一步掌握实用的消防安全技能，在沉浸式互动中提升应急处置与自救互救能力，将“全民消防，生命至上”的安全理念深植于心。



“安康杯”消防安全技能比赛暨“119”消防宣传日活动

### 影响、风险和机遇管理

| 风险   | 风险影响                                                                                    | 应对措施                                                                                                                                                                   |
|------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 安全生产 | 商业及会展业务因人员密集、设备复杂、作业环节多，易出现包括火灾、人员踩踏、治安事件及设备故障在内的多重安全风险，可能引发人身伤害、财产损失、运营中断、法律纠纷及声誉受损等后果 | <ul style="list-style-type: none"> <li>▶ 建立覆盖所有业务场景的安全生产管理制度体系，形成常态化安全审查与动态更新机制</li> <li>▶ 开展安全培训与专项演练，增强安全意识和应急处置能力</li> <li>▶ 组建专职应急队伍，配足应急物资与装备，确保响应及时有效</li> </ul> |

### 指标与目标

北辰实业将持续深化职业健康安全管理与安全生产治本攻坚行动，强化重点场所风险排查与专项整治，深入开展安全文化建设与全员宣传教育，持续筑牢安全健康发展根基。

| 指标            | 单位 | 2025年指标 |
|---------------|----|---------|
| 安全生产总投入       | 亿元 | 1       |
| 安全培训人次        | 人次 | 500     |
| 安全培训覆盖率       | %  | 100     |
| 因伤损失工作日数      | 天  | 0       |
| 因工死亡事故        | 宗  | 0       |
| 二十万小时可记录工伤事故率 | %  | 0       |
| 职业病率          | %  | 0       |

## 携手伙伴共赢

北辰实业秉持协作共赢理念，拓展并深化战略合作，积极参与行业交流，分享实践经验，以自身探索助力行业进步，着力加强供应链的可持续管理，推动构建负责任的供应链体系，努力实现价值共创与成果共享。

### 深化战略合作

北辰实业积极构建多元开放的合作生态体系，不断拓展高质量合作伙伴网络，广泛汇聚内外部创新资源与发展能力，系统提升协同效能，稳步培育并增强长期核心竞争优势。

### 助力行业发展



案例 北辰会展研究院发布《中国展览指数报告（2024）》

北辰实业积极参加并支持国内外高端会展行业交流活动，主动分享实践成果与行业洞察，重视会展产业研究与智库建设，深度参与行业标准制定，连续7年发布《中国展览指数报告》，以专业研究能力与权威数据体系为会展行业高质量发展提供系统性支持与专业指引。

2025年9月11日，北辰会展研究院联合中国会展经济研究会创新编纂的《中国展览指数报告（2024）》在第四届国际会展经济发展论坛上重磅发布。该报告系统分析了会展行业在消费复苏、数字化浪潮下的发展态势，为行业发展提供了坚实的数据支撑。此次发布是该系列报告连续第七年亮相，通过与中国会展经济研究会开展数据合作，打通了国内会展数据统计渠道，实现了全国性展览指数评价体系建设的从零到一，充分彰显了北辰在会展行业研究方面的引领性与创新性。



《中国展览指数报告（2024）》

### 加强供应链管理

北辰实业持续推进供应商管理体系的优化升级，制定并严格实施《货物、服务采购招标管理规定》，建立健全涵盖供应商准入、招标比选、招标评审等环节的管控机制，全面部署数字化采购平台，系统规范采购流程与职责权限，实现对采购的全周期闭环管理，构建开放透明、安全可靠、高效协同的供应链体系。

**供应商准入：**严格开展资质调查，全面进行风险排查，规范执行准入机制

**供应商选择：**通过招标比选方式公开、公平、合理选择适当的合作伙伴

**供应商评估：**通过年度评估与周期评估，完成供应商履约考核评价，并根据结果进行通报、督促整改和处罚



北辰商管针对供应商在平台操作中的共性难题组织集中培训

# 品牌价值引领

北辰实业扎实推动产品与服务品质升级，夯实品牌内生基础，并不断深化品牌建设，扩大品牌综合影响力，提升社会认同感，切实彰显品牌价值。

## 锻造卓越品质

北辰实业坚持以卓越标准提供高质量服务，将匠心精神融入工程建造全流程，推动服务与产品品质双提升，在深化品牌内涵的同时，为客户、合作伙伴及社会创造可靠、可持续的长远价值。

## 治理

北辰实业不断完善产品与服务质量管理体系，围绕服务保障、工程管理、项目运营等关键领域完善标准化制度框架，明确各环节的规范标准与责任机制，确保产品与服务持续符合客户期待。

## 战略

### 主承办业务创新升级

北辰实业主承办业务加速拓展，圆满举办服贸会、科博会等既有项目，成功开拓 2025 年北京国际健康生活消费博览会、北京国际老龄产业博览会等 6 个规模均超 1 万平方米会展项目，年度主承办展会项目累计达 22 个。

#### 2025 年中国国际服务贸易交易会

9 月 10 日至 14 日，2025 年中国国际服务贸易交易会在北京首钢园举办。北辰实业秉持归零心态，从“新”出发，聚焦“国际化、数智化、便利化、特色化”，多维度打造参会新体验，在展览展示、会议论坛、市场化招商等方面均实现新突破。

#### 第二十七届中国北京国际科技产业博览会

5 月 8 日，第二十七届中国北京国际科技产业博览会在国家会议中心开幕，北辰实业以专业高效的“北辰服务”为博览会保驾护航，凭借场馆智慧运营优势，升级活动体验，助力本届科博会规模创历史新高。



2025 年中国国际服务贸易交易会现场



第二十七届中国北京国际科技产业博览会现场

#### 第十一届北京国际老龄产业博览会

10 月 29 日，第十一届北京国际老龄产业博览会开幕。北辰实业发挥专业优势，助力本次展会规模较往届实现显著提升。



第十一届北京国际老龄产业博览会现场

### 高质量保障国务政务活动

北辰实业坚持“首善标准”，以专业高效的保障能力圆满完成本年度各项重大国务政务活动，生动诠释服务品质与专业实力的卓越高度。

#### 北京市政协十四届三次会议

1 月 13 日至 17 日，北京市政协十四届三次会议顺利召开。北辰实业高效完成各项服务任务，以全守时、零失误、零差错的场次衔接，获得委员、工作人员的一致认可。



北京市政协十四届三次会议会前准备

#### 中国—拉美和加勒比国家共同体论坛第四届部长级会议

5 月 13 日，中国—拉美和加勒比国家共同体论坛第四届部长级会议隆重举办。北辰实业坚持“北辰标准”，统筹旗下资源保障大会顺利举行。



中国—拉美和加勒比国家共同体论坛第四届部长级会议会前准备

#### 亚洲基础设施投资银行（亚投行）第十届理事会年会

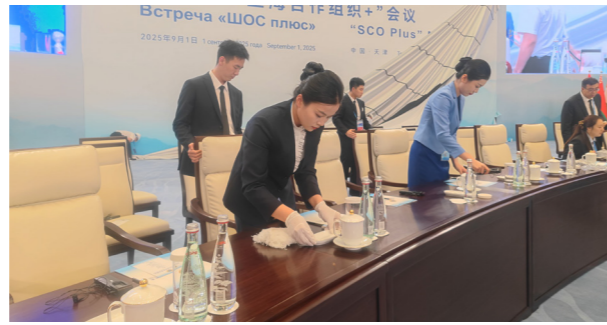
6 月 24 日至 26 日，亚洲基础设施投资银行（亚投行）第十届理事会年会顺利召开。北辰实业通过全链条碳中和实践与“科技+人文+绿色”的创新融合，将专业服务与人文温度注入每一处细节，展现“北京服务”的卓越品质。



亚洲基础设施投资银行（亚投行）第十届理事会年会会前准备

### 上合组织天津峰会

8月31日至9月1日，上合组织天津峰会成功举办。北辰实业以“迭代升级”的服务标准，统筹旗下企业协同作战，为峰会圆满举办提供了坚实支撑。



上合组织天津峰会会前准备

### 全球妇女峰会

10月13日至14日，全球妇女峰会成功举办。北辰实业以“最高标准、最严要求、最细举措、最快行动”为原则，以精心组织、周密部署、周到服务落实“北辰标准”，为峰会提供安全、舒适、专业的会议环境。



北辰实业女性职工全力保障全球妇女峰会

### 致力客户满意

北辰实业坚持“从零出发 追求臻美”的服务理念，树立“客户第一、服务至上”的意识，持续优化服务品质与体验，系统开展满意度调研与闭环整改，落实标准化服务体系，建立标准化投诉应对机制，严格执行信息保密与隐私保护制度，同时全面完善无障碍硬件设施，努力满足特殊群体需求，为客户提供安全、可信、有温度的高质量服务。

### 打造精品工程

北辰实业围绕“管理提质增效、风险合规防控”核心目标，以制度为根本、科技为支撑、监督为保障，督导持有资产运营、地产开发工程管理，完成年度持有资产改扩建项目计划年中调整，通过工程月报常态化跟踪地产项目进度与质量，推进经营管理单位年中专项与年底检查，落实年度考核，有效防范质量风险，保障各项建设任务高质量达成。

## 影响、风险和机遇管理

| 风险           | 风险影响                                        | 应对措施                                     |
|--------------|---------------------------------------------|------------------------------------------|
| 项目设计或施工质量不达标 | 工程质量若未达标准，可能直接危及建筑安全，缩短使用寿命，并引发客户投诉及潜在的安全事故 | 建立工程项目全流程质量管理体系，实行设计审查、施工监理、竣工验收“三关”控制机制 |
| 工程项目材料质量不稳定  | 材料质量不达标可能导致工程延期，成本增加，并存在安全隐患                | 实行供应商准入评估与动态考核，建立材料检测与追溯机制               |
| 售后服务响应不及时    | 客户满意度下降，影响品牌声誉                              | 建立客户服务热线与快速响应机制，定期开展客户满意度调研              |

## 指标与目标

北辰实业将持续夯实服务与工程质量管理，全面提升业务综合运营能力与项目品质，构建高质量、可信赖的服务与产品保障机制。

| 指标                                | 单位 | 2025年指标 |
|-----------------------------------|----|---------|
| 客户（例如：酒店宾客、写字楼租户、小区业主、展馆宾客等）服务满意度 | %  | 93.41   |
| 产品及服务涉嫌安全与健康的诉讼案件                 | 宗  | 0       |
| 年内收到的客户投诉件数                       | 例  | 1526    |
| 妥善回复和处置的投诉占比                      | %  | 98.5    |
| 保修期内房屋出现质量问题的占比                   | %  | 32.5    |
| 房屋及服务涉嫌安全与健康的诉讼案件                 | 宗  | 0       |
| 因泄露客户信息而遭到投诉件数                    | 例  | 1       |

## 深耕品牌建设

北辰实业持续深化品牌战略布局，发布《北辰品牌手册》，构建包含品牌文化内涵体系和品牌标识应用规范在内的品牌标准化体系，展现公司在品牌价值沉淀与形象升级方面的最新成果；启动“十五五”品牌战略规划编制工作，以科学规划引领品牌建设方向，为提升品牌影响力和公司竞争力提供坚实的战略支撑与理论指引。



### 案例 发布《北辰品牌手册》

2025年8月8日，《北辰品牌手册》正式发布。该手册是一本集思想性、指导性、实用性于一体的品牌纲领性手册，分为北辰品牌内涵、北辰品牌标识规范两个部分。北辰品牌内涵包含北辰简介、品牌架构、品牌愿景、品牌定位、品牌使命、品牌价值六个内容；北辰品牌标识规范部分包含北辰品牌标志的释义、色彩内涵、规范颜色与原则、母子品牌背书方式等内容。《北辰品牌手册》的发布，开启了北辰品牌建设新的里程碑，未来，在品牌文化的引领下，北辰将持续在服务国际交往、筑造理想空间的征程中书写更加璀璨的篇章。



《北辰品牌手册》

# 倾力回馈社会

北辰实业坚持以责任筑根基，以善举暖人心，持续助力乡村振兴，积极响应民生诉求，常态化开展暖心公益，全方位践行企业社会责任，努力与时代发展同频，与民生福祉同行。

## 助力乡村振兴

北辰实业结合自身功能定位与资源优势，扎实推进乡村振兴帮扶工作，持续深化产业兴村、就业稳岗、消费助农等多维举措，构建起覆盖外埠及本市对口帮扶村的多元长效帮扶体系，以务实举措为乡村振兴注入持久动力。

### 强化顶层设计

定期召开乡村振兴工作小组会和驻村第一书记会议，推进各项工作落实见效。成立乡村振兴工作领导小组和工作小组，由领导小组统一指挥，统筹协调。选派三名有责任有担当的干部赴怀柔区汤河口镇任驻村第一书记，让干部在推进乡村振兴工作的第一线扛责任、强作为。

### 开展多元帮扶

立足乡村实际需求，构建起集消费、公益、产业、党建于一体的多维帮扶体系，系统赋能当地发展。

- **消费帮扶：**通过“双创”采购，累计完成外埠帮扶采购642.50万元；帮销对口帮扶的汤河口镇三个集体经济薄弱村4.85万斤农产品，助力增收36.50万元，有效拓宽农产品销售渠道
- **就业帮扶：**招收录用帮扶地区人口34人，为帮扶地区提供稳定就业渠道
- **公益帮扶：**捐赠50万元支持和田地区公益治沙项目；捐赠15万元专项用于怀柔帮扶村受汛情影响的灾后重建工作（银河沟村、许营村、大栅子村每村5万元）
- **党建帮扶：**通过“党建+”模式，组织下属单位党组织赴帮扶村开展主题党日活动，通过共建交流、义务劳动等形式，强化党建引领作用，实现“党建强、乡村兴、企业旺”的共赢局面



国家会议中心党委与怀柔区汤河口镇大栅子村党支部联合开展共建活动

# 响应民生需求

北辰实业深入贯彻北京市委、市政府及市国资委关于深化接诉即办改革的精神与部署，锚定“快速响应、高效办理、及时反馈、主动治理”核心目标，持续健全完善“接诉即办”组织机制与制度体系，强化主动治理，提升诉求处理质效，2025年共接到、办理市民热线派单121件，全部以“事要解决”为目标要求，做到“件件有着落、事事有回音”。同时，按照加强和改进人民信访工作总要求，北辰实业持续推进信访工作法治化，年内经市国资委网信平台办理网上信访事项14件，总部接待来访人员7人次。

## 践行公益慈善

北辰实业持续深耕公益慈善事业，积极组建志愿者团队，开展丰富多样的志愿活动，以实际行动传递企业温度、践行人文关怀，弘扬向上向善的社会正能量。2025年，志愿者活动时长约958小时。



### 案例 五洲皇冠酒店与五洲·会议中心团委联合参与社区志愿服务

2025年3月20日，五洲皇冠酒店联合五洲·会议中心组织党团员代表走进北辰东路社区，开展“学雷锋、树新风，服务社区、奉献爱心”主题志愿服务活动。志愿者在社区工作人员引导下，集中清理绿地枯枝落叶，并对过密、枯死及凌乱的枝条进行精细修剪。大家分工有序、配合默契，用实际行动改善社区环境。



志愿者们进行社区志愿服务

首都会展开展“团徽闪耀净滩路，雷锋精神永护航”志愿活动



国家会议中心开展雷锋日志愿服务活动



# 未来展望

2026年是“十五五”规划的开局之年，北辰实业将立足于此关键历史节点，在“一体两翼”战略引领下，持续深耕会展核心主业，并带动会展配套设施服务业和房地产业务发展，以“协同发展，改革创新”为驱动力，深化产业融合，致力于构建全链条协同、全方位赋能的产业生态体系，向着“国际一流的会展品牌企业 国内领先的复合地产品牌企业”的目标坚定前行。

**优化治理，夯实发展根基。**2026年，北辰实业将以精细化治理为核心，持续巩固国企改革成效，完善“三重一大”决策机制，优化法律、合规、内控与风险管理一体化体系，深化 ESG 管理与信息披露，严格规范资产交易、招标采购等关键环节，保障公司稳健发展。

**低碳环保，引领绿色未来。**2026年，北辰实业将深入推进“双碳”工作，完善环境管理体系，常态化开展能耗监测与碳核算，重点推进既有建筑节能改造与绿色建材应用，提升清洁能源占比与资源循环水平，探索覆盖项目全周期的绿色运营模式，加快绿色低碳转型进程。

**践行责任，共筑和谐社会。**2026年，北辰实业将持续完善重大活动服务保障，推进产品与服务提质升级，深化人才强企战略，构建协同发展生态，携手合作伙伴推动行业提质升级，积极落实乡村振兴部署，深化社区共建与公益实践，共享发展成果。

**蓝图已绘就，奋进正当时。**未来，北辰实业将以铿锵步履踏破前路荆棘，以同心奋斗创造新的奇迹，开创北辰更加美好的明天！

# 附录

## 关键绩效

| 编号           | 绩效指标                      | 单位       | 2023年    | 2024年    | 2025年   |
|--------------|---------------------------|----------|----------|----------|---------|
| <b>治理类绩效</b> |                           |          |          |          |         |
| 1.           | 资产总额                      | 亿元       | 562.25   | 488.42   | 431.67  |
| 2.           | 所有者权益                     | 亿元       | 155.30   | 117.67   | 91.59   |
| 3.           | 营业收入                      | 亿元       | 157.51   | 71.52    | 60.60   |
| 4.           | 利润总额                      | 亿元       | 3.99     | -31.52   | -29.21  |
| 5.           | 纳税总额                      | 亿元       | 14.39    | 9.63     | 13.65   |
| 6.           | 净资产收益率                    | %        | -0.40    | -25.06   | -36.44  |
| 7.           | 资产负债率                     | %        | 72.38    | 75.91    | 78.78   |
| 8.           | 党建活动次数                    | 次        | 1296     | 1260     | 3199    |
| 9.           | 董事会召开会议次数                 | 次        | 30       | 36       | 19      |
| 10.          | 独立董事数量                    | 人        | 3        | 3        | 3       |
| 11.          | 女性董事占比                    | %        | 22       | 22       | 38      |
| 12.          | 可持续发展（社会责任、ESG）培训次数       | 次        | 1        | 2        | 1       |
| 13.          | 可持续发展（社会责任、ESG）培训人次       | 人次       | 69       | 120      | 80      |
| 14.          | 可持续发展（社会责任、ESG）培训时长       | 小时       | 2        | 4        | 2       |
| 15.          | 年度可持续发展（社会责任、ESG）荣誉数量     | 个        | 2        | 1        | 4       |
| 16.          | 汇报期内对公司或雇员提出并已审结的贪污诉讼案件数目 | 宗        | 0        | 0        | 0       |
| 17.          | 涉及关于贿赂、勒索、欺诈及洗钱案件         | 宗        | 0        | 0        | 0       |
| 18.          | 年度雇员接受反腐倡廉相关培训职工人数        | 人次       | 4210     | 8706     | 6084    |
| <b>环境类绩效</b> |                           |          |          |          |         |
| 19.          | 氮氧化物 <sup>1</sup>         | 公吨       | 0.667    | 0.679    | 0.646   |
| 20.          | 硫氧化物 <sup>2</sup>         | 公吨       | 0.021    | 0.021    | 0.019   |
| 21.          | 温室气体排放 <sup>3</sup>       |          |          |          |         |
|              | 温室气体排放总量                  | 公吨二氧化碳当量 | 61282    | 64566    | 59429   |
|              | 直接排放量（范围一）                | 公吨二氧化碳当量 | 983      | 971      | 926     |
|              | 间接排放量（范围二）                | 公吨二氧化碳当量 | 60318    | 63600    | 58531   |
|              | 持有的树木减排量                  | 公吨二氧化碳当量 | 19       | 4        | 28      |
|              | 每平方米楼面面积温室气体排放量（范围一及二）    | 公吨二氧化碳当量 | 0.0759   | 0.0823   | 0.1156  |
| 22.          | 无害废弃物产生总量                 | 公斤       | 10146667 | 10083329 | 6802083 |
| 23.          | 厨余垃圾                      | 公斤       | 1677630  | 1703177  | 2639350 |
| 24.          | 生活垃圾                      | 公斤       | 8469037  | 8380152  | 4162733 |
| 25.          | 每平方米楼面面积无害废弃物产生总量         | 公斤       | 11.69    | 12.86    | 13.23   |
| 26.          | 无害废弃物合规处理率                | %        | 100      | 100      | 100     |
| 27.          | 有害废弃物产生总量                 | 公斤       | 3485     | 7115     | 1169    |
| 28.          | 含水银的废弃灯管                  | 公斤       | 2132     | 6432     | 618     |

| 编号           | 绩效指标               | 单位  | 2023年  | 2024年  | 2025年  |
|--------------|--------------------|-----|--------|--------|--------|
| 29.          | 电子废弃物              | 公斤  | 671    | 203    | 56     |
| 30.          | 废电池                | 公斤  | 300    | 52     | 60     |
| 31.          | 废墨盒                | 公斤  | 357    | 356    | 255    |
| 32.          | 清洗冷气系统的废油          | 公斤  | 25     | 72     | 180    |
| 33.          | 每平方米楼面面积有害废弃物产生总量  | 公斤  | 0.004  | 0.009  | 0.002  |
| 34.          | 有害废弃物合规处理率         | %   | 100    | 100    | 100    |
| 35.          | 涉及非法向环境排放污染物的案件    | 宗   | 0      | 0      | 0      |
| 36.          | 能源消耗量 <sup>4</sup> |     |        |        |        |
|              | 能源消耗总量             | 兆瓦时 | 128283 | 135369 | 124618 |
|              | 外购电力               | 兆瓦时 | 54202  | 57104  | 52781  |
|              | 天然气                | 兆瓦时 | 4505   | 4420   | 4215   |
|              | 汽油                 | 兆瓦时 | 272    | 204    | 201    |
|              | 柴油                 | 兆瓦时 | 18     | 76     | 67     |
|              | 外购热力               | 兆瓦时 | 69287  | 73565  | 67354  |
|              | 每平方米楼面面积能源消耗总量     | 兆瓦时 | 0.16   | 0.17   | 0.24   |
| 37.          | 用水总量               | 立方米 | 734548 | 771118 | 725008 |
| 38.          | 外购自来水占比            | %   | 100    | 100    | 100    |
| 39.          | 每平方米楼面面积用水总量       | 立方米 | 0.91   | 0.98   | 1.41   |
| 40.          | 污水排放量 <sup>5</sup> | 立方米 | 675784 | 709428 | 681507 |
| 41.          | 回收再利用玻璃制品          | 公斤  | 57754  | 63805  | 101884 |
| 42.          | 回收再利用塑料制品          | 公斤  | 87853  | 84303  | 88380  |
| 43.          | 回收再利用酒店客房废旧毛巾      | 块   | 15270  | 18483  | 10614  |
| 44.          | 回收再利用酒店客房肥皂        | 公斤  | 1085   | 374.6  | 1270   |
| 45.          | 回收再利用酒店客房牙刷        | 支   | 210715 | 244010 | 259000 |
| 46.          | 持有5米及以上的树木         | 棵   | 826    | 186    | 1234   |
| 47.          | 涉及对自然环境造成破坏的案件     | 宗   | 0      | 0      | 0      |
| 48.          | 年度环保投入             | 万元  | /      | 855    | 746    |
| 49.          | 绿色建筑证书             | 个   | /      | 2      | 10     |
| <b>社会类绩效</b> |                    |     |        |        |        |
| 50.          | 职工人数               | 人   | 5290   | 5115   | 4729   |
| 51.          | 按性别划分              |     |        |        |        |
|              | 男职工                | 人   | 2980   | 2842   | 2701   |
|              | 女职工                | 人   | 2310   | 2273   | 2028   |
| 52.          | 按受教育程度划分           |     |        |        |        |
|              | 研究生及以上             | 人   | 279    | 308    | 319    |
|              | 本科                 | 人   | 1757   | 1774   | 1644   |
|              | 大专                 | 人   | 1404   | 1320   | 1218   |
|              | 中专                 | 人   | 840    | 766    | 358    |
|              | 其他                 | 人   | 1010   | 947    | 1190   |

| 编号  | 绩效指标    | 单位 | 2023年 | 2024年 | 2025年 |
|-----|---------|----|-------|-------|-------|
| 53. | 按年龄划分   |    |       |       |       |
|     | 30岁及以下  | 人  | 1382  | 1163  | 1056  |
|     | 30至50岁  | 人  | 3236  | 3228  | 2997  |
|     | 50岁及以上  | 人  | 672   | 724   | 676   |
| 54. | 按地区划分   |    |       |       |       |
|     | 中国内地    | 人  | 5285  | 5112  | 4728  |
|     | 港澳台地区   | 人  | 0     | 1     | 1     |
|     | 海外      | 人  | 5     | 2     | 0     |
| 55. | 按雇员类别划分 |    |       |       |       |
|     | 高层人员    | 人  | 58    | 74    | 126   |
|     | 中层人员    | 人  | 491   | 492   | 441   |
|     | 一般人员    | 人  | 4741  | 4549  | 4162  |
|     | 职工变动情况  |    |       |       |       |
| 56. | 按性别划分   |    |       |       |       |
|     | 男职工     | %  | 12.4  | 10.4  | 13.0  |
|     | 女职工     | %  | 13.2  | 12.9  | 18.4  |
| 57. | 按年龄划分   |    |       |       |       |
|     | 30岁及以下  | %  | 20.5  | 25.2  | 23.7  |
|     | 30至50岁  | %  | 10.3  | 7.9   | 14.0  |
|     | 50岁及以上  | %  | 6.1   | 5.7   | 11.5  |
| 58. | 按地区划分   |    |       |       |       |
|     | 中国内地    | %  | 12.8  | 11.5  | 15.8  |
|     | 港澳台地区   | %  | 0     | 0     | 0     |
|     | 海外      | %  | 16.67 | 0     | 0     |
| 59. | 受训雇员百分比 | %  | 99.00 | 97.89 | 98.76 |
| 60. | 按性别划分   |    |       |       |       |
|     | 男职工     | %  | 54.60 | 54.8  | 54.7  |
|     | 女职工     | %  | 45.40 | 45.2  | 45.3  |
| 61. | 按雇员类别划分 |    |       |       |       |
|     | 高层人员    | %  | 0.69  | 1.48  | 1.62  |
|     | 中层人员    | %  | 9.10  | 9.13  | 9.15  |
|     | 一般人员    | %  | 90.21 | 89.39 | 89.23 |
|     | 人均受训时长  |    |       |       |       |
| 62. | 按性别划分   |    |       |       |       |
|     | 男职工     | 小时 | 33.80 | 30.00 | 38.00 |
|     | 女职工     | 小时 | 43.56 | 37.00 | 40.00 |

| 编号  | 绩效指标                              | 单位 | 2023年 | 2024年 | 2025年 |
|-----|-----------------------------------|----|-------|-------|-------|
| 63. | 按雇员类别划分                           |    |       |       |       |
|     | 高层人员                              | 小时 | 39.59 | 51.00 | 55.00 |
|     | 中层人员                              | 小时 | 45.02 | 47.00 | 47.00 |
|     | 一般人员                              | 小时 | 37.32 | 31.00 | 34.00 |
| 64. | 管理团队中女性所占比例（部门主任级及以上）             | %  | 41    | 46    | 45    |
| 65. | 女性与男性职工薪酬比例                       |    |       |       |       |
|     | 管理层                               | %  | 1     | 1     | 1     |
|     | 一般职工                              | %  | 1     | 1     | 1     |
| 66. | 人均带薪休假天数                          | 天  | 11    | 11    | 10    |
| 67. | 劳动合同签订率                           | %  | 100   | 100   | 100   |
| 68. | 社会保险覆盖率                           | %  | 100   | 100   | 100   |
| 69. | 员工体检覆盖率                           | %  | 100   | 100   | 100   |
| 70. | 安全生产总投入                           | 亿元 | /     | 0.3   | 1     |
| 71. | 安全培训人次                            | 人次 | 3748  | 5822  | 500   |
| 72. | 安全培训覆盖率                           | %  | /     | 100   | 100   |
| 73. | 因伤损失工作日数                          | 天  | 709   | 957.5 | 0     |
| 74. | 因工死亡事故                            | 宗  | 2     | 0     | 0     |
| 75. | 二十万小时可记录工伤事故率                     | %  | 0.359 | 0.361 | 0     |
| 76. | 职业病率                              | %  | 0     | 0     | 0     |
| 77. | 研发投入                              | 亿元 | -     | 0.17  | 0.78  |
| 78. | 有效专利总数                            | 项  | 4     | 4     | 5     |
| 79. | 与公司建立了长期合作的供应商数量                  |    |       |       |       |
|     | 总数                                | 个  | 1005  | 829   | 1247  |
|     | 中国内地                              | 个  | 1005  | 829   | 1238  |
| 80. | 其中经公司环境、社会风险筛选及管控的供应商数量           |    |       |       |       |
|     | 总数                                | 个  | 970   | 829   | 1146  |
|     | 中国内地                              | 个  | 970   | 829   | 1137  |
| 81. | 通过质量、职业健康安全、环境或能源管理等体系认证的供应商数量    | 间  | 527   | 500   | 366   |
| 82. | 客户（例如：酒店宾客、写字楼租户、小区业主、展馆宾客等）服务满意度 | %  | 95.11 | 94.31 | 93.41 |
| 83. | 产品及服务涉嫌安全与健康的诉讼案件                 | 宗  | 0     | 0     | 0     |
| 84. | 年内收到的客户投诉件数                       | 例  | 6     | 20    | 1526  |
| 85. | 妥善回复和处置的投诉占比                      | %  | 100   | 100   | 98.5  |
| 86. | 产品及服务涉嫌侵犯知识产权的案件数目                | 宗  | 0     | 0     | 0     |
| 87. | 保修期内房屋出现质量问题的占比                   | %  | 0     | 0     | 32.5  |
| 88. | 房屋及服务涉嫌安全与健康的诉讼案件                 | 宗  | 0     | 0     | 0     |
| 89. | 因泄露客户信息而遭到投诉件数                    | 例  | 0     | 0     | 1     |

| 编号  | 绩效指标                            | 单位 | 2023年  | 2024年  | 2025年  |
|-----|---------------------------------|----|--------|--------|--------|
| 90. | 乡村振兴工作投入金额（包含扶贫项目中投入资金及物资折款的资金） | 万元 | 905.5  | 806.66 | 745.17 |
| 91. | 其中：资金总额                         | 万元 | 75.00  | 50.00  | 65.00  |
| 92. | 其中：物资折款总额                       | 万元 | 830.45 | 756.66 | 680.17 |
| 93. | 乡村振兴惠及人数                        | 人  | 94     | 132    | 800    |
| 94. | 帮困慰问金受助人次数                      | 人次 | 70     | 27     | 34     |
| 95. | 帮困慰问金投入总额                       | 万元 | 5.2    | 6.07   | 8.5    |
| 96. | 公司志愿者人数                         | 人  | 97     | 242    | 263    |
| 97. | 志愿者活动时长                         | 小时 | 439    | 761    | 958    |

- 1 氮氧化物排放量是本公司京内持有型物业 2025 年度以柴油和天然气为燃料的设备导致的大气污染物排放总量。此大气污染物排放的计算方法及相关排放系数参考了《排放源统计调查产排污核算方法和系数手册》。
- 2 硫氧化物排放量是本公司京内持有型物业 2025 年度以柴油和天然气为燃料的设备导致的大气污染物排放总量。此大气污染物排放的计算方法及相关排放系数参考了原中华人民共和国环境保护部发布的《关于北京市燃气设施燃用市政管道天然气）二氧化硫排污系数有关问题的复函》以及《排放源统计调查产排污核算方法和系数手册》。
- 3 此温室气体排放清单的计算方法及相关排放系数参考了北京市生态环境局发布的《北京市企业（单位）二氧化碳排放核算和报告指南（2018 版）》《二氧化碳排放核算和报告要求 电力生产业》（DB11/T1781-2020）及世界资源研究所（WRI）和世界可持续发展工商理事会（WBCSD）发布的《温室气体核算系：企业核算与报告标准》。本公司 2025 年度的温室气体计算范围包括使用汽油机动车、柴油机动车等以柴油为燃料的设备，及燃气锅炉等以天然气为燃料的设备导致的温室气体直接排放，使用外购电力及外购热力导致的温室气体间接排放。
- 4 计算范围为本公司京内持有型物业年度用量的总和。本报告所披露的各能源消耗量数据根据能源的实际消耗量及国际能源署提供的相关转换因子计算。
- 5 所排放污水均属于生活污水。

# 指标索引

| 香港联交所《环境、社会及管治报告守则》 |                                                                 |                                                                     |
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| 范畴与层面               | 一般披露及关键绩效指标                                                     | 披露位置或备注                                                             |
| <b>A 环境</b>         |                                                                 |                                                                     |
| 层面 A1:<br>排放物       | 一般披露：有关废气排放、向水及土地的排污、有害及无害废弃物的产生等的政策及遵守对发行人有重大影响的相关法律及规例的资料。    | 二、北辰之绿，谱写生态新篇章 - (三) 推行节能减排 - 控制污染排放<br>二、北辰之绿，谱写生态新篇章 - (一) 完善环境管理 |
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|                     | A1.2 所产生有害废弃物总量（以吨计算）及（如适用）密度（如以每产量单位、每项设施计算）。                  | 附录 - 关键绩效表                                                          |
|                     | A1.3 所产生无害废弃物总量（以吨计算）及（如适用）密度（如以每产量单位、每项设施计算）。                  | 附录 - 关键绩效表                                                          |
|                     | A1.4 描述所订立的排放量目标及为达到这些目标所采取的步骤。                                 | 二、北辰之绿，谱写生态新篇章 - (三) 推行节能减排 - 控制污染排放                                |
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|                     | 一般披露：有效使用资源（包括能源，水及其他原材料）的政策。                                   | 二、北辰之绿，谱写生态新篇章 - (三) 推行节能减排 - 节约能源资源                                |
|                     | A2.1 按类型划分的直接及 / 或间接能源（如电、气或油）总耗量（以千个千瓦时计算）及密度（如以每产量单位、每项设施计算）。 | 附录 - 关键绩效表                                                          |
|                     | A2.2 总耗水量及密度（以每产量单位、每项设施计算）。                                    | 附录 - 关键绩效表                                                          |
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|                     | A2.5 制成品所用包装材料的总量（以吨计算）及（如适用）每生产单位占量。                           | 由于本公司业务性质，此项指标对本公司而言不适用                                             |
|                     | 一般披露：减低发行人对环境及天然资源造成重大影响的政策。                                    | 二、北辰之绿，谱写生态新篇章                                                      |
|                     | A3.1 描述业务活动对环境及天然资源的重大影响及已采取管理有关影响的行动。                          | 二、北辰之绿，谱写生态新篇章                                                      |

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| 雇佣与劳工实践             |                                                                                        |                                                                              |
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|                     | B1.1 按性别、雇佣类型（如全职或兼职）、年龄组别及地区划分的雇员总数。                                                  | 附录 - 关键绩效表                                                                   |
| 层面 B2:<br>健康与安全     | B1.2 按性别、年龄组别及地区划分的雇员流失比率。                                                             | 附录 - 关键绩效表                                                                   |
|                     | 一般披露：披露有关提供安全工作环境及保障雇员避免职业性危害的政策及遵守对发行人有重大影响的相关法律及规例的资料。                               | 三、北辰之情，共筑美好新生活 - (一) 构建和谐企业 - 守护健康安全                                         |
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| 层面 B3:<br>发展与培训     | 一般披露：有关提升雇员履行工作职责的知识及技能的政策。描述培训活动。                                                     | 三、北辰之情，共筑美好新生活 - (一) 构建和谐企业 - 凝聚职工合力                                         |
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|                     | B4.1 描述检讨招聘惯例的措施以避免童工及强制劳工。<br>B4.2 描述在发现违规情况时消除有关情况所采取的步骤。                            | 三、北辰之情，共筑美好新生活 - (一) 构建和谐企业 - 凝聚职工合力<br>三、北辰之情，共筑美好新生活 - (一) 构建和谐企业 - 凝聚职工合力 |

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|                     | B5.2 描述有关聘用供应商的惯例，向其执行有关惯例的供应商数目和有关惯例的执行及监察方法。                    | 三、北辰之情，共筑美好新生活 - (二) 携手伙伴共赢 - 加强供应链管理                                         |
|                     | B5.3 描述有关识别供应链每个环节的环境及社会风险的惯例，以及相关执行及监察方法。                        | 三、北辰之情，共筑美好新生活 - (二) 携手伙伴共赢 - 加强供应链管理                                         |
|                     | B5.4 描述在拣选供应商时促使多用环境产品服务的惯例，以及相关执行及监察方法。                          | 三、北辰之情，共筑美好新生活 - (二) 携手伙伴共赢 - 加强供应链管理                                         |
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|                     | B6.1 已售或已运送产品总数中因安全健康理由而须回收的百分比。                                  | 由于本公司业务性质，此项指标对本公司而言不适用                                                       |
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|                     | B6.3 描述与维护及保障知识产权有关的惯例。                                           | 一、北辰之治，引领合规新航程 - (三) 恪守合规经营 - 落实合规管理                                          |
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|                     | B6.5 描述消费者资料保障及私隐政策，以及相关执行及监察方法。                                  | 三、北辰之情，共筑美好新生活 - (三) 品牌价值引领 - 锻造卓越品质                                          |
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| <b>B. 社会</b>        |                                            |                                                                              |
| 社区                  |                                            |                                                                              |
| 层面 B8:<br>社区投资      | 一般披露：有关以社区参与来了解营运所在社区需要和确保其业务活动会考虑社区利益的政策。 | 三、北辰之情，共筑美好新生活 - (四) 倾力回馈社会                                                  |
|                     | B8.1 专注贡献范畴（如教育、环境事宜、劳工需求、健康、文化、体育）。       | 三、北辰之情，共筑美好新生活 - (四) 倾力回馈社会                                                  |
|                     | B8.2 在专注范畴所动用资源（如金钱或时间）。                   | 三、北辰之情，共筑美好新生活 - (四) 倾力回馈社会<br>附录 - 关键绩效表                                    |
| 气候相关披露              |                                            |                                                                              |
| 管治                  | 管治                                         | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 治理                                             |
| 策略                  | 气候相关风险和机遇                                  | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 影响、风险和机遇管理                                     |
|                     | 业务模式和价值链                                   | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 战略<br>二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 影响、风险和机遇管理 |
|                     | 策略和决策                                      | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 战略                                             |
|                     | 财务状况，财务表现及现金流量 <sup>6</sup>                | —                                                                            |
|                     | 气候韧性                                       | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 战略<br>二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 影响、风险和机遇管理 |
| 风险管理                | 风险管理                                       | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 影响、风险和机遇管理                                     |

香港联交所《环境、社会及管治报告守则》

| 范畴与层面 | 一般披露及关键绩效指标         | 披露位置或备注                                           |
|-------|---------------------|---------------------------------------------------|
|       |                     | <b>B. 社会</b>                                      |
| 指标及目标 | 温室气体排放 <sup>7</sup> | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 指标与目标<br>附录 - 关键绩效表 |
|       | 气候相关转型风险            | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 影响、风险和机遇管理          |
|       | 气候相关物理风险            | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 影响、风险和机遇管理          |
|       | 气候相关机遇              | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 影响、风险和机遇管理          |
|       | 资本运作 <sup>8</sup>   | —                                                 |
|       | 内部碳定价 <sup>9</sup>  | —                                                 |
|       | 薪酬 <sup>10</sup>    | —                                                 |
|       | 行业指标                | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 指标与目标<br>附录 - 关键绩效表 |
|       | 气候相关目标              | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 指标与目标               |
|       | 跨行业指标以及行业指标适用性      | 二、北辰之绿，谱写生态新篇章 - (二) 应对气候变化 - 指标与目标<br>附录 - 关键绩效表 |

6 由于气候变化相关财务影响涉及较多长期假设，公司正评估适配自身业务模式的情景分析方法，目前尚未建立成熟的量化模型与情景分析框架，若现阶段进行量化披露，可能存在结果偏差，易对投资者决策造成潜在误导。基于此，公司已计划启动气候风险和机遇财务影响评估。

7 本公司价值链上下游供应商及客户数量众多、结构复杂，相关数据基础较为薄弱，为确保信息披露的准确性与可靠性，现阶段暂无法对所有范围 3 温室气体排放类别进行合理且准确的量化核算。未来，公司将根据战略需要逐步搭建完善范围 3 温室气体排放数据收集、核算体系，推进相关量化工作落地。

8 公司为应对气候相关风险与机遇所产生的支出已纳入维修费与年度环保投入，由于相关项目较多，且公司尚未设置气候相关风险与机遇资本开支的专项分类，故暂无法从维修费与年度环保投入中精确提取仅用于气候相关风险与机遇的支出数据。为此，公司已计划新增气候相关风险与机遇资本开支统计维度。

9 公司主营业务不属于高排放、高碳密集型行业，碳成本对经营决策、产品定价及投资回报的影响不构成重大影响。基于对公司气候风险的实质性评估，现阶段气候管理资源优先配置于范围 1 与范围 2 温室气体减排及能源效率提升，内部碳定价暂未纳入短期管理议程。公司计划持续跟踪行业实践与监管趋势，评估内部碳定价的适用性与实施时机，若未来业务结构变化或监管要求提升，将适时启动内部碳定价机制设计与试点。

10 公司目前正处于气候治理的基础建设阶段，尚未建立科学、可量化的气候绩效指标，暂不具备将气候绩效与薪酬挂钩的基础，将结合公司战略情况探索制定可量化、可考核的气候目标。

## 意见反馈

尊敬的读者：

您好！

非常感谢您阅读北京北辰实业股份有限公司《2025 年可持续发展暨 ESG 报告》。如果您对本报告有任何意见和建议，请您填写下面的意见反馈表，通过信件、电子邮件或传真等方式发给本公司。对于您的宝贵意见，本公司致以深深的谢意！

1. 您对本报告的总体评价是：

好 较好 一般

2. 您认为本报告能否反映公司对经济、社会和环境的重大影响：

高 较高 一般 较低 低

3. 您认为本报告所披露信息、数据、指标的清晰、准确、完整度如何：

好 较好 一般 差 不了解

4. 您最满意本报告哪一方面？

.....

.....

.....

5. 您希望进一步了解哪些信息？

.....

.....

.....

6. 您对我们今后发布报告有哪些建议？

.....

.....

.....

7. 本公司联系方式：

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# About the Report

Beijing North Star Company Limited is delighted to publish its 18th Sustainability/ESG Report. The Board of Directors and all the directors of the Company warrant that there are no false records, misleading statements or major omissions in the Report, and they shall be individually and severally liable for the authenticity, accuracy and completeness of the contents.

The purpose of the Report is to present the environmental, social and governance issues related to the sustainable development of the Company to all stakeholders, so that, they can better understand the Company's sustainable development philosophy, actions, and related performance.

The Report is prepared in both simplified Chinese and English. In case of any discrepancy between the two versions, the simplified Chinese version shall prevail.

## Report Period

Unless otherwise mentioned, the Report mainly describes the specific policies and performance of the Company in terms of environmental, social and governance from January 1, 2025, to December 31, 2025. For continuity and comparability, some information in the Report is extended as needed.

## Scope of Organization Covered

The scope of organization covered by the Report is based on the principle of materiality. Unless otherwise mentioned, the material content of the Report covers Beijing North Star Company Limited and its branches and subsidiaries. The key environmental performance indicators cover only the properties held by Beijing North Star Company Limited in Beijing, while the key social performance indicators cover the Company and its branches and subsidiaries.

## Basis of Reporting

The Report is prepared according to the No. 1 Self-Regulatory Guidelines for Listed Companies of Shanghai Stock Exchange - Standardized Operation (Rev. May 2025) published by the Shanghai Stock Exchange, the Environmental, Social and Governance Reporting Guide under Appendix C2 of the Main Board Listing Rules of the Stock Exchange of Hong Kong Limited published by the Stock Exchange of Hong Kong Limited and the Guidelines on Sustainability Reporting for Chinese Enterprises (CASS-ESG 6.0). The Report follows the reporting principles of Environmental, Social and Governance Reporting Guide related to "Materiality", "Quantification", "Balance" and "Consistency". Please refer to the following table to learn about how the Company has applied the reporting principles when preparing the Report.

| Reporting principles | Implementation by the Company                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Materiality          | During the preparation of the Report, the Company has conducted, with the help of a professional consulting agency, a materiality assessment, to identify the issues material to Beijing North Star and its key stakeholders, and then collected and disclosed the related information of the material issues accordingly in the Report. Moreover, the Company's Board of Directors has already been notified of the materiality assessment results and approved the Report. |
| Quantification       | The Company has already provided information on the standards, methodologies, assumptions and calculation tools used for the reporting of emissions/energy consumption in the "Key Performance". Key performance indicators for historical data have been measured in the Report. The Company has set targets to reduce individual impact, including actual figures or directional, forward-looking statements.                                                              |
| Balance              | The content contained herein reflects objective facts and discloses both positive and negative indicators.                                                                                                                                                                                                                                                                                                                                                                   |
| Consistency          | The statistical methods for data analysis adopted by the Company are consistent with those of last year.                                                                                                                                                                                                                                                                                                                                                                     |

## Report Acquisition and Feedback

The Report can be accessed and downloaded on the website of the Company, the website of Shanghai Stock Exchange and the HKEXnews website of Hong Kong Exchanges and Clearing Limited. If you have any questions, comments, or feedback on the Report, please email us at northstar@beijings.com.cn.

## Interpretation

| Full form                                                                                                           | Shortened form                                       |
|---------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|
| Beijing North Star Company Limited                                                                                  | Beijing North Star                                   |
| Beijing Capital Group Exhibitions Events Co., Ltd.                                                                  | Beijing Capital Group Exhibitions Events             |
| Beijing North Star Real Estate Group Co., Ltd.                                                                      | Beijing North Star Real Estate                       |
| Beijing North Star Commercial Management Co., Ltd.                                                                  | Beijing North Star Commercial Management             |
| China National Convention Center of Beijing North Star Company Limited                                              | China National Convention Center                     |
| Beijing International Convention Center of Beijing North Star Company Limited                                       | Beijing International Convention Center              |
| Beijing Continental Grand Hotel of Beijing North Star Company Limited                                               | Beijing Continental Grand Hotel                      |
| V-Continent Beijing Parkview Wuzhou Hotel of Beijing North Star Company Limited                                     | V-Continent Beijing Parkview Wuzhou Hotel            |
| InterContinental Beijing Beichen Hotel of Beijing North Star Company Limited                                        | InterContinental Beijing Beichen Hotel               |
| Public Facilities Management Branch Company of Beijing North Star Company Limited                                   | Public Facilities Management Branch Company          |
| China International Fair for Trade in Services                                                                      | CIFTIS                                               |
| Environmental, Social and Governance                                                                                | ESG                                                  |
| Carbon peaking and carbon neutrality goals                                                                          | Dual-carbon goals                                    |
| 2025 Sustainability/ESG Report                                                                                      | This/the Report                                      |
| From January 1, 2025 to December 31, 2025                                                                           | The "reporting period"/this year                     |
| The properties of around 1.2 million m2 held by the Company in Beijing                                              | Properties held in Beijing                           |
| The State-owned Assets Supervision and Administration Commission of the People's Government of Beijing Municipality | Beijing Municipal SASAC                              |
| Beijing Municipal Committee of the Communist Party of China                                                         | Beijing Municipal Party Committee                    |
| The People's Government of Beijing Municipality                                                                     | Beijing Municipal Government                         |
| Beijing Municipal Human Resources and Social Security Bureau                                                        | Municipal Human Resources and Social Security Bureau |

# Message from Management

With the passage of time, we accumulate strength; as we forge ahead, we write chapters of glory. The year 2025 is a pivotal one, marking the conclusion of the 14th Five-Year Plan and the strategic planning phase for the 15th Five-Year Plan. Guided consistently by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, Beijing North Star earnestly implements the Party's decisions and directives. Committed to fostering cohesion through synergy, driving development through innovation, and demonstrating accountability through concrete actions, we are making steady strides in empowering industrial upgrading, advancing ecological conservation, and contributing to social development.

Over the past year, we have deepened our focus on our core operations to comprehensively enhance operational quality and efficiency. Beijing North Star has continued to consolidate its competitive edge in its core convention and exhibition business, strategically expanding across the entire industry chain. Leveraging our profound expertise and extensive resources in the convention and exhibition sector, we have elevated the brand value of our supporting facilities and services while actively exploring the transformation of our real estate business. By enabling our two primary businesses to develop synergistically and empower one another, we have cultivated a more resilient business ecosystem, achieving simultaneous improvements in operational quality and comprehensive performance.

Over the past year, we have refined our corporate governance to safeguard the steady development of the Company. Beijing North Star remains committed to driving steady progress through highly efficient governance. With Party building steering our strategic direction, we have continuously improved our modern corporate governance systems and operational mechanisms. We have deeply embedded regulatory compliance into the entire lifecycle of our decision-making and operations, steadily advanced our digital transformation, and consistently elevated our ESG governance standards, providing a robust foundation for the Company's long-term, sustainable growth.

Over the past year, we have advanced our green agenda, focusing on building a low-carbon future. Beijing North Star firmly adheres to the philosophy of green and low-carbon development, systematically optimizing our environmental governance system. To address emerging challenges, we have deeply integrated climate change considerations into our core strategy. Furthermore, we have intensified efforts in energy-saving technological upgrades and energy structure optimization, comprehensively implementing green operations to foster a sustainable industrial ecosystem. Through these pragmatic actions, we are injecting robust momentum into the building of a "Beautiful China."

Over the past year, we have readily embraced our responsibilities, proactively creating social value. Beijing North Star has consistently embedded social responsibility deep within its corporate development. We are dedicated to building a community of shared progress between the Company and our employees, while actively partnering with stakeholders to forge an open, mutually beneficial collaborative network. We remain committed to rewarding our customers' trust with high-quality services and products. In addition, we actively engage in rural revitalization and public welfare initiatives, demonstrating corporate compassion and contributing social value through concrete actions.

Driven by our aspirations, no distance is too far; though the road ahead is long, we stride forward with confidence. The year 2026 is a critical year for initiating the solid implementation of the 15th Five-Year Plan. It is also a pivotal year for anchoring our new strategic objectives and consolidating the foundation for high-quality development. Centered on our vision of becoming a "world-class exhibition event service provider and a leading domestic compound real estate operator and branded company," Beijing North Star will build developmental consensus through strategic synergy, stimulate internal drive through reform and innovation, and advance business expansion through pragmatic measures, uniting our efforts to embark on a new journey of excellence.

# Company Profile

## About the Company

Beijing North Star's core business operations encompass exhibition events along with supporting facility services, and real estate development. These two primary businesses are highly interdependent, mutually empowering one another to achieve synergistic growth.

The exhibition events and supporting facility services are driven by Beijing Capital Group Exhibitions Events and Beijing North Star Commercial Management. Beijing Capital Group Exhibitions Events vigorously integrates industry resources, continuously expanding into new business segments and technologies within the sector. By actively advancing a full-industry-chain footprint, it has established itself as the professional operator of the China International Fair for Trade in Services, a premier service provider for high-level state and government events, and a critical catalyst for the development of Beijing's international exhibition industry. Bearing the mission to align with Beijing's strategic urban positioning and cultivate the core competitiveness of the capital's exhibition sector, Beijing Capital Group Exhibitions Events supports the development of Beijing's "Four Centers" and its emergence as an International Consumption Center City. Ultimately, it strives to become a domestic trailblazer and an internationally leading anchor enterprise within the convention and exhibition value chain. Beijing North Star Commercial Management coordinates exhibition supporting facility services, applying an industry-centric approach to optimize asset operations. It provides professional asset operation and property management services across the Company's diverse portfolio, which includes office buildings, apartments, and comprehensive commercial complexes. Actively contributing to developing Beijing into an international center for science and technology innovation and a global benchmark city for the digital economy, it is forging an asset operation and management model and property management standardization system unique to Beijing North Star. In doing so, it sets a new benchmark for asset management within the Asian-Olympic CBD in Beijing.

Driven by Beijing North Star Real Estate, our real estate development business has achieved a nationwide development layout with multiple regions and levels. The business involves diversified and multi-level property development and operation in residential, apartment, villa, office building, commercial and other areas. As of the end of the Reporting Period, the Company's development projects and land reserves are distributed in 15 core cities, including the Beijing-Tianjin-Hebei region, the Yangtze River Economic Belt, the Sichuan-Chongqing urban agglomeration, the Hainan Free Trade Port, and the Guangdong-Hong Kong-Macao Greater Bay Area.

## Core Philosophy

|                                                                                                                                                      |                                                                                       |                                                                                                                    |
|------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>Vision</b><br>To become a world-class exhibition event service provider, and a leading domestic compound real estate operator and branded company |  | <b>Commitment</b><br>Reward shareholders, dedicate ourselves to communities, and place great emphasis on employees |
| <b>Mission</b><br>Offer service for international communication, and build an ideal space                                                            |                                                                                       | <b>Core values</b><br>Loyalty, responsibility, co-creation and mutual benefits                                     |

## Honors and Awards

### Beijing North Star

| Honors and awards                                                                                                                                | Date           | Given by                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------------------------------------|
| Top 10 ESG Reports among Beijing municipal state-owned listed companies in the ESG Blue Book of Beijing Municipal State-owned Enterprises (2025) | September 2025 | Beijing Municipal SASAC                 |
| Top 10 ESG Cases among Beijing municipal state-owned listed companies in the ESG Blue Book of Beijing Municipal State-owned Enterprises (2025)   | September 2025 | China Real Estate Top 10 Research Group |
| 2025 China's Leading Brand in Comprehensive Development of Real Estate (Diversified Real Estate Operation)                                       | September 2025 | CLS.CN                                  |
| "ESG Pioneer" recognized at the 2025 CLS.CN "ZHIYUAN Award" Presentation Ceremony                                                                | October 2025   | Weekly on Stocks                        |
| "Golden Dawn" Award for Market Value Management                                                                                                  | December 2025  | Caijing.com.cn                          |
| 2025 Leading Enterprise in High-Quality Development                                                                                              | December 2025  |                                         |

## Exhibition Event Service Subsidiaries

| Honors and awards                                                          | Date           | Given to                                                            | Given by                                                              |
|----------------------------------------------------------------------------|----------------|---------------------------------------------------------------------|-----------------------------------------------------------------------|
| Outstanding Practice Case for Exhibitions Events                           | November 2025  | Beijing Capital Group Exhibitions Events                            | China Association for Exhibition Centers (CAEC)                       |
| Smart Venue Innovation Award                                               | February 2025  |                                                                     | CEIDIC 2025 China Exhibition Industry Digital and Innovation Congress |
| ESG Management System Certification                                        | April 2025     |                                                                     | Beijing Zhong Jian Xie Certification Centre Co., Ltd.                 |
| Outstanding Partner Venue of HYROX                                         | October 2025   | China National Convention Center                                    | HYROX Global Organizing Committee                                     |
| ICCA Honorary Recognition                                                  | November 2025  |                                                                     | ICCA                                                                  |
| China's Most Competitive Professional Convention and Exhibition Venue 2024 | November 2025  |                                                                     | China Convention and Exhibition Society                               |
| Smart Venue Innovation Award                                               | February 2025  | Beijing International Convention Center                             | China Exhibition Industry Digital and Innovation Congress             |
| 2025 MICE Star—The Most Influential Convention Center                      | November 2025  |                                                                     | CMIC 2025                                                             |
| Member Institution                                                         | March 2025     | Continental Grand Hotel and Beijing International Convention Center | Institute of Web 3.0 Application Scenarios                            |
| 2025 Forbes Travel Guide Recommended Hotel                                 | February 2025  |                                                                     | Forbes Travel Guide                                                   |
| Green Tourism Gold Award                                                   | September 2025 | InterContinental Beijing Beichen Hotel                              | National Tourist Hotel Star Rating Committee                          |
| 2025 Michelin Key Hotel & Michelin Guide Selection                         | October 2025   |                                                                     | The Michelin Guide                                                    |
| Most Beautiful Wedding Venue                                               | November 2025  | V-Continent Beijing Parkview Wuzhou Hotel                           | HotelWedding, cnhotelnews.com, EliteStyle                             |
| 2025 Outstanding Council Member                                            | December 2025  |                                                                     | China Tourist Hotel Association                                       |
| 2025 MICE Star—The Most Influential Convention Center                      | November 2025  | Changsha North Star International Convention Center                 | CMIC 2025                                                             |

## Commercial Management Subsidiaries

| Honors and awards                                                                                                                           | Date          | Given to                                                   | Given by                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| Second Prize of the 2024 "Outstanding Illuminating Engineering" Award for the Asian Games Village East Gate Renovation and Lighting Upgrade | March 2025    |                                                            | Illuminating Engineering Society of Beijing                                                                                          |
| Golden Coordinate Award of Influential Enterprise in Digital and Intelligent Operations                                                     | May 2025      | Beijing North Star Commercial Management                   | The 20th Commercial Real Estate Festival of China                                                                                    |
| Outstanding Enterprise of the Beijing "Safe Sound Cup" Competition                                                                          | May 2025      |                                                            | Beijing Municipal Federation of Trade Unions, Beijing Municipal Emergency Management Bureau, and Beijing Municipal Health Commission |
| 2025 Innovative Commercial Asset Management Enterprise                                                                                      | November 2025 |                                                            | Wanshang Annual Pan-Commercial Innovation Conference                                                                                 |
| Golden Tripod Award—2025 Influential Commercial Benchmark Project                                                                           | November 2025 | POLPAS Project of Beijing North Star Commercial Management | Commercial Real Estate Working Committee of China General Chamber of Commerce, et al.                                                |
| 2025 Cultural and Artistic Commercial Landmark                                                                                              | November 2025 |                                                            | Beijing GoGo (a leading lifestyle media brand)                                                                                       |
| 2025 Urban Exquisite Lifestyle Landmark                                                                                                     | November 2025 |                                                            | Beijing Trendy Life (a leading lifestyle media brand)                                                                                |

# Sustainable Development Management

## Management Structure

Beijing North Star attached great importance to ESG management. The Board of Directors exercises overarching leadership over relevant ESG work, taking responsibility for overseeing progress, refining the institutional governance framework, and reviewing ESG strategic planning and material issues across the environmental, social, and governance domains. The Board also guides and evaluates ESG performance and information disclosure. Furthermore, executive management is deeply engaged in ESG decision-making and implementation. The Board Office takes the lead in coordinating these efforts, while various functional departments and subsidiary companies act as the primary executing bodies. They are tasked with cascading and fulfilling ESG targets, identifying and managing relevant risks and opportunities, and participating in internal and external communication as well as capacity building. Together, they systematically drive the deep integration of ESG principles into daily operations, ensuring the effective execution of the Company's ESG strategy.

### The division of duties for ESG disclosures in Beijing North Star:

The Board of Directors is responsible for guiding the overall operation and business development strategy of the Company, and conducting overall supervision on all ESG matters:

- (1) To be responsible for reviewing the Company's ESG policies and strategies
- (2) To participate in ESG decision-making
- (3) To approve ESG reports, confirm the assessment results of material issues, review the progress of ESG related goals and ESG risk management, and explain the connection between the ESG matters and the overall business of the Company.

The Secretary of the Board of Directors is responsible for reviewing the ESG report and reporting to the Board

The Board Office collects data and information from functional departments and subsidiaries of the Company, gains insights into the progress of ESG related tasks, and prepares this reports

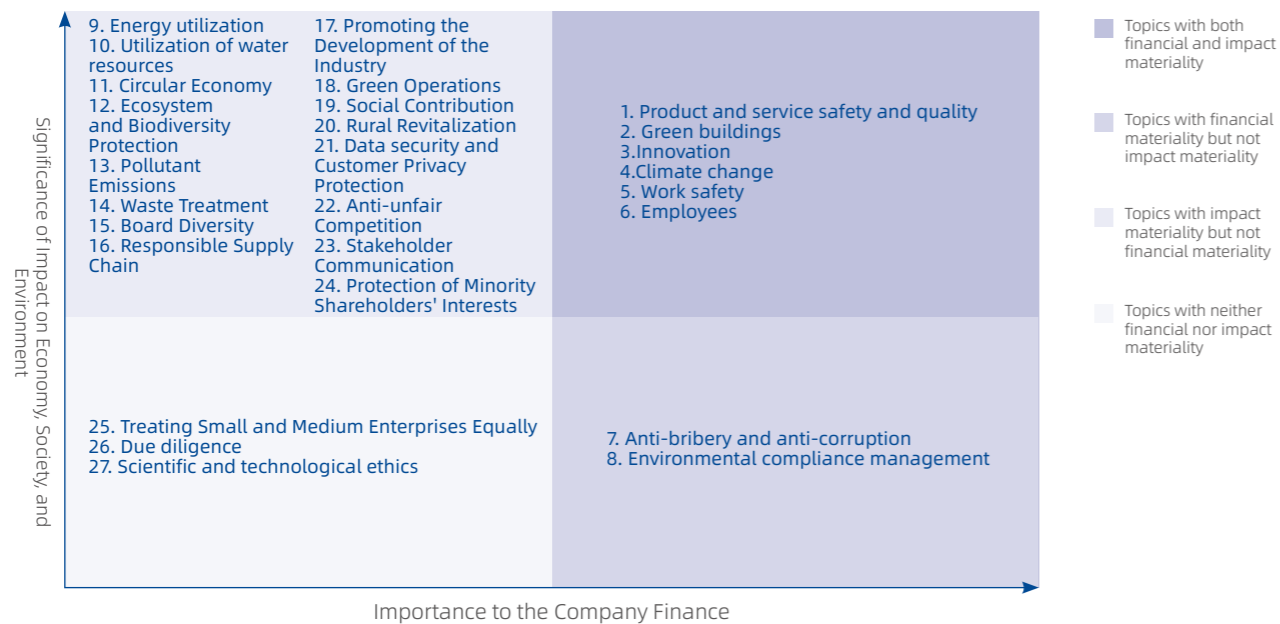
## Topic Management

Beijing North Star strictly complies with regulatory requirements regarding the identification and disclosure of dual materiality issues. By integrating global sustainability trends, our corporate strategic direction, and the expectations of our stakeholders, we systematically conduct the identification, assessment, and validation of material ESG issues.

### The process of determining material issues:



2025 Beijing North Star Dual Materiality Matrix



## Communication with Stakeholders

Beijing North Star consistently focuses on the core concerns of its stakeholders, continuously strengthening the development of regular and diversified communication mechanisms to build consensus throughout our sustainable development journey. Relying on a standardized information disclosure framework, we actively respond to stakeholder demands and cultivate a communication ecosystem characterized by mutual trust and efficient collaboration. By continuously enhancing our sustainable development capabilities, we are dedicated to the co-creation and sharing of value across all parties.

Beijing North Star use the following criteria to identify individuals and organizations who qualify as its key stakeholders:

- Have invested in or will invest in the Company
- Have influence on the business operation of Beijing North Star
- Have interests in or are affected by the products and services provided by Beijing North Star

| Type of stakeholders               | Expectations and demands                                                                                                                                                                                      | Communication channels                                                                                                                                                                                                                                                                                                                             |
|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Government and regulatory agencies | <ul style="list-style-type: none"> <li>Complying with laws and regulations</li> <li>Promoting employment</li> <li>Operating with integrity and compliance</li> <li>Supporting regional development</li> </ul> | <ul style="list-style-type: none"> <li>Attending meetings</li> <li>Regular reporting</li> <li>Accepting supervision</li> <li>Forum and exchange activities</li> </ul>                                                                                                                                                                              |
| Investors and shareholders         | <ul style="list-style-type: none"> <li>Creating market value</li> <li>Mitigating operational risks</li> <li>Compliant Information Disclosure</li> </ul>                                                       | <ul style="list-style-type: none"> <li>General meeting of shareholders</li> <li>Investors column on the Company's website</li> <li>Investor relations hotline</li> <li>Annual report and ESG report</li> <li>Investor research</li> <li>SSE e-Interactive Platform (SEE INFO)</li> <li>Investor reception day</li> <li>Strategy meeting</li> </ul> |

| Type of stakeholders                                                         | Expectations and demands                                                                                                                                                                | Communication channels                                                                                                                                                                                                                                        |
|------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Customers                                                                    | <ul style="list-style-type: none"> <li>Product quality and safety</li> <li>Providing quality services</li> <li>Protecting customer privacy</li> </ul>                                   | <ul style="list-style-type: none"> <li>Customer service hotline</li> <li>Customer satisfaction survey</li> <li>Social media promotion</li> <li>Customer symposium</li> </ul>                                                                                  |
| Employees                                                                    | <ul style="list-style-type: none"> <li>Protecting employee rights and interests</li> <li>Prioritizing occupational health</li> <li>Fostering employee growth and development</li> </ul> | <ul style="list-style-type: none"> <li>Employee interviews</li> <li>Workers' congress</li> <li>Employee care activities</li> <li>Complaint mailbox</li> </ul>                                                                                                 |
| Suppliers                                                                    | <ul style="list-style-type: none"> <li>Transparent Procurement</li> <li>Mutual benefit and win-win</li> <li>Joint development</li> </ul>                                                | <ul style="list-style-type: none"> <li>Telephone interview</li> <li>Field visit</li> <li>Supplier conference</li> <li>Strategic cooperation</li> </ul>                                                                                                        |
| Research institutes<br>Trade organizations<br>Media and social organizations | <ul style="list-style-type: none"> <li>Complying with industry standards</li> <li>Boosting industry innovation</li> <li>Promoting industry development</li> </ul>                       | <ul style="list-style-type: none"> <li>Press conference</li> <li>Media interview</li> <li>Annual report and ESG report</li> <li>Annual and mid-term performance release conference</li> <li>Press releases and publications</li> <li>Media inquiry</li> </ul> |
| Communities and non-governmental organizations                               | <ul style="list-style-type: none"> <li>Participating in community development</li> <li>Supporting public welfare</li> </ul>                                                             | <ul style="list-style-type: none"> <li>Community involvement</li> <li>Charitable and public benefit donations</li> <li>Rural revitalization</li> <li>Social media promotion</li> </ul>                                                                        |
| Environment                                                                  | <ul style="list-style-type: none"> <li>Protecting ecological environment</li> <li>Putting resources to rational use</li> </ul>                                                          | <ul style="list-style-type: none"> <li>Executing environmental campaigns</li> <li>Advocating for environmental awareness</li> <li>Implementing "Dual Carbon" initiatives</li> </ul>                                                                           |

## Building of an ESG Management System

Beijing North Star is actively advancing the development of its ESG management system. We have optimized our ESG governance framework and clearly defined roles and responsibilities. By actively benchmarking against domestic and international standards alongside industry best practices, we have established a scientific and quantifiable ESG indicator system. Furthermore, we have formulated internal ESG management policies to standardize workflows, and conducted specialized ESG training to elevate company wide awareness, and vigorously promoted ESG management system certification. We are deeply committed to integrating ESG principles across the entire lifecycle of our strategy and operations, driving the evolution of ESG from a foundational management practice into a catalyst for long-term value creation, thereby empowering the Company's sustainable growth.



A specialized ESG training launched by China National Convention Center



China National Convention Center recognized as China's first ESG-certified venue for exhibitions events

# Feature 1:

## Integrating Digital and Smart Technologies to Unleash New Momentum for Industry Development

Beijing North Star is firmly seizing the strategic opportunities presented by the digital economy to drive the digital transformation and smart upgrading of our core businesses. We are proactively facilitating the integration of upstream and downstream resources and fostering joint capacity-building within the convention and exhibition event service industry. In doing so, we are leading the sector's evolution toward a highly data-driven and smartly collaborative future. Concurrently, by aggressively attracting specialized talent while elevating the digital literacy of our entire workforce, we are comprehensively constructing a new digital ecosystem designed to serve as a robust foundation for continued industry development.

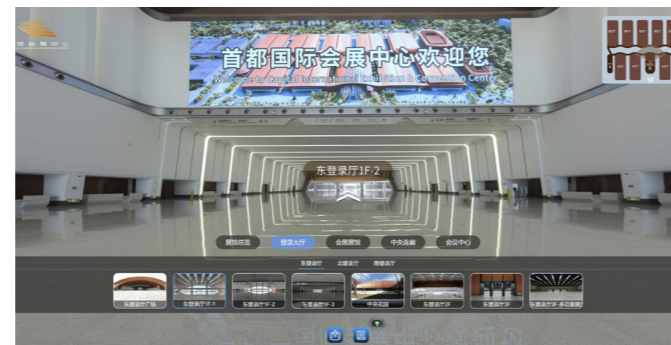


## Building Smart Venues

Beijing North Star is comprehensively deepening the digital transformation of our convention and exhibition operations. We are placing great importance to two core venues under our entrusted management: the Capital International Exhibition Convention Center and the China National Convention Center Phase II (CNCC II). By systematically developing comprehensive digital service scenarios and intelligent operational systems, we are elevating our venues' refined operational management, resource utilization efficiency, and overall responsiveness.

### Capital International Exhibition Convention Center

We are striving to build an industry-leading, internationally renowned smart convention and exhibition complex. To this end, we have established a holistic architecture defined by "One Hub, One Foundation, Multiple Systems, and Universal Terminals." Underpinning this is the deployment of a digital platform for smart venues, featuring 20 bespoke applications that span business operations, facility maintenance, and intelligent services. Together, these systems enable 35 distinct smart application scenarios. This robust digital infrastructure has comprehensively elevated the venue's intelligent management capabilities and its profile within the industry. Since commencing operations, the system has run smoothly with exceptional results, ensuring the seamless execution of major events such as the Machine Tool Exhibition, the Beer Festival, and the HICOOL Global Entrepreneur Summit. Furthermore, the project has actively pursued various industry benchmarks and certifications. It has been honored with multiple accolades, including the "2025 Five-Star Case for the Application of Smart Park Standards" by the National Technical Committee for Digital Technique of Intelligent Building and Residence Community, a 2025 Beijing SOE application scenario demonstration project, a smart convention and exhibition venue award at the 2025 China Convention and Exhibition Professionals Conference, and designation as a global benchmark for Huawei Smart Parks.



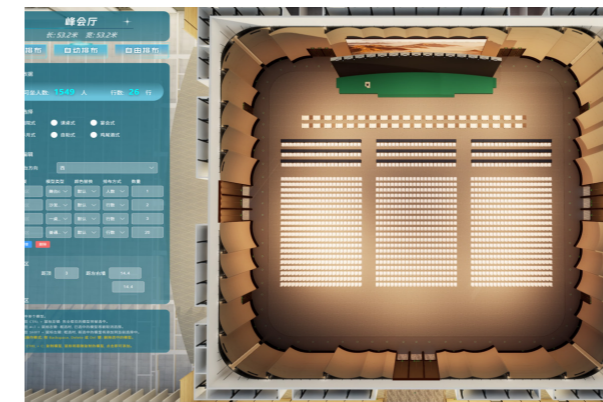
Online venue display



Layout of the Intelligent Operations Center

### CNCC II

With a core focus on applying new digital technologies for "Smart Exhibitions," a comprehensive suite of smart applications has been developed, including user experience, venue operations management, associated business integration, venue security management, digital infrastructure, and facility equipment management. Key innovations include a metaverse-based venue tour system, a virtual seating arrangement system, and an intelligent venue operation and maintenance system. Powered by a deeply integrated IT framework, these initiatives continuously enhance operational efficiency and premium service capabilities, setting a benchmark for digital transformation in the convention and exhibition event service industry.



The virtual seating arrangement system



The metaverse-based venue tour system

## Forging Digital Partnerships

Beijing North Star is committed to cultivating an open and collaborative digital ecosystem. The Company actively builds a multi-stakeholder platform that connects diverse resources across government bodies, enterprises, universities, and research institutions. By fostering complementary strengths and joint capacity building, we collaborate with our partners to pioneer cutting-edge explorations and innovative practices that drive the digital transformation of the convention and exhibition event service industry.

### Smart Exhibition Networks with Shared Ecosystem Prosperity: The AI Convention and Exhibition Ecosystem Alliance

On September 23, 2025, Beijing North Star, in collaboration with multiple stakeholders, spearheaded the establishment of the AI Convention and Exhibition Ecosystem Alliance. Bringing together diverse entities—including government departments, over 50 leading enterprises, and research institutions—the Alliance has built an industrial ecosystem cluster that covers the entire value chain of "government, industry, academia, research, and application." This milestone marks a new phase of "intelligent ecosystem synergy" for China's convention and exhibition event service industry. Through these concrete actions, Beijing North Star is driving the smart and digital upgrade of the industry, striving to provide a "Beijing Model" for the global transformation of the convention and exhibition industry.



Inaugural meeting of the AI Convention and Exhibition Ecosystem Alliance

Smart Exhibitions and Ecosystem Integration: The Convention and Exhibition Consumption Data Laboratory

On October 17, 2025, Beijing North Star pooled resources with Beijing University of Posts and Telecommunications, China Telecom Beijing, and other partners to establish the Convention and Exhibition Consumption Data Laboratory, leveraging the Beijing Digital Intelligence Innovation Center. The laboratory comprehensively integrates public data, industry-specific data, and consumption data from the Asian-Olympic CBD. By empowering both the upstream and downstream of the industry value chain through digital technologies, it builds an integrated ecosystem platform encompassing “technology, scenarios, data, models, standards, and capital.” Furthermore, it explores the deep integration of “culture, commerce, tourism, sports, and exhibitions,” driving the industry’s transition from traditional models toward a more intelligent and precision-oriented future.

## Cultivating Digital Talent

Beijing North Star has established a practice-oriented technology talent development system that encompasses all employees and spans the entire business value chain. The Company advances the recruitment of specialized professionals in tandem with improving the digital literacy of its entire workforce. By conducting systematic training focused on key areas such as data governance and information security, Beijing North Star enhances the digital awareness and practical capabilities of all staff.

In 2025, Beijing North Star:

Conducted **3** dedicated study sessions on technological innovation for the Party Committee Center Group

Organized a total of **14** dedicated digital training sessions through the Digital and Information Management Department

Organized and completed over **30** digital research initiatives

Looking ahead, Beijing North Star will firmly leverage the Company’s “15th Five-Year” digital transformation plan as the core engine to drive core business upgrades and value growth. We will deepen the application of smart venue scenarios and value creation, cultivate an open and collaborative digital ecosystem, and comprehensively strengthen the recruitment and development of digital talent. These efforts will consolidate and elevate the Company’s leading position and competitive edge in the new era of digital intelligence.



## Feature 2: Empowering the Asian-Olympic CBD to Create a Vibrant New Trendsetting Landmark

Beijing North Star is deeply integrating the premium resources of the Asian-Olympic CBD. Leveraging synergistic marketing and brand events as two primary drivers, we continuously promote business format innovation and elevate the consumer experience. By accelerating the deep integration and coordinated development of “culture, commerce, tourism, sports, and exhibitions,” we are fully committed to transforming the Asian-Olympic CBD into a trendsetting landmark for Beijing’s consumer market and a new platform showcasing the capital’s international appeal.



## Building the Asian-Olympic Alliance to Forge Synergistic Development

As the initiator and leading entity of two major platforms—the “Beijing Asian-Olympic CBD New Consumption Innovation Alliance” and the “Beijing Asian-Olympic CBD Development Promotion Association” – Beijing North Star continuously strengthens the organizational structure and deepens collaborative efforts. By actively expanding its membership base and enhancing the diversity and professionalism of the regional service ecosystem, we provide solid support for elevating the overall capacity and impact of the Asian-Olympic CBD.

Beijing Asian-Olympic CBD New Consumption Innovation Alliance

Beijing North Star initiated the establishment of the Beijing Asian-Olympic CBD New Consumption Innovation Alliance, bringing together 25 member entities, including Beijing State-Owned Assets Management Co., Ltd., Beijing Tourism Group, Bank of Beijing, and the China Conservatory of Music. Throughout the year, the Alliance convened four council meetings to systematically establish its organizational charter and operational mechanisms. These efforts have deepened strategic synergy among members, promoted cross-format collaboration and resource sharing, and driven innovation in integrated consumption scenarios, ultimately boosting the vitality and growth of the Asian-Olympic CBD.



The Fourth Meeting of the First Council of Beijing Asian-Olympic CBD New Consumption Innovation Alliance

Beijing Asian-Olympic CBD Development Promotion Association

Beijing North Star also spearheaded the establishment of the Beijing Asian-Olympic CBD Development Promotion Association, uniting 32 core members that span government departments, cultural venues, and leading enterprises. This initiative has built a cross-industry, full-value-chain collaborative resource network. By deeply integrating “culture, commerce, tourism, sports, and exhibitions,” the Association activates new drivers of regional consumption, propelling the area’s evolution into a dynamic, diverse, and internationally recognized landmark for consumer trends.

**Enterprise-to-Enterprise Synergy: Accelerating Digital Upgrades**

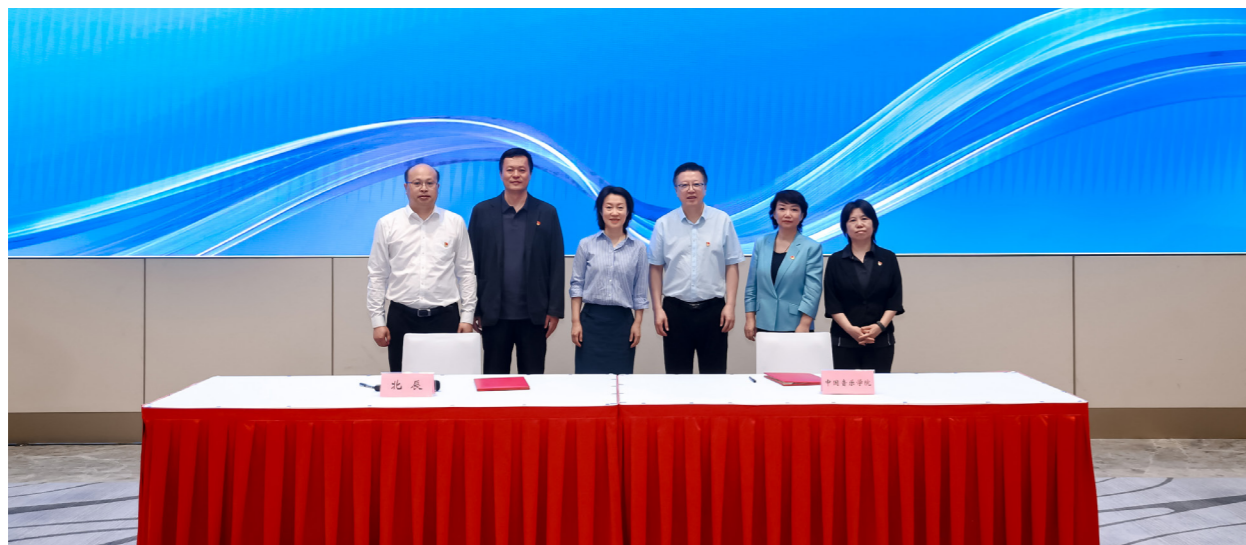
On March 11, 2025, Beijing North Star signed a strategic cooperation agreement with China Telecom Beijing and eSurfing Cloud at the CNCC. Simultaneously, China Telecom Beijing officially joined the Beijing Asian-Olympic CBD New Consumption Innovation Alliance. By championing innovation within the service ecosystem, the three parties will deploy “5G + AI” technologies across various applications, including live broadcasts of international exhibitions, sporting events, and lifestyle experiences. This partnership empowers innovation across nine major consumer scenarios, establishing the area as a trailblazing “5G + AI” all-scenario demonstration park and driving the qualitative upgrade of consumption in the Asian-Olympic CBD.



Signing ceremony for China Telecom Beijing joining the Beijing Asian-Olympic CBD New Consumption Innovation Alliance

**Media-Enterprise Collaboration: Forging a New Consumption Ecosystem**

On June 27, 2025, Beijing North Star entered into a strategic cooperation agreement with Beijing Radio & Television Station (BRTV) at the CNCC. Concurrently, BRTV officially became a member of the Beijing Asian-Olympic CBD New Consumption Innovation Alliance. The two parties will deeply integrate their respective resources in the convention and exhibition economy, media broadcasting, and urban operations to jointly unlock the consumer potential of the Asian-Olympic CBD.



Beijing North Star enters into a strategic cooperation agreement with BRTV at the CNCC

## Invigorating the Asian-Olympic CBD and Cultivating a Prosperous Ecosystem

Leveraging its inherent strengths and platform resources, Beijing North Star creates and upgrades new consumption scenarios that integrate diverse business formats. Through innovative content and signature events, we effectively drive regional consumption growth, injecting sustained momentum into the Asian-Olympic CBD.

**Dynamic Asian-Olympic CBD with Spectacular Events**

**Healthy and Eco-Friendly Walk Asian-Olympic CBD's Vibrant May:**

From May 1 to May 4, Beijing North Star organized a volunteer team to ensure the successful execution of the Healthy and Eco-Friendly Walk: Asian-Olympic CBD's Vibrant May event. Integrating health, environmental protection, and recreation, the event embedded eco-friendly concepts into leisure activities. It attracted a large number of residents and tourists, championing a new trend of green living.



The “Healthy and Eco-Friendly Walk: Asian-Olympic CBD's Vibrant May” event

**Beijing Chaoyang Gourmet Sightseeing Bus—Central Axis Route:**

On July 27, the Beijing Chaoyang Gourmet Sightseeing Bus—Central Axis Route, jointly launched by Beijing North Star and the Chaoyang Culture and Tourism Group, commenced its inaugural run. As Beijing's first double-decker bus developed by state-owned enterprises to feature a “mobile sightseeing restaurant + cultural commentary” model, it seamlessly connects cultural and tourism landmarks along the Central Axis by integrating transportation, dining, and sightseeing. This initiative vividly showcases both the historic charm and modern vitality of the capital.

**2025 French Salon des Indépendants China Exhibition:**

From September 13 to 15, the “CNCC Elegance” International Cultural and Art Exchange Exhibition—2025 Salon des Indépendants China Exhibition was successfully held. Themed “Sino-French Cultural ‘Hyper-Connection,’” the event fostered profound artistic dialogue and integration between the two nations. This exhibition serves as a vivid manifestation of the Asian-Olympic Alliance's resource integration and its effectiveness as an international platform.



2025 Salon des Indépendants China Exhibition

**CMG Music and CNCC Elegance New Year Concert:**

From December 29 to 31, the CMG Music and CNCC Elegance New Year Concert was successfully hosted. This event injected a touch of high culture into Beijing's deeply integrated matrix of “culture, commerce, tourism, sports, and exhibitions,” further elevating the artistic and cultural ambiance of the Asian-Olympic CBD.

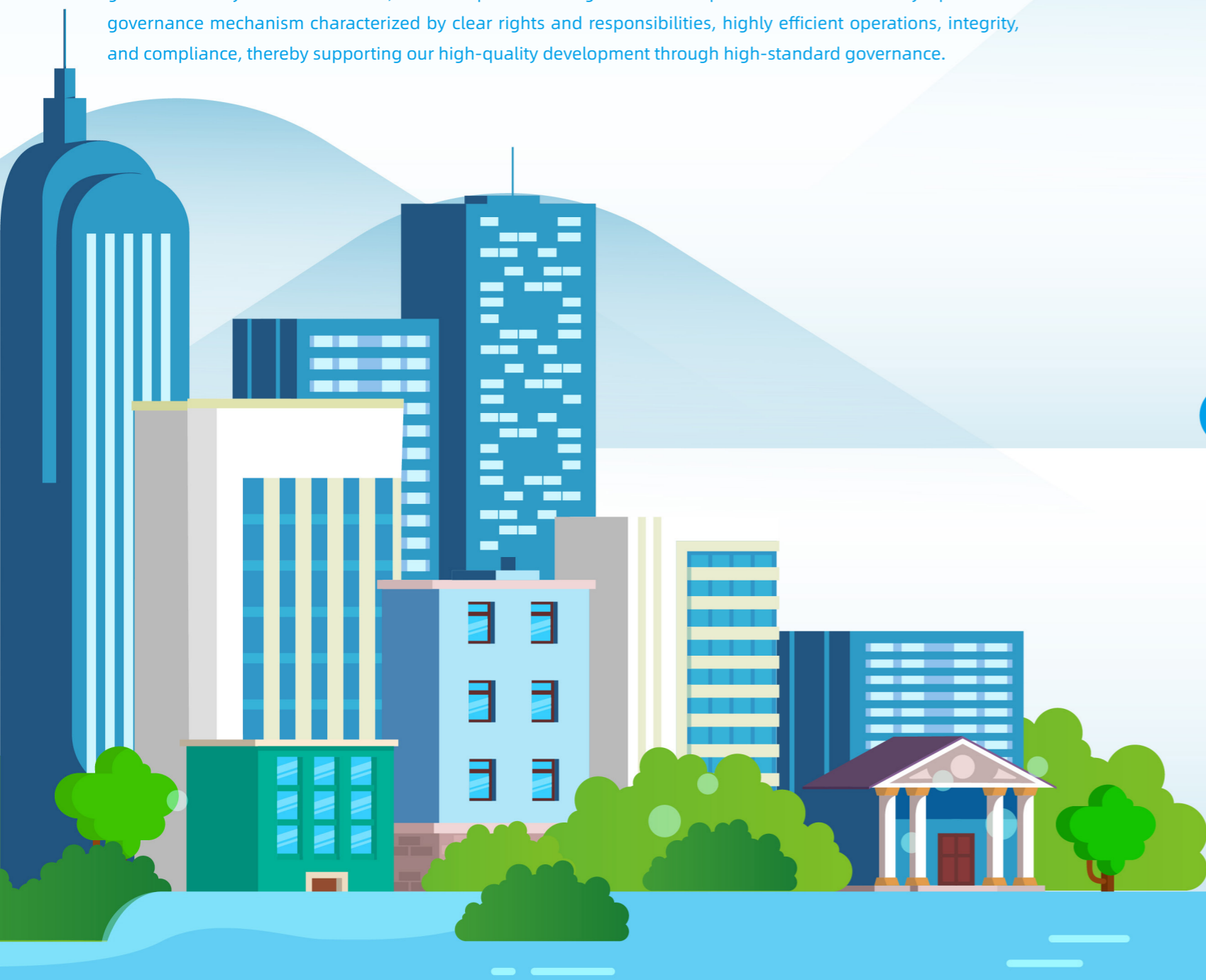


CMG Music and CNCC Elegance New Year Concert

Looking ahead, Beijing North Star will continue to deepen the development of alliance mechanisms, explore innovative cooperation models and implementation pathways, and strengthen resource integration and synergistic efficiency. By leveraging the Asian-Olympic CBD as a strategic focal point, we will continuously enhance our comprehensive regional service capabilities and international standards, actively supporting Beijing in building an international exchange platform with broad global influence.

# Beijing North Star's Governance: Charting a New Course in Compliance

Beijing North Star consistently integrates Party leadership with corporate governance and compliant operations. We have constructed a Three-in-One management and control system where Party building charts the course, governance lays the foundation, and compliance safeguards development. We continuously optimize a governance mechanism characterized by clear rights and responsibilities, highly efficient operations, integrity, and compliance, thereby supporting our high-quality development through high-standard governance.



|                                              |    |                                    |    |
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SDGs address in this Part:



# Strengthening the Guidance of Party Building

Guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, Beijing North Star closely aligns with the general requirements for Party building in the new era. We systematically integrate Party building into corporate governance and business development. Specifically, we steadfastly advance full and rigorous Party self-governance, solidly promote in-depth learning and education on implementing the spirit of the central Eight-Point Regulation, and continuously strengthen primary-level Party organizations and the ranks of Party members. Through these efforts, we effectively translate the advantages of Party building into a powerful driving force for corporate development.

## Strengthening Party building

Beijing North Star strictly implements the "Top Agenda" system and deepens the "Two Policies of Consistency." We continuously drive the deep integration of Party leadership and corporate governance. Guided by a strict tone, Beijing North Star advances full and rigorous Party self-governance and focuses on deeply integrating Party building with business operations. This effectively translates the Party's political and organizational advantages into tangible outcomes that drive business development, strategic execution, and reform and innovation.



Beijing North Star holds the 2025 Warning Education Conference

### Integration into Corporate Governance

- ▶ Establish a leadership system characterized by "two-way entry and cross-appointment."
- ▶ Normalize the incorporation of Party building requirements into the Company's Articles of Association
- ▶ Dynamically optimize the list of major decision-making matters requiring preliminary review and discussion by the Party organization

### Full and Rigorous Party Self-Governance

- ▶ Thoroughly conduct centralized rectification of misconduct and corruption occurring at the grassroots level
- ▶ Improve the assessment system for full and rigorous Party self-governance (Party building). By establishing a framework of "fundamentals + key priorities + highlights" and implementing differentiated "one enterprise, one checklist" assessments, we integrate these results into annual performance appraisals, thereby strengthening their guiding role.
- ▶ Carry out activities such as the "Education Month" for Party conduct and clean governance, along with warning education conferences featuring "drawing lessons from cases and promoting reform through cases." All these initiatives embed integrity concepts into daily management and core business processes

### Integration of Party Building and Business

- ▶ Fully leverage the role of primary-level Party organizations as "fighting bastions" and Party members as "vanguard exemplars" during major tasks and daily operations. Through initiatives like youth talent development, value chain synergy, and joint Party building, we foster business innovation and drive the mutual empowerment and integrated development of both Party building and business operations

## Deepening theoretical study

Beijing North Star places a strong emphasis on theoretical study. The Company actively organized presentations on the guiding principles of the Fourth Plenary Session of the 20th CPC Central Committee. It also promoted in-depth learning and education on implementing the spirit of the central Eight-Point Regulation, and carried out special educational programs to study and implement General Secretary Xi Jinping's important discourses on the reform and development of state-owned enterprises and Party building. These efforts are geared toward guiding all Party members, cadres, and employees to strengthen the "Four Consciousnesses," solidify the "Four-Sphere Confidence," and ensure the "Two Upholds," thereby continuously fortifying the Company's ideological and political foundation.



Beijing North Star hosts the "CNCC Elegance: Red Hearts to the Party" Concert celebrating the 104th anniversary of the founding of the Communist Party of China

In 2025, Beijing North Star and its branches and subsidiaries:

Conducted **129** presentations on the guiding principles of the Fourth Plenary Session of the 20th CPC Central Committee

Held a total of **349** study sessions on the spirit of the central Eight-Point Regulation and **96** special Party lectures

## Strengthening the organizational system

Beijing North Star continuously refines its Standardized Work Manual for Party Building (Version 2.0). This manual clarifies the workflows and standards for activities such as the "Three Meetings and One Lecture" system, organizational life, term-transition elections, and Party member recruitment. The Company adheres to an integrated approach of "basic procedures + operational manual + negative list" to advance the standardization and normalization of Party organizations. Beijing North Star strictly enforces the political criteria for Party member recruitment, intensifying efforts to recruit members from key priority groups such as high-level talent and frontline workers. Furthermore, the Company actively organizes training programs for Party branch secretaries and "Young Marxist Project" classes. These initiatives continuously enhance the political literacy and operational capabilities of key Party and Youth League members, thereby strengthening the political and organizational functions of the Party organizations.



Beijing North Star hosts the 2025 Training Program for Party Branch Secretaries



Beijing North Star conducts the 2025 Intensive Rotational Training for Party Members

# Perfecting Corporate Governance

Beijing North Star strictly complies with relevant laws and regulations, including the Company Law of the People's Republic of China, and fully implements regulatory requirements such as the Code of Corporate Governance for Listed Companies. The Company has established and continuously refines a modern governance system characterized by clear rights and responsibilities, highly efficient operations, and effective checks and balances. By continuously deepening state-owned enterprise reform, Beijing North Star effectively promotes its highly efficient and stable operations.

## Standardizing the governance structure

Beijing North Star continuously improves its corporate governance structure. The Board of Directors has established five specialized committees: Audit, Strategy, Compensation and Evaluation, Nomination, and Legal and Compliance. Each committee operates systematically within its defined scope of duties and authority, providing robust support for the Board's informed decision-making and precise strategic planning. The Board of Directors of Beijing North Star currently consists of 8 members, comprising 5 internal directors and 3 independent directors.

## Optimizing governance mechanisms

Beijing North Star systematically optimizes its corporate governance framework. The Company effectively drives a significant leap in its overall governance capabilities by clarifying the allocation of rights and responsibilities, improving decision-making and authorization mechanisms, building a precision-oriented performance evaluation system, elevating digital management standards, enhancing the competencies of personnel in key positions, and safeguarding shareholder rights and interests.

**Clarifying the Boundaries of Rights and Responsibilities:** Revising the Company's decision-making system for "Three Majors and One Large" system and the Rules of Procedure for the Board of Directors; optimizing the responsibilities of the Board of Directors and its specialized committees; detailing the powers of the Chairman; standardizing the management of the Board Secretary; and clearly delineating the rights and responsibilities of all governance entities

**Standardizing the Authorization System:** Adjusting the annual authorization scheme and list from the Board of Directors to the General Manager based on actual operational needs; and fully implementing the General Manager reporting mechanism

**Refining the Assessment Mechanism:** Formulating a differentiated performance assessment plan by the Board of Directors for the executive management team, strengthening the alignment between individual performance and corporate goals; conducting quarterly reviews of the decision-making procedures and execution status of subsidiaries, actively supervising the rectification of identified issues

**Standardizing Board Operations:** Diligently preparing for meetings of the Board of Directors and its specialized committees; strengthening communication with independent directors; standardizing the procedures for convening, reviewing, and decision-making at meetings; and intensifying the tracking and supervision of how those decisions are executed

**Reinforcing Digital Governance:** Focusing on systematizing management, translating systems into actionable checklists, and digitizing those checklists; establishing and meticulously maintaining the "Three Majors and One Large" decision-making and supervision system, alongside the Board of Directors' operational system

**Elevating Duty-Performance Capabilities:** Organizing specialized training programs tailored for dispatched directors

**Safeguarding Shareholder Rights:** Streamlining communication channels for shareholders to firmly protect their rights to information and participation.

## Implementing state-owned enterprise reform

Beijing North Star resolutely implements all decisions and deployments related to deepening State-Owned Enterprise reform. Anchored by the goal of high-quality development, the Company focuses on optimizing its development paradigm and stimulating endogenous growth momentum. By continuously tackling key challenges in deepening reform, Beijing North Star ensures that all reform tasks yield solid results, thereby achieving long-term, sustainable development.

## Optimizing business layout

The Company has systematically reviewed the latest strategic positioning and core requirements of each business segment to iteratively upgrade its management architecture. With a strong emphasis on reinforcing the core status of the convention and exhibition event service as its primary operation, Beijing North Star is building a modern industrial system characterized by a prominent core business and the synergistic development of multiple segments.

### Convention and exhibition events and supporting facility services

The convention and exhibition event service has achieved a synergistic upgrade across its entire value chain. The Company has deepened its upstream hosting and organizing capabilities: Building upon the successful execution of existing projects, it has successfully secured new projects such as the Beijing Half Marathon Expo and the IASP World Conference. Furthermore, Beijing North Star has expanded the scale of its midstream operations and management, and innovated its downstream professional services layout, effectively completing the closed-loop value chain of the convention and exhibition business. The convention and exhibition supporting facilities service has maintained steady development, with continuous improvements in management quality and efficiency. The Company has smoothly completed the seamless takeover of projects such as the North Star Shopping Center and POLPAS, and efficiently assumed management of the Chenyun Building and the Olympic Tower. By optimizing policies and innovating mechanisms, Beijing North Star has stimulated operational vitality, achieving brand upgrades and successful IP creation. Closely aligned with the goal of fostering a data industry cluster, the Company has expanded the industrial park's influence and perfected its ecosystem through targeted events and hardware upgrades.



IASP World Conference



The Retrofitted Changsha North Star International Hotel

### Real Estate

The real estate business has further strengthened regional integration, constructing a new "One Core, Two Wings" strategic framework. This framework is guided by the philosophy of "Holistic Service" and driven by the core engine of "Dual Upgrades" (urban renewal and premium products). By deeply embedding its growth into the fabric of urban evolution, the Company is achieving a strategic value transformation—evolving from a traditional "space builder" into a "comprehensive lifestyle service provider" and an "urban operation partner."



Outstanding Performance in the Mass Delivery of the Red Oak Villa Project

### Exhibition+

The Company successfully hosted events such as the "Zhong Man Cup" Fencing Open and the Beijing International Yanjing Beer Culture Festival. In deepening the North-South cross-regional cooperation between the Beijing Asian-Olympic CBD and Changsha Binjiang CBD, Beijing North Star focused on delivering tangible results in resource sharing, data connectivity, and collaborative innovation. These initiatives have driven the comprehensive development of diverse business formats spanning culture, commerce, tourism, sports, and exhibitions, ultimately building a more resilient industrial ecosystem.



The New Life Innovation Alliance of the Changsha North Star Binjiang CBD was officially established, stimulating new consumption growth driven by the integration of culture, commerce, tourism, sports, and exhibitions

## Enhancing Vitality and Efficiency

Beijing North Star has comprehensively deepened the "Three Systems" reform and the market-oriented operating mechanisms. We established reform objectives centered on dynamic personnel management, flexible staffing, and performance-based compensation, alongside accelerating the digital transformation of our human resources. We strengthened the precise alignment between performance evaluations and compensation incentives, and ensured the full implementation of competitive selection and performance-based adjustment mechanisms for underperforming managers. Furthermore, we actively explored medium- to long-term incentive models and strengthened the development of our young managerial talent pool, comprehensively boosting our internal organizational vitality.

# Commitment to Compliant Operations

Beijing North Star integrates compliance requirements throughout the entire operational management process. We systematically advance an integrated "Four-in-One" collaborative mechanism encompassing legal affairs, compliance, internal controls, and risk management. By refining corporate policies, strengthening execution, maintaining continuous oversight, and fostering a culture of compliance, we ensure that all business activities strictly adhere to compliance standards.

## Implementing compliance management

Beijing North Star continuously optimizes its compliance management system and comprehensively strengthens its corporate legal framework. We have systematically enhanced intellectual property protection and the quality of our information disclosure, propelling our compliance management into a new era featuring systematization, standardization, and institutionalization.

## Strengthening the Compliance Framework

Beijing North Star strictly adheres to institutional requirements, including the Compliance Management Measures and the Code of Compliance Conduct. Through systematic planning, targeted initiatives, regular audits, and closed-loop remediation, we have deepened our compliance reviews and optimized internal controls. This ensures that our compliance management mechanisms operate effectively and undergo continuous iterative improvement. Concurrently, we conducted specialized compliance training and educational campaigns, requiring all employees to sign the Compliance Commitment Letter, thereby fostering a strong culture of proactive compliance.

## Advancing Legal Governance

We are continuously deepening the "Rule of Law in Beijing North Star" initiative. To this end, we formulated the "15th Five-Year" Preliminary Concepts and Development Recommendations for Legal Governance and the Measures for the Management of Corporate Legal Governance. We refined our enterprise-specific performance evaluation mechanisms and drove the digital transformation of our legal operations to be more standardized, systematic, institutionalized, and intelligent, ultimately enhancing overall legal efficacy. Simultaneously, we strengthened the general counsel system and the development of our professional legal talent pool. By organizing specialized training and themed activities—such as Civil Code Awareness Month and legal culture work competitions—we successfully heightened legal awareness across our entire workforce.

In 2025, Beijing North Star:

Maintained a dedicated team of **51** full-time legal professionals throughout the Company, achieving a professional qualification rate of **82.35%**

Completed a total of **40** credit hours of the "Legal Shield" professional development program for legal staff throughout the Company, with total attendance exceeding **160** participants

## Protecting intellectual property

Beijing North Star has refined its intellectual property (IP) management framework and intensified its IP protection efforts to continuously elevate the value and influence of the "North Star" brand. In 2025, we filed 3 new trademark registration applications and 1 trademark opposition, and we actively defended against a non-use cancellation action regarding the North Star Class 39 trademark. Notably, our core "North Star" trademark was officially recognized as a "Beijing Famous Trademark Brand," covering Class 36 and Class 41 services. This designation closely aligns with our strategic footprint in real estate and commercial property development and operations, as well as our continued business expansion within the exhibition, cultural, and entertainment event sectors.

## Enhancing information disclosure

Strictly adhering to the regulatory requirements of both the Shanghai and Hong Kong stock exchanges, we have standardized and promptly executed the preparation and publication of our periodic reports. Furthermore, we ensured the timely release of ad hoc announcements regarding major corporate events, including changes in directors, supervisors, and senior management; financial assistance and financing guarantees; stake increases by controlling shareholders; valuation enhancement initiatives; and market capitalization management. Through these efforts, we maintained rigorous information disclosure standards. As of the end of 2025, we published a total of 262 announcements, comprising 102 for A-shares and 160 for H-shares.

## Preventing and mitigating compliance risks

Guided by the objectives of "systematic management, effective control, and seamless synergy," Beijing North Star has deeply embedded compliance risk mitigation into its operations. We have achieved comprehensive oversight spanning horizontally across all business units and vertically through all organizational levels, continuously elevating our risk management and control capabilities.

| Optimizing Institutional Framework                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Risk Monitoring and Identification                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Strengthening Accountability and Appraisals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Established a compliance risk reporting and response mechanism championed by the principal executive, directed by the Chief Compliance Officer, and supported by seamless collaboration across relevant departments and subsidiaries</li> <li>Regularly convened meetings of the Risk Management Steering Committee to analyze and evaluate capital regulatory policies, the broader market environment, the Company's liquidity and financing status, and other significant corporate risk factors</li> </ul> <p>Embedded compliance requirements directly into internal control workflows and integrated compliance management measures into the internal control matrix</p> | <ul style="list-style-type: none"> <li>Continuously tracked key risk dynamics, including macroeconomic policy shifts and new industry regulations, ensuring the timely issuance of risk alerts and response guidelines</li> <li>Regularly identified material risks and updated the Compliance Risk List.</li> <li>Assessed compliance risk levels across various operational domains and simultaneously evaluated the effectiveness of existing control measures. Based on these assessments, we updated the Internal Control Manual and formulated targeted management improvement plans</li> </ul> | <ul style="list-style-type: none"> <li>Reviewed annual adjustments to departmental and positional responsibilities and updated the Key Position Responsibilities List in alignment with our risk identification findings</li> <li>Formulated a new "Three-Year Comprehensive Coverage (2025-2027)" internal control supervision and evaluation plan for affiliated subsidiaries according to the Company's overarching strategy and core missions</li> <li>Assessed the implementation of compliance risk monitoring and mitigation for new business ventures and newly established entities through desk reviews and on-site walkthrough tests</li> <li>Intensified risk management and control over critical subsidiaries and material events, and enhanced the monitoring of key indicators to maintain a robust and stable overall capital structure</li> </ul> |

## Upholding strong business ethics

Beijing North Star maintains a steadfast zero-tolerance policy toward any breaches of business ethics. By integrating robust institutional safeguards with proactive cultural guidance, we ensure that all business activities operate steadily within a standardized, transparent, and sound framework.

### Governance

Beijing North Star strictly adheres to statutory requirements, including the Company Law of the People's Republic of China and the Anti-unfair Competition Law of the People's Republic of China. We have established and refined a comprehensive institutional framework featuring our Compliance Management Measures and Code of Compliance Conduct. Additionally, we enforce the execution of our anti-commercial bribery, anti-corruption, and anti-unfair competition initiatives through stringent performance evaluations.

### Strategy

Beijing North Star maintains a steadfast zero-tolerance policy against all forms of commercial bribery. We conduct prudent due diligence and assessments for all external donations and sponsorships. Furthermore, we have established and maintain highly accessible whistleblowing and complaint channels, actively encouraging and protecting employees, business partners, and other stakeholders who report misconduct, thereby mitigating potential risks. We proactively organize educational and training programs focused on anti-commercial bribery, anti-corruption, and anti-unfair competition to elevate integrity awareness and professional ethics across our entire workforce, ultimately fostering a culture of integrity and a fully transparent business environment.

## Impacts, risks, and opportunities management

| Risks                | Risk Impact                                                                                                                                                                                                                                                                                                                                                         | Measures                                                                                                                                                                                                                                                                                                                                                 |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Corruption and Fraud | As regulatory policies continue to tighten, the integrity and compliance risks facing the Company are becoming increasingly complex. Any compliance failures in processes such as change order negotiations, contract execution, bidding and tendering, or travel expense reimbursements could result in diminished operational efficiency or regulatory penalties. | Launch targeted governance campaigns within the engineering and construction sectors; deepen the remediation of prominent issues in bidding and tendering processes; standardize travel expense reimbursement management; institutionalize regular corporate integrity education; and build a robust, impenetrable risk prevention and control framework |

## Indicators and targets

Beijing North Star will continue to optimize its anti-commercial bribery and anti-corruption governance framework. We are strengthening our oversight and review mechanisms in key areas and critical processes, and proactively conducting corporate integrity education, striving to dynamically eliminate integrity risks.



## Driving Technological Innovation

Beijing North Star is systematically building an innovation-driven development framework. By refining top-level governance mechanisms and strengthening strategic synergy, we are comprehensively advancing both digital transformation and industrial innovation, leveraging technology to empower business upgrades and drive value growth.

### Governance

Beijing North Star continues to refine its cybersecurity and IT leadership framework. We promulgated the "1+5" data management policy system and advanced key digital infrastructure initiatives, specifically the "Four Platforms, Two Foundational Bases, and Two Benchmarks." Furthermore, we organized digital benchmarking assessments, conducting comprehensive diagnostics and optimization planning for over 30 management and business systems. These efforts lay a solid foundation for benchmarking against industry leaders and elevating our digital capabilities throughout the 15th Five-Year Plan period.

#### Achievements

In 2025, Beijing North Star:

Reached Level 3 (Stable) for Data owner in the national Data Management Capability Maturity Assessment Model (DCMM)

Reached Level 3 (Scenario Level / 3-Star) in the national Digital Transformation Maturity Model (DLMM).

## Strategy

### Key digital transformation projects

Beijing North Star has successfully completed the construction of several key projects, including the Centralized Procurement Platform, Phase I of the "Chen E-Jia" platform, the Financial System Upgrade, and the Integration of Capital, Business, and Finance. Our cloud-based digital infrastructure, on-premises digital infrastructure, and foundational data architectures have been progressively optimized. Furthermore, the Capital International Exhibition Convention Center and the CNCC II—both managed under our entrustment—have been put into operation as benchmark "Smart Venues," achieving significant phased success.



Official launch of Beijing North Star's digital marketing platform, Chen E-Jia


**Case** Enhancing financial management efficiency through digital transformation

In 2025, Beijing North Star prioritized the development of a comprehensive Treasury Management System and the upgrade of its financial information system platforms. Leveraging digital tools as key enablers, we continuously advanced data standardization across various reporting dimensions and enhanced the integration between financial and non-financial systems. Consequently, the efficiency of cross-level, cross-departmental, and cross-system data exchange and consolidation has improved dramatically. Simultaneously, we focused on boosting the computing efficiency of our financial systems, broadening both the depth and breadth of our data processing and analytics. By deeply exploring diverse business scenarios for financial applications, we have successfully unlocked the full value of our data and elevated our overall financial management capabilities.

## Industrial digitalization

Beijing North Star is actively driving the digital transformation of its core businesses. We have successfully optimized the functionalities and expanded the intelligent services of the CIFTIS digital platform. Concurrently, our North Star Membership System is accelerating the development of a cross-sector loyalty points ecosystem, enabling deep customer lifecycle management and value generation. Furthermore, the Convention and Exhibition Consumption Data Laboratory is proactively advancing the application of industry data and the exploration of new business models. Through these data-driven and intelligent enablement initiatives, we are steadily advancing our industrial transformation.

## Digital industrialization

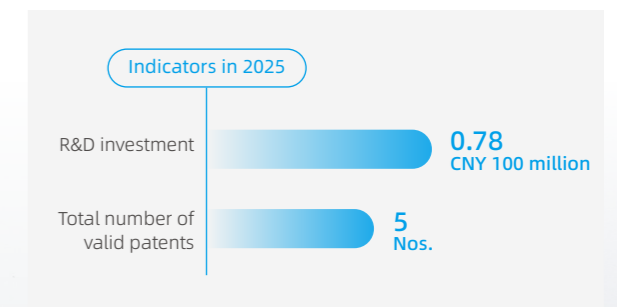
Anchored to our digital industrialization strategy, Beijing North Star systematically conducted comprehensive feasibility studies encompassing policy research, technology roadmapping, regional market analysis, architectural design, and financial modeling. As a result, we established Beijing North Star Metropolis Exhibition Digital Intelligence Technology Co., Ltd., a strategic move designed to drive the commercialization of our data assets and scale the development of our new digital business ventures.

## Impact, risk, and opportunity management

| Risks                   | Risk Impact                                                                                                                                                                                                                                                                                                                                                                                                                        | Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Technological Challenge | <ul style="list-style-type: none"> <li>Digital technologies evolve rapidly. Failure to keep pace with cutting-edge applications could result in legacy systems failing to meet current business requirements, thereby constraining operational efficiency</li> <li>Uncertainties in technology roadmaps may increase transformation costs and delay delivery time, ultimately hindering overall transformation progress</li> </ul> | <ul style="list-style-type: none"> <li>Conduct comprehensive research into industry leaders and strategic partners to evaluate emerging trends and define clear technological directions.</li> <li>Adopt an agile, pilot-first approach to validate new technologies, scaling them across the organization only upon proven maturity</li> <li>Allocate dedicated resources to ensure seamless system iterations and minimize operational disruptions during the transformation process</li> </ul> |
| Market Competition      | <ul style="list-style-type: none"> <li>Driven by the rapid expansion of the digital economy, digital competition within the exhibition service and commercial property management sectors has intensified significantly. Consequently, the Company's digital industrialization ventures face the risk of market squeeze from both traditional industry peers and cross-sector disruptors</li> </ul>                                | <ul style="list-style-type: none"> <li>Focus on core business scenarios to develop highly differentiated digital products and services</li> <li>Closely track shifts in market demand and dynamically optimize operations and service delivery to maximize customer satisfaction and retention</li> </ul>                                                                                                                                                                                         |

## Indicators and targets

Guided by our digital transformation roadmap for the 15th Five-Year Plan, Beijing North Star will comprehensively execute the "Spring Seedling" Action Plan. We are fully driving Information Technology Application Innovation (ITAI) upgrades for our headquarters' management systems, alongside the modernization of non-ITAI systems, endpoint devices, and digital infrastructure across our subsidiaries. These concerted efforts will further accelerate our overall digital transformation journey.



# Green North Star: Pioneering a New Chapter in Ecological Sustainability

Beijing North Star deeply integrates the principles of ecological sustainability into its business operations and broader development strategies. We are continuously refining our environmental governance framework to establish a robust foundation for environmental stewardship. Anchored by the national “Dual Carbon” goals, we proactively address climate challenges by maximizing energy-efficiency potential and amplifying emission-reduction outcomes across our operations. Furthermore, we actively collaborate with our supply chain partners to cultivate a green ecosystem, comprehensively forging a new paradigm of green, low-carbon, and environmentally friendly corporate development.



|                                   |    |                                                      |    |
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| Refining Environmental Management | 30 | Promoting Energy Conservation and Emission Reduction | 34 |
| Addressing Climate Change         | 31 | Committing to Green Operations                       | 37 |

SDGs address in this Part:



# Refining Environmental Management

Beijing North Star is committed to refining its environmental governance policy framework and steadily advancing the implementation of key environmental protection initiatives. We effectively mitigate environmental risks and continuously strengthen the environmental capabilities and professional competencies of all employees. By comprehensively elevating our environmental management efficacy, we provide a solid foundation for the Company's green and low-carbon transition.

## Governance

Taking the Environmental Protection Law of the People's Republic of China and other relevant laws and regulations as our fundamental compliance baseline, Beijing North Star has revised and optimized the Energy Conservation Management Rules and the Environmental Management Rules in accordance with the latest regulatory requirements. These efforts strengthen the standardization and compliance of our environmental management, further solidifying the institutional and systematic foundation of our environmental governance.

## Strategy

Beijing North Star continuously optimizes its environmental risk prevention and mitigation mechanisms. We have institutionalized regular environmental hazard identification and remediation, continuously enhanced our emergency response capabilities for environmental incidents, and comprehensively mitigated various environmental risks. Concurrently, we actively organize specialized environmental protection training to elevate the professional capabilities of personnel in relevant positions. Coupled with ongoing educational campaigns, we are deeply embedding environmental awareness across our entire workforce.



Environmental awareness posters displayed at Beijing North Star Real Estate, Beijing Continental Grand Hotel and Beijing International Convention Center

## Impact, risk, and opportunity management

| Risks                          | Risk Impact                                                                                                                                                                                                                    | Measures                                                                                                                                                                                                                                    |
|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Excessive Emissions            | Excessive discharge of wastewater, exhaust gases, fugitive dust, or noise may trigger multiple risks, including administrative penalties, suspension of construction permits, reputational damage, and intense public scrutiny | <ul style="list-style-type: none"> <li>Deploy online dust monitoring systems for the real-time tracking of particulate matter concentrations</li> <li>Formulate and strictly enforce construction schedule management protocols.</li> </ul> |
| Improper Waste Disposal        | Failure to adhere to standardized waste disposal procedures poses significant risks of soil and water contamination                                                                                                            | Implement an end-to-end management system encompassing source-segregated collection, compliant transportation, and designated disposal, ensuring strict adherence to environmental regulations at every stage                               |
| Project Permitting & Approvals | Failure to legally obtain or promptly update Environmental Impact Assessment (EIA) documentation for construction projects could prevent the legal commencement or continuation of construction activities.                    | Appoint dedicated EIA compliance specialists to systematically monitor the latest developments in environmental laws, regulatory policies, and local standards, ensuring that projects remain continuously aligned with current mandates    |

## Indicators and targets

Beijing North Star will continue to deepen the development of its environmental management system and strengthen its risk control mechanisms. We will further enhance specialized training on energy conservation and environmental protection while actively promoting green concepts. We strive to dynamically eliminate environmental risks and firmly safeguard our environmental defense line.

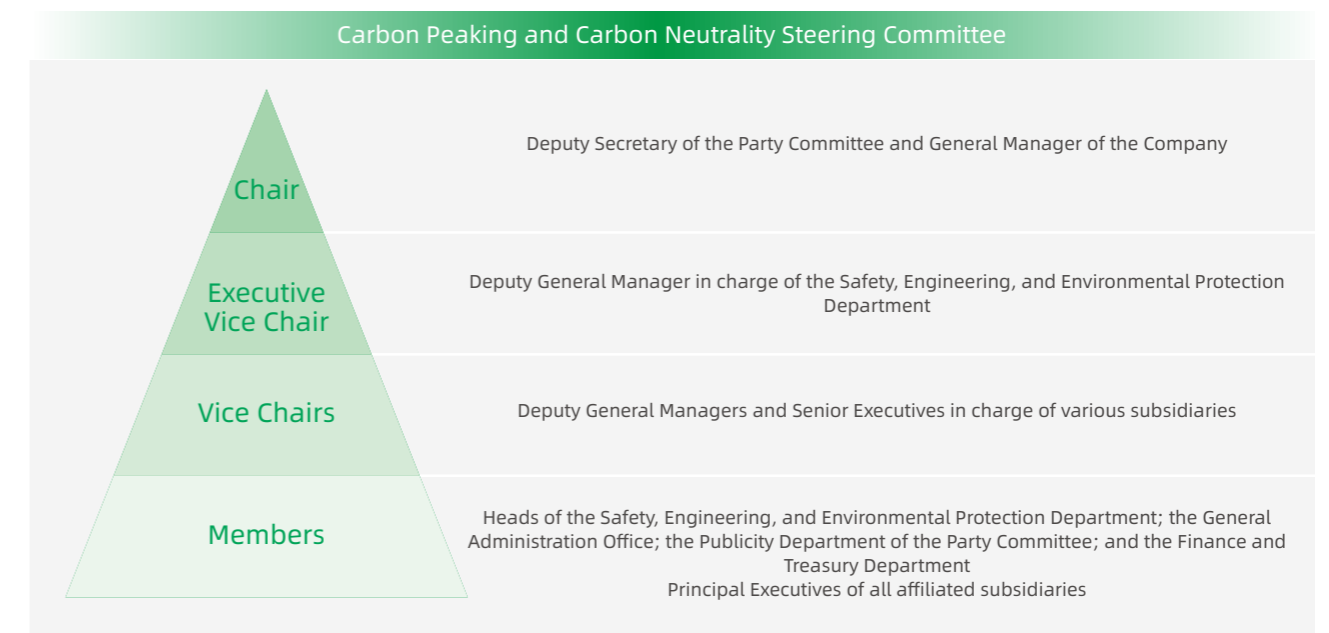
| Indicator                                                                      | Unit       | Indicators in 2025 |
|--------------------------------------------------------------------------------|------------|--------------------|
| Environmental protection investment in the year                                | CNY 10,000 | 746                |
| Number of cases involving illegal discharge of pollutants into the environment | Case       | 0                  |
| Number of cases involving damage to the natural environment                    | Case       | 0                  |

# Addressing Climate Change

Actively responding to the strategy for achieving the two goals of carbon peaking and carbon neutrality, Beijing North Star has systematically built and continuously optimized its climate change governance framework. We scientifically evaluate climate-related risks and transformation opportunities, formulating and implementing targeted measures to integrate our low-carbon transition into our long-term development strategy.

## Governance

Beijing North Star has established the Carbon Peaking and Carbon Neutrality Steering Committee to oversee the organization, coordination, advancement, and execution of specific "Dual Carbon" initiatives. The executive office for this committee is housed within the Safety, Engineering, and Environmental Protection Department. Working in seamless synergy with our subsidiaries, the committee systematically drives our climate change response, the execution of carbon reduction pathways, and our broader low-carbon transition.



## Strategy

### Implementing "Dual Carbon" initiatives

Beijing North Star diligently executes its carbon peaking action plan and regularly tracks the progress of key carbon peaking and carbon neutrality projects. We actively respond to green power policies by continuously scaling up our procurement of renewable energy. Leveraging technological innovation, we are constructing a digitalized and intelligent energy and carbon management system to comprehensively support the realization of our emission reduction targets. In 2025, Beijing North Star purchased a total of 10.493 million kWh of green electricity, equivalent to a reduction of 6,337 tons of carbon dioxide emissions.



Green Power Purchase Certificate of Beijing North Star

## Developing green buildings

Beijing North Star strictly benchmarks its projects against green building certification standards. We proactively deploy low-carbon and environmentally friendly technologies to systematically reduce carbon emissions across the entire building lifecycle, dedicating our efforts to delivering high-quality, green, and low-carbon property developments.

|                                         |                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Environmental Building Materials</b> | Beijing North Star prioritizes materials that meet rigorous environmental standards and hold green certifications. We actively promote prefabricated construction techniques and have established a comprehensive sorting and recycling system for construction waste. Furthermore, we source materials locally to minimize transportation-related carbon emissions                                   |
| <b>Ecological Integration</b>           | In our landscape planning, we prioritize native flora and incorporate "sponge city" design principles to bolster carbon sink capacity and effectively reduce the overall carbon footprint of our buildings                                                                                                                                                                                            |
| <b>Energy-Efficient Design</b>          | We optimize building orientation, window-to-wall ratios, and envelope designs to maximize natural daylighting and ventilation, thereby significantly reducing heating and cooling loads. We deploy high-efficiency equipment and renewable energy systems, and have developed an intelligent energy monitoring and control platform to drive down operational energy consumption and carbon emissions |

## Pioneering carbon-neutral conventions and exhibitions

Beijing North Star systematically embeds low-carbon development principles into the end-to-end management of its convention and exhibition projects. By focusing on critical operational phases, we drive the innovation and practical implementation of carbon reduction measures, actively exploring new, quantifiable, and achievable pathways for delivering carbon-neutral conventions and exhibitions.

**Case** Beijing North Star awarded Carbon Neutrality Certificate for the World Gas Conference (WGC) 2025

During the World Gas Conference 2025, the CNCC II—managed by Beijing North Star under entrustment—partnered with the Beijing Energy Conservation and Environmental Protection Center to pioneer a comprehensive carbon neutrality framework. This end-to-end system encompassed pre-event emission reduction, in-event management, and post-event offsetting. We proactively engaged technical experts to conduct a rigorous carbon footprint assessment across the entire event lifecycle. Ultimately, we successfully offset 4,544.76 metric tons of carbon dioxide equivalent (tCO<sub>2</sub>e) utilizing Carbon Inclusive Benefit Mechanism generated by the "2024 Beijing Green Life Platform Kuaidian New Energy Vehicle Charging Carbon Reduction Scenario." By achieving full carbon neutrality for the conference, we significantly broadened the practical pathways and social impact of our green, low-carbon development philosophy.

Carbon Neutrality Certificate for the World Gas Conference 2025



Carbon Neutral Service Certificate awarded by the China Beijing Green Exchange (CBGEX) for the 2025 China Events Industry Digital & Innovation Conference



Carbon Neutrality Certificate awarded by the CBGEX for the CIFTIS 2025

## Impact, risk, and opportunity management

| Risk type            |                  | Risk Impact                                                                                                                                                                          | Response Strategies                                                                                                                                                                                                                                                                                                                                    |
|----------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Transformation Risks | Policy and Legal | The introduction of more stringent government regulations may drive up compliance costs                                                                                              | <ul style="list-style-type: none"> <li>Establish robust policy tracking and assessment mechanisms, and actively participate in meetings designed to shape industry standards</li> <li>Proactively plan and invest in R&amp;D to strategically deploy key technologies for low-carbon, green building, and zero-carbon transitions</li> </ul>           |
|                      | Technology       | The rapid iteration of green and low-carbon technologies and shortening innovation cycles expose traditional technologies to the risk of obsolescence                                | <ul style="list-style-type: none"> <li>Co-build industry-academia-research collaborative platforms with top-tier universities and scientific institutions to continuously track frontier technologies</li> <li>Formulate upgrade roadmaps for traditional technologies to systematically enhance energy and resource utilization efficiency</li> </ul> |
|                      | Market           | Escalating customer demand for green buildings is intensifying market competition                                                                                                    | <ul style="list-style-type: none"> <li>Accelerate the launch and expansion of "green product portfolios"</li> <li>Comprehensively elevate the green certification levels and market coverage of our products and services</li> </ul>                                                                                                                   |
|                      | Reputation       | Failure to meet carbon neutrality targets could damage the Company's brand image and credibility, potentially triggering ESG rating downgrades and eroding investor confidence       | <ul style="list-style-type: none"> <li>Institutionalize regular ESG information disclosure mechanisms</li> <li>Progressively advance the publication of independently verified reports detailing carbon neutrality progress and emission reduction performance</li> </ul>                                                                              |
| Physical Risks       | Acute            | Extreme weather events (e.g., torrential rain, gale-force winds) threaten the operational safety and construction schedules of existing properties and expansion/renovation projects | <ul style="list-style-type: none"> <li>Formulate specialized emergency contingency plans tailored to distinct disaster types</li> <li>Strengthen meteorological monitoring and early warning systems</li> </ul>                                                                                                                                        |
|                      | Chronic          | Prolonged heatwaves and droughts exacerbate water supply constraints and negatively impact building energy consumption                                                               | <ul style="list-style-type: none"> <li>Comprehensively promote the adoption of water-saving technologies and intelligent energy management systems</li> </ul>                                                                                                                                                                                          |

## Indicators and targets

Beijing North Star will continue to be guided by the national "Dual Carbon" goals. We are committed to comprehensively executing our carbon peaking action plan alongside the strategic directives of our 15th Five-Year Plan. We will maintain rigorous tracking and monitoring of our carbon emissions, ensuring the consistent compilation and disclosure of relevant indicators, thereby further elevating our climate risk resilience and management capabilities.

| Indicator                                                                | Unit                                                           | Indicators in 2025 |
|--------------------------------------------------------------------------|----------------------------------------------------------------|--------------------|
| Total greenhouse gas emissions                                           | Metric tons of carbon dioxide equivalent (MTCO <sub>2</sub> e) | 59429              |
| Scope 1 direct emissions                                                 | Metric tons of carbon dioxide equivalent (MTCO <sub>2</sub> e) | 926                |
| Scope 2 indirect emissions                                               | Metric tons of carbon dioxide equivalent (MTCO <sub>2</sub> e) | 58531              |
| Emission reduction from trees held                                       | Metric tons of carbon dioxide equivalent (MTCO <sub>2</sub> e) | 28                 |
| Greenhouse gas emissions per square meter of floor area (Scopes 1 and 2) | Metric tons of carbon dioxide equivalent (MTCO <sub>2</sub> e) | 0.1156             |
| Number of Green Building Certificates                                    | No.                                                            | 10                 |

# Promoting Energy Conservation and Emission Reduction

Guided by our commitment to green development, Beijing North Star systematically implements energy-saving technological retrofits and management optimizations. We are proactively optimizing our energy mix and enhancing overall utilization efficiency. Concurrently, we are strengthening both the source control and end-to-end management of pollutants, striving to achieve a harmonious balance between economic performance and environmental stewardship.

## Conservation of energy and resources

While thoroughly executing our overarching energy conservation and environmental protection strategies, Beijing North Star has established a robust, long-term management mechanism. We systematically drive technological upgrades and business model innovations, continuously deepening targeted energy-saving initiatives to elevate our overall energy and resource utilization efficiency. In 2025, the Company's total energy consumption stood at 15,310 tons of standard coal equivalent (tce), representing a 2.4% year-over-year decrease compared to 15,682 tce in 2024.

### Energy Management

**Equipment Retrofits:** Execute upgrades and variable-frequency drive retrofits on energy-intensive equipment, including refrigeration units, water pumps, and escalators

**Precision Operations:** Precisely regulate cooling and heating systems, dynamically adjusting operational strategies based on ambient temperature, foot traffic, and event schedules; intensify equipment inspections and maintenance to eradicate leaks and operational inefficiencies, and establish mechanisms for monitoring, tracing, and rectifying energy consumption anomalies

**Intelligent Systems:** Broadly deploy smart energy management systems to enable real-time monitoring of energy consumption data

### Water Resource Management

**Equipment Management:** Mandate the use of water-efficient fixtures; institutionalize regular inspections and prompt maintenance of water supply systems to strictly prevent leaks and waste

**Circular Utilization:** Proactively advance water recycling initiatives, such as harvesting condensate water and deploying reclaimed water systems, thereby maximizing water use efficiency

### Material Management

**Eco-Friendly Materials:** Explicitly mandate exhibitors to minimize the use of single-use booth construction materials, while actively encouraging the reuse of public infrastructure from previous events

**Upcycling Food Scraps:** Innovate the culinary processing of food trimmings and by-products—such as transforming broccoli stems into appetizers or incorporating okara into steamed buns—to maximize food utilization

**Plastic Reduction Initiatives:** Enforce a comprehensive ban on single-use plastics; mandate the use of biodegradable tableware and reusable glassware or ceramics for all event catering and coffee breaks; and collaborate with partners to champion a “Bring Your Own Cup” campaign, supported by the strategic installation of ample direct drinking water stations across public areas

**Paperless Events:** Leverage proprietary venue apps, mini-programs, and digital navigation systems to digitize the distribution and accessibility of event agendas, materials, and notifications, significantly reducing reliance on printed documents



### Case Public Facilities Management Branch Company sets up an intelligent power distribution system

In 2025, the Public Facilities Management Branch Company successfully installed and commissioned an intelligent power distribution system. By establishing a central management hub and equipping data collection points across the Asian Games Village and the CNCC areas with remote meter-reading devices, we have enabled the centralized remote collection and real-time monitoring of regional electricity data. The system generates quantitative analyses, yielding distribution curves and proportional breakdowns of critical energy consumption. These insights allow us to formulate evidence-based recommendations for electricity usage, providing robust data support for current energy conservation initiatives and future targeted efficiency retrofits.



Interface of the Intelligent Power Distribution Management System



### Case V-Continent Beijing Parkview Wuzhou Hotel executes three major energy-saving retrofit projects

In 2025, the V-Continent Beijing Parkview Wuzhou Hotel implemented three major energy-saving retrofit projects. These initiatives are projected to achieve annual electricity savings of 166,700 kWh and annual fuel oil savings of 8.82 metric tons, equating to a total annual energy savings of 57.69 tce. In recognition of these efforts, the hotel successfully secured CNY 521,500 from the Chaoyang District Energy Saving and Carbon Reduction Special Funds.

**Fuel-Fired Boiler Retrofits:** The hotel replaced four legacy, energy-intensive fuel-fired boilers with three 385 kW fully automated electric hot water boilers. Concurrently, the associated power supply systems were upgraded. This achieved a complete clean-energy transition for the backup heating system, significantly enhancing the environmental sustainability of the hotel's energy consumption.



Before and after boiler retrofits

**Chiller Unit Upgrades:** The inefficient No. 1 chiller was replaced with a Tier-1 energy-efficient centrifugal chiller featuring a cooling capacity of 2,039 kW and a power rating of 390.9 kW. Additionally, variable-frequency drives were installed on the No. 2 chiller, and the condenser on the No. 3 chiller was replaced. These targeted upgrades have comprehensively boosted overall system energy efficiency and operational flexibility.



Before and after chiller unit retrofits

**Circulating Water Pump Upgrades:** We comprehensively upgraded our aging circulating water pumps to address long-term efficiency degradation. A total of nine high-efficiency pumps were installed—comprising three chilled water pumps, three cooling water pumps, and three heating circulation pumps. This initiative significantly reduced transmission energy consumption and enhanced the overall energy efficiency of the system.



Before and after the circulating water pump retrofits



Case Beijing North Star establishes an end-to-end green convention and exhibition system

In partnership with the organizers of the 10th Annual Meeting of the Board of Governors of the Asian Infrastructure Investment Bank (AIIB), Beijing North Star developed a comprehensive green system covering the entire lifecycle of the event. Sustainability was embedded in every detail—from venue decorations using recyclable materials and the provision of biodegradable tableware, to a signage system integrating digital displays with recycled materials. The event featured coffee corners with reusable corrugated cardboard enclosures, public areas utilizing recyclable facilities, and prominent waste sorting guidelines. Furthermore, the venue is equipped with a 600-square-meter solar thermal system. By integrating smart technology with environmental stewardship, this system has pioneered a modern, highly efficient, and energy-saving operational model for our venues.



Coffee corner enclosure made of recyclable corrugated cardboard

## Controlling pollution emissions

Beijing North Star has systematically established a pollution prevention and control framework targeting key pollutants, including solid waste, wastewater, exhaust gas, and construction dust. We strictly adhere to emission standards and achieve real-time monitoring and closed-loop management of emission sources through dynamic updates and self-inspections of our Environmental Facilities and Equipment Management Checklist and Pollution Source Statistics Checklist. These efforts enhance the effectiveness of our pollution control measures and practically mitigate the environmental impact of our operations. In 2025, there were no incidents of illegal or non-compliant pollutant emissions.

### Huibin and Huixin Project Department of Beijing North Star Commercial Management

- ▶ For consecutive years, we have partnered with licensed professional agencies, maintaining technical service agreements for the safe and compliant disposal of hazardous waste. This ensures the centralized and environmentally sound treatment of hazardous materials generated during our operations, including spent fluorescent tubes, spent lead-acid batteries, and used toner cartridges
- ▶ Actively promote the use of phosphorus-free cleaning agents across our facilities to mitigate water pollution

### China National Convention Center

- ▶ **Precision Source Separation:** We have comprehensively deployed four-stream waste sorting bins across all venue areas, including meeting rooms, dining halls, office spaces, and guest rooms. Designated drop-off points for food waste and recyclables are established at tray return stations in dining areas, accompanied by clear, illustrated signage to accurately guide both staff and guests in proper waste sorting
- ▶ **Professional Interim Collection and Oversight:** Food waste is systematically collected and temporarily stored before being transferred to government-designated professional treatment facilities for centralized handling. Recyclables, including paper, plastic bottles, and metals, undergo a secondary sorting process and are subsequently handed over to certified resource recovery enterprises for compliant processing
- ▶ **Terminal Data Tracking:** We comprehensively collect core information across all waste categories—including generation volumes, transfer quantities, and final disposal destinations—providing robust data support for ongoing management optimization



The Capital International Exhibition Convention Center, managed by Beijing North Star, utilizes smart waste bins to optimize collection and disposal workflows

## Committing to Green Operations

Beijing North Star integrates green development principles into its overall operational management. We extensively promote sustainable office practices, proactively engage in environmental public welfare initiatives, and leverage green procurement as a key driver to elevate the environmental performance of our supply chain partners. Together, we are cultivating an environmentally friendly and sustainable business ecosystem.

## Promoting green office practices

Beijing North Star has formulated and issued internal governance documents, including the Implementation Plan for Energy Conservation in Public and Office Areas and the Code of Energy-Saving and Low-Carbon Conduct. We exercise stringent control over the consumption of energy, paper, and water resources. Supported by multi-channel and multi-form environmental advocacy campaigns, we actively encourage all employees to embrace a minimalist, moderate, and low-carbon approach to their work and daily behaviors.

### Energy Management

- ▶ Ensure that office lighting, air conditioning, and computers are turned off when personnel leave the premises to minimize standby power consumption
- ▶ Optimize lighting controls in public areas by maximizing natural daylighting during the day and strictly enforcing scheduled switch-on/off times at night

### Paper and Office Supply Conservation

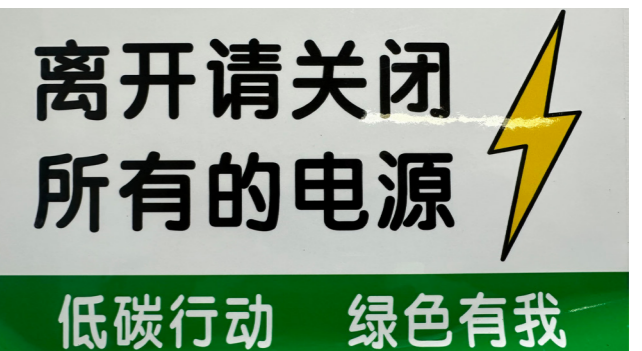
- ▶ Comprehensively promote paperless office operations to significantly reduce reliance on printed documents
- ▶ Default to double-sided printing and systematically collect single-sided printed paper for internal reuse as scratch paper
- ▶ Optimize the use of office stationery and actively avoid the procurement of single-use items

### Water Conservation

- ▶ Prominently display water conservation signage in key usage areas, such as pantries and restrooms

### Green Commuting Initiatives

- ▶ Advocate for the use of public transportation, cycling, or walking to proactively reduce the frequency of corporate and private vehicle usage



Energy conservation signage displayed at the Beijing Continental Grand Hotel and Beijing International Convention Center

## Engaging in environmental public welfare

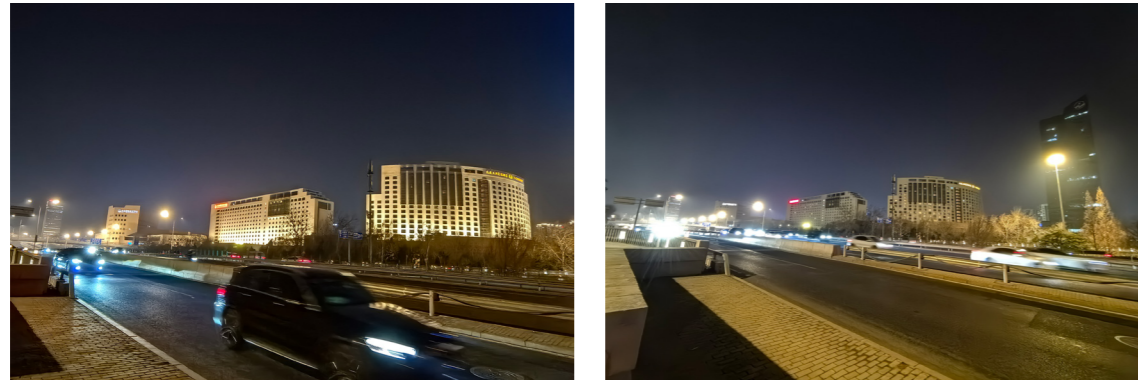
Beijing North Star actively organizes and participates in environmental public welfare activities, translating ecological conservation concepts into concrete actions. These initiatives significantly enhance the environmental awareness of both our employees and the general public, deeply cultivating a corporate culture of green development.



**Case** Beijing North Star participates in “Earth Hour” Movement

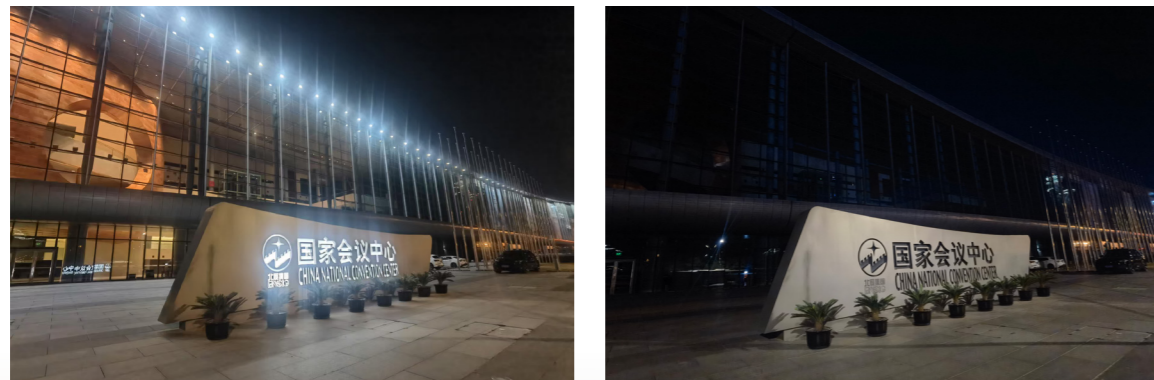
On March 22, 2025, answering the call of Beijing North Star, multiple affiliated properties joined landmark buildings across the globe in simultaneously turning off their non-essential lights for 60 minutes.

● **Asian Games Village:** The landscape lighting within the Asian Games Village was turned off one hour ahead of schedule, saving 132.46 kWh of electricity and reducing carbon emissions by 82.19 kg.



Views before and after lights out at Beijing International Convention Center, Beijing Continental Grand Hotel, and V-Continent Beijing Parkview Wuzhou Hotel

● **CNCC:** Participating in Earth Hour for the 14th consecutive year. CNCC not only turned off its exterior landscape lighting and selected indoor illumination, but also proactively displayed campaign posters on digital screens. This early engagement effectively encouraged employees and clients alike to dedicate an hour to the Earth.



Views before and after lights out at CNCC

● **The Public Facilities Management Branch Company:** Transformed the lawn of the Asian Games Village into a micro-wetland. This newly created habitat is now home to dozens of terrestrial plant species, over ten varieties of wetland plants, and three to four fish species. This initiative has effectively boosted the local oxygen content and significantly improved the overall ecological environment and biodiversity of the Asian Games Village.

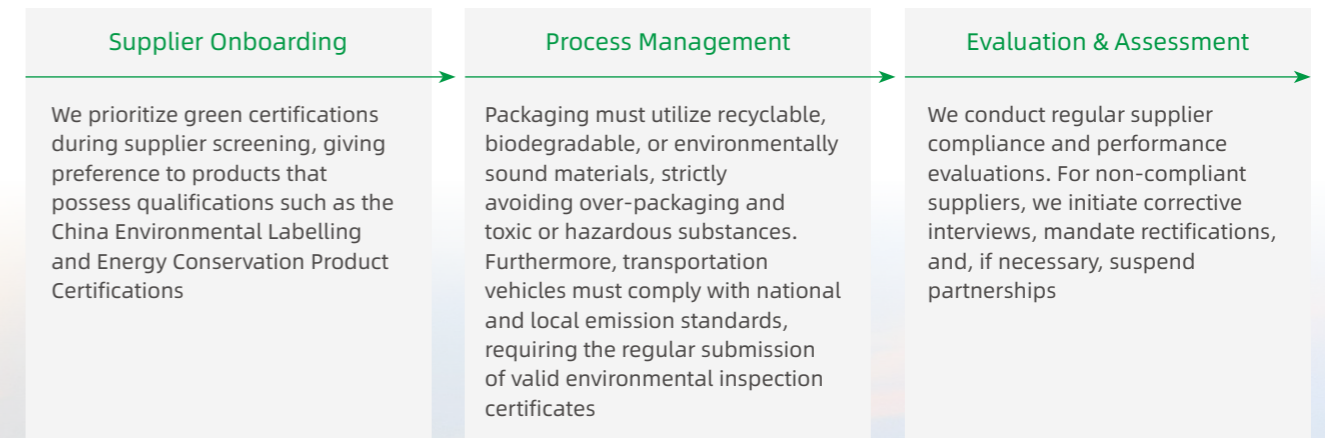


Micro-wetland in the central garden of the Asian Games Village

● **InterContinental Beijing Beichen Hotel:** Organized a community clean-up public welfare initiative at the Olympic Forest Park. While immersing themselves in the Olympic cultural atmosphere and natural beauty, participants actively collected litter along the trails, including cigarette butts, paper scraps, water bottles, and plastic bags. Through these concrete actions, participants strengthened their environmental awareness and contributed to the cultivation of a beautiful, sustainable city.

## Implementing green procurement

Beijing North Star integrates environmental principles throughout its end-to-end supplier management process. By defining clear standards and protocols for every operational phase, we are driving the evolution of our green procurement strategy from mere “compliance” to “proactive practice.” Through this strategic approach, we effectively guide our supply chain partners to collaboratively achieve a comprehensive green transition.



# North Star's Commitment: Co-Creating a Brighter Future

Beijing North Star is dedicated to co-creating value and sharing prosperity with all stakeholders. Adhering to a people-first philosophy, we foster the mutual growth of our employees and the Company. We proactively join hands with our partners to drive industry synergy and progress. By continuously cultivating our brand value, we reward customer trust with high-quality products and services. Furthermore, we actively invest in public livelihoods and rural revitalization initiatives, earnestly fulfilling our corporate responsibilities and contributing to the harmonious development of society.



|                                            |    |                                     |    |
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SDGs address in this Part:



# Building a Harmonious Workplace

With the establishment of harmonious and stable labor relations at its core, Beijing North Star comprehensively safeguards the legitimate rights and interests of its employees. We continuously optimize our talent cultivation systems and career development pathways while solidly advancing comprehensive employee care initiatives. Furthermore, we strictly enforce occupational health and safety management, ultimately forging a virtuous cycle of mutual empowerment and synergistic growth between our employees and the Company.

## Fostering workforce cohesion

Beijing North Star consistently regards its employees as its most valuable asset. We have established a robust and comprehensive support system founded on the protection of rights, centered on empowering growth, and bonded by employee care. This holistic approach not only facilitates the mutual development of our staff and the enterprise but also continuously strengthens overall organizational cohesion and the employees' sense of belonging.

## Governance

Beijing North Star has revised and refined core policies, including the Employee Compensation Management Measures, Supplementary Medical Insurance Management Measures, and Headquarters Employee Benefits Management Measures. We comprehensively evaluated the implementation of our "14th Five-Year" Human Resources Plan. Furthermore, in alignment with the development directions set by the Beijing Municipal SASAC for the "15th Five-Year" period, we have clarified our strategic objectives and implementation pathways, laying a solid foundation for our human resources management.

## Strategy

### Safeguarding employee rights

Beijing North Star strictly adheres to all internal management policies and focuses on building a comprehensive and effectively enforced employee rights protection system. We are dedicated to actively safeguarding the legitimate rights and interests of our workforce and are committed to creating an equal and inclusive working environment for all employees.

|                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Fair Employment              | <ul style="list-style-type: none"> <li>Uphold the principles of open, fair, and impartial recruitment</li> <li>Prohibit the use of child labor and forced labor</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Social Security and Benefits | <ul style="list-style-type: none"> <li>Established an electronic labor contract management system</li> <li>Lowered the deductible threshold for medical insurance, introduced digital self-service platforms, and enhanced the timeliness and convenience of reimbursement settlements</li> </ul>                                                                                                                                                                                                                                                                                                                                                                     |
| Compensation and Benefits    | <ul style="list-style-type: none"> <li>Developed a comprehensive compensation matrix to establish a unified corporate remuneration system, further clarifying our guidelines for compensation distribution</li> <li>Strictly adhered to the Headquarters' Employee Compensation Management Measures to ensure the timely disbursement of salaries, maintaining a record of zero delayed or overdue payments</li> <li>Implemented the rectification requirements mandated by the Beijing Municipal Human Resources and Social Security Bureau following its wage and income distribution audits, standardizing our employee benefits and welfare provisions</li> </ul> |
| Democratic Management        | <ul style="list-style-type: none"> <li>Convened the Fourth Session of the Fourth Workers' Congress</li> <li>Conducted comprehensive self-assessments regarding the transparency of corporate affairs and workplace democratic management practices</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                         |

### Empowering growth

Beijing North Star actively implements our "Talent-Driven Enterprise" strategy by comprehensively optimizing our talent development framework. By continuously strengthening our talent pipeline and internal mobility mechanisms, we have established a multi-channel growth pathway that spans the entire career lifecycle, effectively stimulating the vitality and potential of our workforce.

#### Optimizing the Talent System

We are optimizing our full-lifecycle talent management, encompassing the "attraction, development, deployment, and retention" of personnel. Externally, we are actively expanding strategic partnerships, while internally, we have established dedicated recruitment platforms. By defining foundational competency models for key positions, we strictly enforce our hiring standards. Furthermore, we have established a robust performance evaluation mechanism, utilizing assessment results as a critical basis for job appointments and talent pipeline development. We strictly execute our "Six-Step" selection protocol for management personnel to optimize the structure and effectiveness of our leadership teams. Additionally, we focus on the continuous pipeline building and systematic cultivation of outstanding young managerial talent, thereby fortifying our organizational talent foundation.

#### Prioritizing Talent Development

We have established a comprehensive talent development mechanism covering both business management and professional skills. Leveraging platforms such as the North Star Field Learning Institute, we implement tiered and categorized training to enhance the political awareness, professional competencies, and leadership skills of our core personnel. We are deeply committed to implementing the "Craftsman Initiative," focusing on the cultivation of highly skilled professionals to stimulate the innovative vitality of our industrial workforce. This enables us to build a versatile talent pipeline that supports the Company's high-quality development. In 2025, Beijing North Star was successfully recognized as one of Beijing's inaugural "Chain Master" enterprises within the "Industry-Education-Evaluation" skills ecosystem.



### Case Beijing North Star launches the inaugural "Emerging Leaders" Program for young talent

On June 16, 2025, Beijing North Star officially launched its inaugural "Emerging Leaders" Program for young talent at Renmin University of China. The training was anchored by three core objectives: deepening cultural alignment and a sense of mission, systematically enhancing comprehensive capabilities, and fortifying a mindset for collaboration and innovation. Over the course of an 18-day intensive training period, 60 key young talents completed 15 academic courses, team-building exercises, leadership business simulations, and site visits to benchmark enterprises. Furthermore, through a themed workshop on "Cost Reduction, Efficiency Enhancement, and Synergistic Development," the program facilitated the practical application of learning outcomes, effectively driving the professional growth and operational capabilities of our young core team.



Beijing North Star's inaugural "Emerging Leaders" Program for young talent



Beijing North Star hosts employee salons to cultivate professional competencies



Beijing North Star and ICCA sign a cooperation agreement for the three-tier certification curriculum of the CIBEP program

Employee wellbeing

Centered on the actual needs of our employees, Beijing North Star meticulously plans and executes a diverse array of employee care and assistance programs. These include seasonal wellbeing initiatives—such as winter warmth and summer cooling campaigns—as well as exam season support programs. We are committed to addressing practical challenges and solving real problems for our workforce. Furthermore, through a rich variety of cultural and sports activities, we enrich our employees' personal lives and cultivate a warm, harmonious, healthy, and united working environment, continuously enhancing their sense of happiness and belonging. By the end of 2025, our employee mutual aid insurance program had successfully processed claims for 331 individuals, amounting to a total of over CNY 1.16 million.



Beijing North Star hosts a series of employee mental health and wellbeing bootcamps



Beijing North Star hosts an employee basketball match

Impacts, risks, and opportunities management

| Risks                             | Risk Impact                                                                                                                                                                                                                                                                                                                                               | Measures                                                                                                                                                                                                                                                                                                                                                             |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Talent Acquisition and Deployment | <ul style="list-style-type: none"> <li>Legal risks associated with potential discrimination during the recruitment process.</li> <li>Elevated turnover rates resulting from misalignment between personnel and role requirements</li> <li>The risk of a succession gap in core positions that heavily rely on long-term accumulated experience</li> </ul> | <ul style="list-style-type: none"> <li>Rigorously review the wording of recruitment announcements, establish standardized and structured interview processes, and standardize the content of employment offers</li> <li>Establish robust succession plans for key positions</li> <li>Promote internal competitive recruitment and job rotation mechanisms</li> </ul> |
| Diversified Employment Models     | Unclear legal boundaries regarding various employment models (e.g., labor dispatch and outsourcing), which could lead to them being deemed a de facto employment relationship, thereby incurring direct employer liabilities                                                                                                                              | Prudently select employment models based on specific role characteristics, standardized relevant employment agreements, and strictly avoid the direct operational management of outsourced personnel                                                                                                                                                                 |

Indicators and targets

Beijing North Star will continue to optimize its workforce structure and employment models while refining its human resources allocation mechanisms. By advancing targeted recruitment and high-quality selection, we aim to strengthen the dynamic alignment between our talent and their respective roles. We will systematically broaden career progression pathways to stimulate intrinsic motivation, comprehensively deepen our employee wellbeing initiatives, and elevate our overall organizational effectiveness.

| Indicator                       | Unit | Indicators in 2025 |
|---------------------------------|------|--------------------|
| Total number of employees       | No.  | 4729               |
| Percentage of female employees  | %    | 42.9               |
| Percentage of employees trained | %    | 98.76              |
| Labor contract signing rate     | %    | 100                |
| Coverage of social insurance    | %    | 100                |

Safeguarding health and safety

By continually refining our management systems, strictly executing standardized procedures, and conducting regular training, Beijing North Star steadily enhances the occupational health awareness and safety behavioral competencies of our entire workforce. With these efforts, we are dedicated to cultivating a safe, stable, and healthy working environment for all.

Governance

Beijing North Star has scientifically structured and continuously refines its occupational health and safety and work safety management system. We are solidly advancing our "Three-Year Special Action Plan for Eliminating Root Causes of Work Safety Risks." By strengthening end-to-end safety supervision—from the strategic source to the operational frontlines—and strictly enforcing health and safety responsibilities, we are consolidating a robust foundation for safe development.

Strategy

Occupational health

Beijing North Star highly prioritizes occupational health protection. We build a robust, multi-dimensional defense for occupational health and safety by regularly organizing comprehensive health examinations for all employees, actively conducting occupational health and safety training, optimizing work environments, and standardizing the management and utilization of personal protective equipment. In 2025, employee participation in health knowledge quizzes associated with our mutual aid insurance program exceeded 1,900 instances.

Work safety

Beijing North Star consistently regards workplace safety as a paramount priority for corporate development. We are committed to preventing and mitigating major risks at their source, driving the establishment of a risk prevention and control mechanism characterized by universal participation, end-to-end coverage, and comprehensive implementation, thereby effectively elevating our intrinsic safety levels. In 2025, Beijing North Star was honored with the title of "Outstanding Enterprise in the Assessment of Peaceful Beijing Construction" among municipal state-owned enterprises.

Preventing Safety Risks

Focusing on key operational scenarios such as high-rise buildings, large-scale commercial complexes, and convention and exhibition venues, we conduct regular, targeted inspections and remediations in critical areas. These include hot work operations, fire control rooms, gas and cold storage facilities safety, and confined space operations. Furthermore, we regularly organize comprehensive emergency drills to strengthen our specialized emergency response teams and enhance our capabilities for incident management and coordinated response during emergencies.

Cultivating a Safety Culture

We attach great importance to the development of our corporate safety culture. By organizing specialized campaigns such as "Work Safety Month" and the "Safe Sound Cup" Fire Safety Skills Competition, and integrating them with routine, targeted safety training, we drive the safety principles into the hearts of all employees. This ensures that safety awareness is effectively translated into the conscious actions and sustainable, long-term practices of all employees.



Beijing North Star Commercial Management introduces innovative "Safety Letters to Families," extending corporate safety culture into employees' households



**Case** Beijing North Star hosts the “Ensuring Safety, Driving Operations” Fire Safety Skills Competition and “119” Fire Prevention Awareness Day event

On November 19, 2025, Beijing North Star successfully hosted the “Safe Sound Cup” Fire Safety Skills Competition and the “119” Fire Prevention Awareness Day event. Twelve teams engaged in practical firefighting drills on a nearly 50-meter course. The event also featured fire equipment identification exercises and simulated “escape tent” evacuation experiences. These hands-on activities enabled attendees to master practical fire safety skills and enhance their capabilities in emergency response, self-rescue, and mutual aid through immersive interactions, deeply embedding the core philosophy of “Fire Safety for All, Life Above All.”



The “Safe Sound Cup” Fire Safety Skills Competition and “119” Fire Prevention Awareness Day event

### Impacts, risks, and opportunities management

| Risks       | Risk Impact                                                                                                                                                                                                                                                                                                                                                                                      | Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Work Safety | Commercial and exhibition operations—characterized by high crowd density, complex equipment, and numerous operational phases—are susceptible to multiple safety risks. These include fires, crowd stampedes, security incidents, and equipment failures. Such risks could potentially lead to personal injury, property damage, operational disruptions, legal disputes, and reputational damage | <ul style="list-style-type: none"> <li>▶ Establish a comprehensive work safety management framework that covers all operational scenarios, supported by routine safety audits and dynamic update mechanisms</li> <li>▶ Conduct targeted safety training and specialized emergency drills to elevate safety awareness and incident response capabilities</li> <li>▶ Form dedicated emergency response teams and maintain adequate stockpiles of emergency supplies and equipment to ensure swift and effective responses</li> </ul> |

### Indicators and targets

Beijing North Star will continuously deepen its occupational health and safety management and steadfastly advance its special action plan for eliminating root causes of work safety risks. We will intensify risk inspections and targeted remediations at critical venues, thoroughly promote the cultivation of a corporate safety culture alongside comprehensive employee education, and consistently fortify the foundation for our safe and healthy development.

| Indicator                                                                | Unit            | Indicators in 2025 |
|--------------------------------------------------------------------------|-----------------|--------------------|
| Total investment in work safety                                          | CNY 100 million | 1                  |
| Number of participants of work safety training                           | Person-time     | 500                |
| Coverage of work safety training                                         | %               | 100                |
| Number of lost workdays due to work-related injury                       | Day             | 0                  |
| Number of work-related fatalities                                        | Case            | 0                  |
| Incidence rate of work-related accidents recordable within 200,000 hours | %               | 0                  |
| Incidence rate of occupational diseases                                  | %               | 0                  |

## Achieving Mutual Success with Our Partners

Upholding the philosophy of mutually beneficial collaboration, Beijing North Star continuously expands and deepens its strategic partnerships. We actively participate in industry dialogues, sharing our practical experiences and leveraging our own explorations to drive industry-wide progress. Furthermore, we are dedicated to strengthening sustainable supply chain management and promoting the development of a responsible supply chain ecosystem, striving to achieve value co-creation and shared success.

### Deepening strategic cooperation

Beijing North Star actively cultivates a diverse and open collaborative ecosystem, continuously expanding our network of high-quality partners. By broadly integrating internal and external innovation resources and developmental capabilities, we systematically enhance our synergistic efficiency, thereby steadily fostering and reinforcing our long-term core competitive advantages.

### Supporting industry development



**Case** Beijing North Star Convention and Exhibition Research Institute releases the China Exhibition Index Report (2024)

Beijing North Star actively participates in and supports premier convention and exhibition industry events and forums both domestically and internationally. We proactively share our practical achievements and industry insights, placing a strong emphasis on industry research and think tank development. We are deeply involved in the formulation of industry standards and have published the China Exhibition Index Report for seven consecutive years. Through our specialized research capabilities and authoritative data systems, we provide systematic support and professional guidance for the high-quality development of the convention and exhibition event service industry.

On September 11, 2025, the China Exhibition Index Report (2024)—innovatively co-compiled by the Beijing North Star Convention and Exhibition Research Institute and the China Convention and Exhibition Society—was officially launched at the 4th International Convention and Exhibition Economy Development Forum. The report provides a systematic analysis of the industry’s development trajectories amidst consumption recovery and the wave of digitalization, offering robust data support for the sector’s continued growth. Marking the seventh consecutive year of publication for this series, the initiative leveraged strategic data collaboration with the China Convention and Exhibition Society to streamline domestic industry data channels. This milestone represents a groundbreaking “zero-to-one” achievement in establishing a nationwide exhibition index evaluation framework, fully demonstrating Beijing North Star’s pioneering leadership and innovative capabilities in the research on convention and exhibition event service industry.



China Exhibition Index Report (2024)

### Strengthening supply chain management

Beijing North Star continuously advances the optimization and upgrading of our supplier management system. We have formulated and strictly enforced the Regulations on Procurement and Bidding Management for Goods and Services, establishing a robust control mechanism that covers critical phases such as supplier admission, competitive bidding, and bid evaluation. By comprehensively deploying a digital procurement platform, we systematically standardize procurement workflows while clarifying roles and responsibilities. This approach enables the end-to-end, closed-loop management of our procurement activities, ultimately cultivating an open, transparent, secure, reliable, and highly collaborative supply chain ecosystem.

**Supplier Admission:** Conducting rigorous qualification due diligence, performing comprehensive risk screenings, and strictly executing admission protocols

**Supplier Selection:** Selecting appropriate partners openly, fairly, and rationally through competitive bidding and evaluation processes

**Supplier Evaluation:** Conducting annual and periodic assessments to evaluate ongoing supplier performance and contract fulfillment. Based on these assessment results, we issue formal feedback, mandate rectifications, or apply penalties as necessary



North Star Commercial Management hosts a centralized training session to help suppliers navigate common challenges when operating the digital platform

# Leading with Brand Value

Beijing North Star steadfastly advances the quality enhancement of its products and services, consolidating the core foundation of our brand. We continuously deepen our brand-building initiatives to expand our comprehensive brand influence and enhance social identity, effectively demonstrating our brand value.

## Forging exceptional quality

Beijing North Star is committed to delivering high-quality services guided by standards of excellence. By embedding the spirit of craftsmanship into our end-to-end engineering and construction processes, we drive the simultaneous enhancement of both service and product quality. While deepening our brand essence, we create reliable, sustainable, and long-term value for our customers, partners, and society at large.

## Governance

Beijing North Star continuously refines its product and service quality management system. Focusing on critical areas such as service assurance, engineering management, and project operations, we have enhanced our standardized policy framework. By clarifying operational standards and accountability mechanisms across all phases, we ensure that our products and services consistently meet customer expectations.

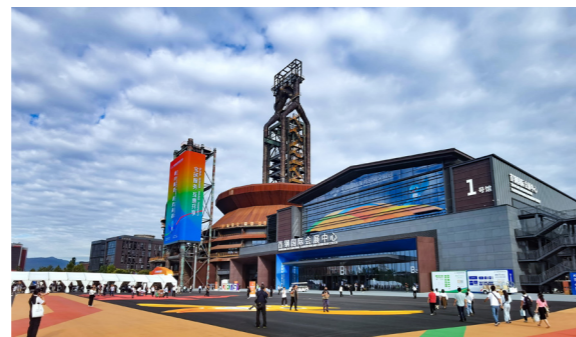
## Strategy

### Innovative upgrades in event hosting and organizing operations

Beijing North Star has accelerated the expansion of its event hosting and organizing operations. We successfully executed established events, such as the CIFTIS and the China Beijing International High-Tech Expo (CHITEC). Furthermore, we successfully launched six new convention and exhibition projects—each exceeding 10,000 square meters in scale—including the 2025 Beijing International Healthy Lifestyle and Consumption Expo and the Beijing International Senior Care and Aging Industry Expo. Consequently, our annual portfolio of hosted and organized exhibition projects has reached a total of 22.

#### 2025 China International Fair for Trade in Services

From September 10 to 14, the 2025 CIFTIS was held at Shougang Park in Beijing. Embracing a “zero-base” mentality and a commitment to continuous renewal, Beijing North Star focused on “global reach, digital intelligence, seamless convenience, and distinct features” to craft a novel, multidimensional attendee experience. We achieved new breakthroughs across various fronts, including exhibitions and displays, conferences and forums, and market-driven investment promotion.



On-site view at the 2025 CIFTIS

#### The 27th China Beijing International High-Tech Expo

On May 8, the 27th CHITEC opened at the National Convention Center. Beijing North Star ensured the seamless execution of the expo through our professional and highly efficient “North Star Service.” By leveraging our competitive edge in smart venue operations, we significantly upgraded the event experience, ultimately helping this year’s CHITEC achieve a record-breaking scale in its history.



On-site view at the 27th CHITEC

#### The 11th Beijing International Senior Care and Aging Industry Expo

On October 29, 2025, the 11th Beijing International Senior Care and Aging Industry Expo officially opened. Leveraging our industry expertise, Beijing North Star played a pivotal role in driving a significant expansion in the expo’s scale compared to previous editions.



On-site view at the 11th Beijing International Senior Care and Aging Industry Expo

### Delivering high-quality support for state and government events

Adhering to the “best practice” standards, Beijing North Star flawlessly executed support services for various major state and government events throughout the year, relying on our professional and highly efficient operational capabilities. This vividly illustrates the pinnacle of our service quality and professional expertise.

#### The 3rd Conference of the 14th CPPCC Beijing Municipal Committee

From January 13 to 17, the 3rd Conference of the 14th CPPCC Beijing Municipal Committee was successfully convened. Beijing North Star efficiently fulfilled all service mandates. By ensuring absolute punctuality and executing flawless, zero-error transitions between sessions, we earned unanimous acclaim from committee members and administrative staff alike.



Pre-session preparations for the 3rd Conference of the 14th CPPCC Beijing Municipal Committee

#### The Fourth Ministerial Meeting of the China-CELAC Forum

On May 13, the Fourth Ministerial Meeting of the China-CELAC Forum was grandly convened. Adhering to the “Beijing North Star Standard,” Beijing North Star fully coordinated its diverse portfolio of resources to ensure the seamless execution of the conference.



Pre-meeting preparations for the Fourth Ministerial Meeting of the China-CELAC Forum

#### The 10th Annual Meeting of the Board of Governors of the Asian Infrastructure Investment Bank (AIIB)

From June 24 to 26, the 10th Annual Meeting of the Board of Governors of the AIIB was successfully convened. Through end-to-end carbon-neutral practices and the innovative integration of “technology + humanism + sustainability,” Beijing North Star infused professional expertise and a human touch into every detail, fully showcasing the exceptional quality of “Beijing Service.”



Pre-meeting preparations for the 10th Annual Meeting of the Board of Governors of the AIIB

### The Tianjin SCO Summit 2025

From August 31 to September 1, the Tianjin SCO Summit was successfully held. Guided by our iteratively upgraded service standards, Beijing North Star orchestrated synergistic operations across its affiliated enterprises, providing robust backing for the summit's flawless execution.



Pre-summit preparations for the Tianjin SCO Summit 2025

### The Global Summit of Women 2025

From October 13 to 14, the Global Summit of Women 2025 was successfully held. Adhering to the core principles of "the highest standards, the strictest requirements, the most meticulous measures, and the swiftest execution," Beijing North Star fully embodied the "Beijing North Star Standard" through meticulous organization, comprehensive deployment, and highly attentive service. Ultimately, we delivered a secure, comfortable, and thoroughly professional conference environment for the summit.



Beijing North Star's female workforce dedicated to supporting the Global Summit of Women

### Commitment to customer satisfaction

Beijing North Star adheres to the service philosophy of "Starting from Zero, Pursuing Excellence" and firmly embeds a "Customer First, Service Foremost" mindset. We continuously optimize our service quality and customer experience by systematically conducting satisfaction surveys and implementing closed-loop rectifications. We enforce standardized service systems, establish standardized complaint response mechanisms, and strictly execute policies for information confidentiality and privacy protection. Furthermore, we are comprehensively upgrading our barrier-free facilities to better accommodate individuals with specific accessibility needs, ultimately providing our customers with safe, reliable, and high-quality services delivered with a human touch.

### Delivering premium projects

Centered on the core objectives of "Enhancing Management Quality and Efficiency, Preventing and Controlling Compliance Risks," Beijing North Star operates on a foundation of robust policies, supported by technology, and safeguarded by rigorous oversight. We actively supervise the operations of our held assets and the engineering management of our real estate developments. We successfully completed the mid-year adjustments to the annual renovation and expansion plans for our held assets. By utilizing monthly engineering reports, we routinely track the progress and quality of our real estate projects. Furthermore, we advance mid-year specialized inspections and year-end reviews across our operating and management units, and strictly implement annual performance evaluations. These measures effectively mitigate quality risks and guarantee the high-quality fulfillment of all construction mandates.

## Impacts, risks, and opportunities management

| Risks                                                          | Risk Impact                                                                                                                                                                                           | Measures                                                                                                                                                                                                         |
|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Substandard Project Design or Construction Quality             | If engineering quality falls short of standards, it could directly compromise building safety, shorten the asset's service life, and trigger customer complaints alongside potential safety incidents | Establish an end-to-end quality management system for engineering projects; implement a "three-gate" control mechanism that encompasses design review, construction supervision, and final completion acceptance |
| Inconsistent Quality of Engineering and Construction Materials | Substandard material quality could lead to project delays, cost overruns, and underlying safety hazards                                                                                               | Implement stringent supplier admission evaluations and dynamic performance assessments; establish robust material testing and traceability mechanisms                                                            |
| Delayed After-Sales Service Response                           | Decreased customer satisfaction, which adversely impacts brand reputation                                                                                                                             | Establish dedicated customer service hotlines and rapid-response mechanisms; conduct regular customer satisfaction surveys                                                                                       |

## Indicators and targets

Beijing North Star will continuously consolidate its service and engineering quality management. We are committed to comprehensively elevating our integrated business operational capabilities and overall project quality, ultimately constructing a high-quality, trustworthy assurance mechanism for both our services and products.

| Indicator                                                                                                                                                    | Unit   | 2025  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-------|
| Customer satisfaction with services (the customers include but not limited to hotel guests, office building tenants, property owners, and exhibition guests) | %      | 93.41 |
| Number of lawsuits involving the safety or health of products or services                                                                                    | Case   | 0     |
| Number of customer complaints received within the year                                                                                                       | Case 例 | 1526  |
| Proportion of complaints properly responded to and solved                                                                                                    | %      | 98.5  |
| Proportion of quality problems occurred in properties during their warranty periods                                                                          | %      | 32.5  |
| Number of lawsuits involving the safety or health of houses or services                                                                                      | Case   | 0     |
| Number of complaints received due to leakage of customer information                                                                                         | Case   | 1     |

## Deepening brand development

Beijing North Star continues to refine its strategic brand positioning. With the release of the Beijing North Star Brand Manual, we have established a standardized brand system encompassing our core cultural connotations and visual identity application guidelines, showcasing our latest achievements in brand value accumulation and image revitalization. Furthermore, we have initiated the formulation of our "15th Five-Year" Brand Strategic Plan. By leveraging scientific planning to lead our branding direction, we provide solid strategic support and theoretical guidance to enhance both our brand influence and corporate competitiveness.



### Case Official release of the Beijing North Star Brand Manual

On August 8, 2025, the Beijing North Star Brand Manual was officially released. As a foundational brand guideline that integrates conceptual depth, strategic guidance, and practical utility, the manual is structured into two primary sections: Beijing North Star's Brand Essence and the Brand Visual Identity Guidelines. The Brand Essence section encompasses six core components: the Company Profile, Brand Architecture, Brand Vision, Brand Positioning, Brand Mission, and Brand Values. Meanwhile, the Brand Visual Identity Guidelines detail the interpretation of the brand logo, the underlying significance of the color palette, standardized colors and application principles, as well as the endorsement framework for parent and sub-brands. The launch of this manual marks a significant new milestone in Beijing North Star's brand development. Looking ahead, guided by our robust brand culture, we will continue to write an even more brilliant chapter in our ongoing journey to facilitate international exchanges and construct ideal spaces.



The Beijing North Star Brand Manual

## Dedicated to Giving Back to Society

Beijing North Star is committed to building a foundation of responsibility and presenting warming hearts through philanthropic endeavors. We steadfastly support rural revitalization, actively respond to the needs of the community, and regularly engage in community care initiatives. By comprehensively fulfilling our corporate social responsibilities, we strive to align with the progress of our times and advance alongside the well-being of the people.

### Supporting rural revitalization

Leveraging our strategic positioning and unique resources, Beijing North Star is steadily advancing its rural revitalization assistance programs. We continuously deepen multidimensional initiatives—such as driving industrial development to invigorate villages, stabilizing employment, and supporting agriculture through consumption. We have established a diversified, long-term assistance framework that encompasses partnered villages both locally and in other regions. Through these pragmatic measures, we inject enduring momentum into rural revitalization.

#### Strengthening Top-Level Design

It regularly holds meetings of the Rural Revitalization Working Group and meetings for First Secretaries stationed in villages to ensure the effective implementation of all initiatives. A Rural Revitalization Leading Group and an operational Working Group have been established, with the Leading Group providing unified command and overall coordination. It has dispatched three highly responsible and dedicated cadres to serve as First Secretaries in Tanghekou Town, Huairou District. This empowers our cadres to shoulder responsibilities and take proactive actions on the frontlines of consolidating poverty alleviation achievements and advancing rural revitalization.

#### Deploying Multidimensional Assistance Initiatives

Grounded in the actual needs of rural communities, we have established a multidimensional assistance framework that integrates consumption, philanthropy, industrial development, and Party-building initiatives, thereby systematically empowering local development.

**Consumption-Driven Assistance:** Through “Mass Entrepreneurship and Innovation” procurement, we completed a total of CNY 6.4250 million in purchases from partnered regions outside the municipality. Furthermore, we facilitated the sale of 24,250 kg of agricultural products for three partnered villages with vulnerable collective economies in Tanghekou Town. This initiative generated CNY 365,000 in additional income, effectively broadening the market channel for local agricultural products

**Employment Assistance:** Recruited and hired 34 individuals from assisted regions, providing stable employment channels for the assisted areas

**Philanthropic Assistance:** We donated CNY 500,000 to support public welfare anti-desertification and ecological restoration projects in the Hotan region. Donated RMB 150,000 as a designated fund for post-disaster reconstruction in our partnered villages in Huairou District affected by floods (allocated as RMB 50,000 each for Yinhegou Village, Xuying Village, and Dazhazi Village)

**Party-Building Assistance:** Leveraging a “Party-Building+” model, we organized grassroots Party organizations from our subsidiaries to conduct Theme Party Day activities in our partnered villages. Through collaborative exchanges and volunteer labor, we reinforced the guiding role of Party building. This approach fosters a mutually beneficial scenario characterized by “Strong Party Building, Thriving Rural Communities, and a Prosperous Enterprise”



The CNCC Party Committee and the Party Branch of Dazhazi Village (Tanghekou Town, Huairou District) conduct a joint community-building activity

## Responding to the citizens' appeals for their livelihood

Beijing North Star deeply implements the directives and strategic deployments of the Beijing Municipal Party Committee, the Municipal Government, and the Municipal SASAC regarding the deepening of the “Swift Response to Public Complaints” reform. Anchored by the core objectives of “rapid response, efficient processing, timely feedback, and proactive governance,” we continuously perfect the organizational mechanisms and institutional frameworks of this response system. By strengthening proactive governance, we significantly enhance the quality and efficiency of addressing public appeals. In 2025, we received and processed 121 citizen hotline work orders. Guided by the fundamental mandate of “resolving the actual issue,” we ensured that “every case is accounted for, and every inquiry receives a timely resolution.” Concurrently, in accordance with the overall requirements for strengthening and improving public grievance mechanisms, Beijing North Star consistently advances the rule of law in handling public petitions. During the year, we processed 14 online petition cases via the Beijing Municipal SASAC’s digital platform and received 7 in-person visits at our headquarters.

### Practicing philanthropy and charity

Beijing North Star continues to deepen its commitment to philanthropic endeavors. We actively establish volunteer teams and organize a diverse array of volunteer activities. Through concrete actions, we demonstrate corporate compassion, practice humanistic care, and promote a positive social ethos of striving for progress and benevolence. In 2025, our workforce contributed a cumulative total of approximately 958 hours of volunteer activities.



#### Case

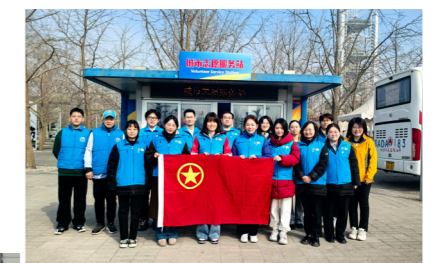
The Youth League Committees of V-Continent Beijing Parkview Wuzhou Hotel, and the Beijing Continental Grand Hotel and Beijing International Convention Center jointly participate in community volunteer services

On March 20, 2025, the V-Continent Beijing Parkview Wuzhou Hotel, in collaboration with the Beijing Continental Grand Hotel and Beijing International Convention Center, organized representatives of Party and Youth League members to visit the Beichendonglu Community for a themed volunteer service activity: “Learning from Lei Feng, Fostering New Social Trends, Serving the Community, and Dedicating Compassion.” Guided by community workers, the volunteers collectively cleared dead branches and fallen leaves from the green spaces. They also meticulously pruned overgrown, withered, and disorderly branches. With a well-organized division of labor and seamless teamwork, the group used concrete actions to tangibly improve the community environment.



Volunteers engaged in community service

Beijing Capital Group Exhibitions Events launches the “Youth League Badges Shining with the Spirit of Lei Feng” volunteer campaign



The CNCC conducts volunteer service activities in honor of “Lei Feng Day”



# Future Prospects

The year 2026 marks the inaugural year of the “15th Five-Year” Plan. Standing at this critical historical juncture and guided by the “One Body, Two Wings” strategy, Beijing North Star will continue to deeply cultivate its core convention and exhibition business, while simultaneously driving the development of complementary exhibition supporting services and real estate operations. Driven by “Coordinated Development and Reform-driven Innovation,” we will deepen industrial integration and dedicate ourselves to building an industrial ecosystem characterized by end-to-end synergy and comprehensive empowerment. We will forge ahead resolutely toward our overarching goal: to become a “world-class exhibition event service provider and a leading domestic compound real estate operator and branded company.”

**Optimizing Governance to Consolidate the Foundation of Development.** In 2026, Beijing North Star will center on refined corporate governance, continuing to consolidate the achievements of state-owned enterprise reforms. We will perfect the “Three Majors and One Large” decision-making framework, optimize our integrated system of legal affairs, compliance, internal controls, and risk management, while deepening ESG management and information disclosure. By strictly standardizing critical procedures such as asset transactions and bidding procurement, we will firmly safeguard the Company’s robust and steady development.

**Embracing Low-Carbon Practices to Lead a Green Future.** In 2026, Beijing North Star will continuously deepen its Dual Carbon initiatives, and further refine its environmental management system by institutionalizing routine energy consumption monitoring and carbon accounting. We will place a strategic focus on advancing energy efficiency retrofits for existing buildings and promoting the application of green building materials. By increasing the proportion of clean energy and enhancing resource circularity, we will explore full-lifecycle green operational models for our projects, thereby accelerating our green and low-carbon transition.

**Fulfilling Corporate Responsibilities to Co-build a Harmonious Society.** In 2026, Beijing North Star will continuously refine our service assurance capabilities for major events and drive the quality enhancement of our products and services. We will deepen our “Talent-Driven Enterprise” strategy and cultivate a collaborative development ecosystem. Working hand in hand with our partners, we aim to propel industry-wide upgrades. Furthermore, we will actively implement rural revitalization initiatives and deepen our community co-construction and philanthropic practices, ensuring that the fruits of our development are shared by all.

**The blueprint has been drawn, and the time to forge ahead is now.** Looking ahead, Beijing North Star will take resolute strides to overcome any challenges along the path. Through united efforts and dedicated perseverance, we will create new miracles and usher in an even brighter tomorrow for Beijing North Star!

# Appendix

## Key Performance

| S.N.                                  | Indicator                                                                                                          | Unit                                                           | 2023     | 2024     | 2025    |
|---------------------------------------|--------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|----------|----------|---------|
| <b>ESG performance: governance</b>    |                                                                                                                    |                                                                |          |          |         |
| 1.                                    | Total assets                                                                                                       | CNY 100 million                                                | 562.25   | 488.42   | 431.67  |
| 2.                                    | Owner’s equity                                                                                                     | CNY 100 million                                                | 155.30   | 117.67   | 91.59   |
| 3.                                    | Operating revenue                                                                                                  | CNY 100 million                                                | 157.51   | 71.52    | 60.60   |
| 4.                                    | Total profit                                                                                                       | CNY 100 million                                                | 3.99     | -31.52   | -29.21  |
| 5.                                    | Total tax payment                                                                                                  | CNY 100 million                                                | 14.39    | 9.63     | 13.65   |
| 6.                                    | Return on equity                                                                                                   | %                                                              | -0.40    | -25.06   | -36.44  |
| 7.                                    | Debt-to-assets ratio                                                                                               | %                                                              | 72.38    | 75.91    | 78.78   |
| 8.                                    | Number of Party building activities                                                                                | Times                                                          | 1296     | 1260     | 3199    |
| 9.                                    | Number of meetings held by the Board of Directors                                                                  | Times                                                          | 30       | 36       | 19      |
| 10.                                   | Number of independent directors                                                                                    | No.                                                            | 3        | 3        | 3       |
| 11.                                   | Proportion of female directors                                                                                     | %                                                              | 22       | 22       | 38      |
| 12.                                   | Number of sustainability/CSR/ESG training sessions                                                                 | Times                                                          | 1        | 2        | 1       |
| 13.                                   | Number of participants of sustainability/CSR/ESG training sessions                                                 | Person-time                                                    | 69       | 120      | 80      |
| 14.                                   | Hours of sustainability/CSR/ESG training sessions                                                                  | Hours                                                          | 2        | 4        | 2       |
| 15.                                   | Number of honors/awards earned for sustainability/CSR/ESG in the year                                              | No.                                                            | 2        | 1        | 4       |
| 16.                                   | Number of corruption lawsuits filed and concluded against the Company or its employees during the reporting period | Case                                                           | 0        | 0        | 0       |
| 17.                                   | Number of cases involving bribery, extortion, fraud, and money laundering                                          | Case                                                           | 0        | 0        | 0       |
| 18.                                   | Number of employees received anti-corruption and integrity training in the year                                    | Person-time                                                    | 4210     | 8706     | 6084    |
| <b>ESG performance: environmental</b> |                                                                                                                    |                                                                |          |          |         |
| 19.                                   | Nitrogen oxides <sup>1</sup>                                                                                       | Metric tons (MT)                                               | 0.667    | 0.679    | 0.646   |
| 20.                                   | Sulfur oxides <sup>2</sup>                                                                                         | Metric tons (MT)                                               | 0.021    | 0.021    | 0.019   |
| 21.                                   | Greenhouse gas emission <sup>3</sup>                                                                               |                                                                |          |          |         |
|                                       | Total greenhouse gas emissions                                                                                     | Metric tons of carbon dioxide equivalent (MTCO <sub>2</sub> e) | 61282    | 64566    | 59429   |
|                                       | Scope 1 direct emissions                                                                                           | Metric tons of carbon dioxide equivalent (MTCO <sub>2</sub> e) | 983      | 971      | 926     |
|                                       | Scope 2 indirect emissions                                                                                         | Metric tons of carbon dioxide equivalent (MTCO <sub>2</sub> e) | 60318    | 63600    | 58531   |
|                                       | Emission reduction from trees held                                                                                 | Metric tons of carbon dioxide equivalent (MTCO <sub>2</sub> e) | 19       | 4        | 28      |
|                                       | Greenhouse gas emissions per square meter of floor area (Scopes 1 and 2)                                           | Metric tons of carbon dioxide equivalent (MTCO <sub>2</sub> e) | 0.0759   | 0.0823   | 0.1156  |
| 22.                                   | Total amount of harmless waste generated                                                                           | kg                                                             | 10146667 | 10083329 | 6802083 |
| 23.                                   | Kitchen waste                                                                                                      | kg                                                             | 1677630  | 1703177  | 2639350 |
| 24.                                   | Domestic garbage                                                                                                   | kg                                                             | 8469037  | 8380152  | 4162733 |
| 25.                                   | Total harmless waste generated per square meter of floor area                                                      | kg                                                             | 11.69    | 12.86    | 13.23   |
| 26.                                   | Compliance rate of harmless waste disposal                                                                         | %                                                              | 100      | 100      | 100     |
| 27.                                   | Total amount of hazardous waste generated                                                                          | kg                                                             | 3485     | 7115     | 1169    |
| 28.                                   | Waste fluorescent tubes containing mercury                                                                         | kg                                                             | 2132     | 6432     | 618     |

| S.N.                           | Indicator                                                                      | Unit        | 2023   | 2024   | 2025   |
|--------------------------------|--------------------------------------------------------------------------------|-------------|--------|--------|--------|
| 29.                            | Electronic waste                                                               | kg          | 671    | 203    | 56     |
| 30.                            | Waste batteries                                                                | kg          | 300    | 52     | 60     |
| 31.                            | Waste printer ink cartridges                                                   | kg          | 357    | 356    | 255    |
| 32.                            | Waste oil generated from cleaning of air conditioning system                   | kg          | 25     | 72     | 180    |
| 33.                            | Total amount of hazardous waste generated per square meter of floor area       | kg          | 0.004  | 0.009  | 0.002  |
| 34.                            | Compliance rate of hazardous waste disposal                                    | %           | 100    | 100    | 100    |
| 35.                            | Number of cases involving illegal discharge of pollutants into the environment | Case        | 0      | 0      | 0      |
| 36.                            | Energy consumption <sup>4</sup>                                                |             |        |        |        |
|                                | Total energy consumption                                                       | MWh         | 128283 | 135369 | 124618 |
|                                | Purchased electricity                                                          | MWh         | 54202  | 57104  | 52781  |
|                                | Natural gas                                                                    | MWh         | 4505   | 4420   | 4215   |
|                                | Gasoline                                                                       | MWh         | 272    | 204    | 201    |
|                                | Diesel                                                                         | MWh         | 18     | 76     | 67     |
|                                | Purchased heat                                                                 | MWh         | 69287  | 73565  | 67354  |
|                                | Total energy consumption per square meter of floor area                        | MWh         | 0.16   | 0.17   | 0.24   |
| 37.                            | Total water consumption                                                        | Cubic meter | 734548 | 771118 | 725008 |
| 38.                            | Proportion of purchased tap water                                              | %           | 100    | 100    | 100    |
| 39.                            | Total water consumption per square meter of floor area                         | Cubic meter | 0.91   | 0.98   | 1.41   |
| 40.                            | Sewage discharge <sup>5</sup>                                                  | Cubic meter | 675784 | 709428 | 681507 |
| 41.                            | Recycled glass products                                                        | kg          | 57754  | 63805  | 101884 |
| 42.                            | Recycled plastic products                                                      | kg          | 87853  | 84303  | 88380  |
| 43.                            | Number of recycled hotel room waste/old towels                                 | /           | 15270  | 18483  | 10614  |
| 44.                            | Recycled hotel room soap                                                       | kg          | 1085   | 374.6  | 1270   |
| 45.                            | Number of recycled hotel room toothbrushes                                     | /           | 210715 | 244010 | 259000 |
| 46.                            | Number of trees held, at height of 5m or above                                 | /           | 826    | 186    | 1234   |
| 47.                            | Number of cases involving damage to the natural environment                    | Case        | 0      | 0      | 0      |
| 48.                            | Environmental protection investment in the year                                | CNY 10,000  | /      | 855    | 746    |
| 49.                            | Number of Green Building Certificates                                          | No.         | /      | 2      | 10     |
| <b>ESG performance: social</b> |                                                                                |             |        |        |        |
| 50.                            | Total number of employees                                                      | No.         | 5290   | 5115   | 4729   |
| 51.                            | By sex                                                                         |             |        |        |        |
|                                | Male                                                                           | No.         | 2980   | 2842   | 2701   |
|                                | Female                                                                         | No.         | 2310   | 2273   | 2028   |
| 52.                            | By education background                                                        |             |        |        |        |
|                                | Master degree or higher                                                        | No.         | 279    | 308    | 319    |
|                                | Bachelor degree                                                                | No.         | 1757   | 1774   | 1644   |
|                                | Associate degree                                                               | No.         | 1404   | 1320   | 1218   |
|                                | Secondary school education                                                     | No.         | 840    | 766    | 358    |
|                                | Others                                                                         | No.         | 1010   | 947    | 1190   |

| S.N. | Indicator                          | Unit  | 2023  | 2024  | 2025  |
|------|------------------------------------|-------|-------|-------|-------|
| 53.  | By age (years old)                 |       |       |       |       |
|      | ~30                                | No.   | 1382  | 1163  | 1056  |
|      | 30~50                              | No.   | 3236  | 3228  | 2997  |
|      | 50~                                | No.   | 672   | 724   | 676   |
| 54.  | By nationality                     |       |       |       |       |
|      | Chinese Mainland                   | No.   | 5285  | 5112  | 4728  |
|      | Hong Kong, Macao and Taiwan        | No.   | 0     | 1     | 1     |
|      | Foreign countries                  | No.   | 5     | 2     | 0     |
| 55.  | By job level                       |       |       |       |       |
|      | Top management                     | No.   | 58    | 74    | 126   |
|      | Middle management                  | No.   | 491   | 492   | 441   |
|      | Non-management                     | No.   | 4741  | 4549  | 4162  |
|      | Change in composition of employees |       |       |       |       |
| 56.  | By sex                             |       |       |       |       |
|      | Male                               | %     | 12.4  | 10.4  | 13.0  |
|      | Female                             | %     | 13.2  | 12.9  | 18.4  |
| 57.  | By age (years old)                 |       |       |       |       |
|      | ~30                                | %     | 20.5  | 25.2  | 23.7  |
|      | 30~50                              | %     | 10.3  | 7.9   | 14.0  |
|      | 50~                                | %     | 6.1   | 5.7   | 11.5  |
| 58.  | By nationality                     |       |       |       |       |
|      | Chinese Mainland                   | %     | 12.8  | 11.5  | 15.8  |
|      | Hong Kong, Macao and Taiwan        | %     | 0     | 0     | 0     |
|      | Foreign countries                  | %     | 16.67 | 0     | 0     |
| 59.  | Percentage of employees trained    | %     | 99.00 | 97.89 | 98.76 |
| 60.  | By sex                             |       |       |       |       |
|      | Male                               | %     | 54.60 | 54.8  | 54.7  |
|      | Female                             | %     | 45.40 | 45.2  | 45.3  |
| 61.  | By job level                       |       |       |       |       |
|      | Top management                     | %     | 0.69  | 1.48  | 1.62  |
|      | Middle management                  | %     | 9.10  | 9.13  | 9.15  |
|      | Non-management                     | %     | 90.21 | 89.39 | 89.23 |
|      | Per capita training duration       |       |       |       |       |
| 62.  | By sex                             |       |       |       |       |
|      | Male                               | Hours | 33.80 | 30.00 | 38.00 |
|      | Female                             | Hours | 43.56 | 37.00 | 40.00 |

| S.N. | Indicator                                                                                                                                                    | Unit            | 2023  | 2024  | 2025  |
|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-------|-------|-------|
| 63.  | By job level                                                                                                                                                 |                 |       |       |       |
|      | Top management                                                                                                                                               | Hours           | 39.59 | 51.00 | 55.00 |
|      | Middle management                                                                                                                                            | Hours           | 45.02 | 47.00 | 47.00 |
|      | Non-management                                                                                                                                               | Hours           | 37.32 | 31.00 | 34.00 |
| 64.  | Proportion of female managers (department head or above)                                                                                                     | %               | 41    | 46    | 45    |
| 65.  | Salary ratio of female employees to male employees                                                                                                           |                 |       |       |       |
|      | Management                                                                                                                                                   | %               | 1     | 1     | 1     |
|      | Non-management employees                                                                                                                                     | %               | 1     | 1     | 1     |
| 66.  | Number of per capita paid vacation days                                                                                                                      | Day             | 11    | 11    | 10    |
| 67.  | Labor contract signing rate                                                                                                                                  | %               | 100   | 100   | 100   |
| 68.  | Coverage of social insurance                                                                                                                                 | %               | 100   | 100   | 100   |
| 69.  | Coverage of physical examination for employees                                                                                                               | %               | 100   | 100   | 100   |
| 70.  | Total investment in work safety                                                                                                                              | CNY 100 million | /     | 0.3   | 1     |
| 71.  | Number of participants of work safety training                                                                                                               | Person-time     | 3748  | 5822  | 500   |
| 72.  | Coverage of work safety training                                                                                                                             | %               | /     | 100   | 100   |
| 73.  | Number of lost workdays due to work-related injury                                                                                                           | Day             | 709   | 957.5 | 0     |
| 74.  | Number of work-related fatalities                                                                                                                            | Case            | 2     | 0     | 0     |
| 75.  | Incidence rate of work-related accidents recordable within 200,000 hours                                                                                     | %               | 0.359 | 0.361 | 0     |
| 76.  | Incidence rate of occupational diseases                                                                                                                      | %               | 0     | 0     | 0     |
| 77.  | R&D investment                                                                                                                                               | CNY 100 million | -     | 0.17  | 0.78  |
| 78.  | Total number of valid patents                                                                                                                                | Nos.            | 4     | 4     | 5     |
| 79.  | Suppliers established long-term partnership with the Company                                                                                                 |                 |       |       |       |
|      | Total                                                                                                                                                        | No.             | 1005  | 829   | 1247  |
|      | Chinese Mainland                                                                                                                                             | No.             | 1005  | 829   | 1238  |
| 80.  | Wherein, suppliers selected and controlled by the Company based on its environmental and social risk control policies                                        |                 |       |       |       |
|      | Total                                                                                                                                                        | No.             | 970   | 829   | 1146  |
|      | Chinese Mainland                                                                                                                                             | No.             | 970   | 829   | 1137  |
| 81.  | Number of suppliers passed certification of quality, OHSE or energy management system                                                                        | No.             | 527   | 500   | 366   |
| 82.  | Customer satisfaction with services (the customers include but not limited to hotel guests, office building tenants, property owners, and exhibition guests) | %               | 95.11 | 94.31 | 93.41 |
| 83.  | Number of lawsuits involving the safety or health of products or services                                                                                    | Case            | 0     | 0     | 0     |
| 84.  | Number of customer complaints received within the year                                                                                                       | Case            | 6     | 20    | 1526  |
| 85.  | Proportion of complaints properly responded to and solved                                                                                                    | %               | 100   | 100   | 98.5  |
| 86.  | Number of cases involving infringement of intellectual property rights by products or services                                                               | Case            | 0     | 0     | 0     |
| 87.  | Proportion of quality problems occurred in properties during their warranty periods                                                                          | %               | 0     | 0     | 32.5  |
| 88.  | Number of lawsuits involving the safety or health of houses or services                                                                                      | Case            | 0     | 0     | 0     |
| 89.  | Number of complaints received due to leakage of customer information                                                                                         | Case            | 0     | 0     | 1     |

| S.N. | Indicator                                                                                                        | Unit        | 2023   | 2024   | 2025   |
|------|------------------------------------------------------------------------------------------------------------------|-------------|--------|--------|--------|
| 90.  | Investment in rural revitalization work (including money and materials invested in poverty alleviation projects) | CNY 10,000  | 905.5  | 806.66 | 745.17 |
| 91.  | Wherein: total money invested                                                                                    | CNY 10,000  | 75.00  | 50.00  | 65.00  |
| 92.  | And wherein: total materials invested                                                                            | CNY 10,000  | 830.45 | 756.66 | 680.17 |
| 93.  | Number of beneficiaries of rural revitalization programs                                                         | No.         | 94     | 132    | 800    |
| 94.  | Times of payments made to persons in need                                                                        | Person-time | 70     | 27     | 34     |
| 95.  | Total payments made to persons in need                                                                           | CNY 10,000  | 5.2    | 6.07   | 8.5    |
| 96.  | Number of volunteers assigned by the Company                                                                     | No.         | 97     | 242    | 263    |
| 97.  | Hours of voluntary activities                                                                                    | Hours       | 439    | 761    | 958    |

- 1 Nitrogen oxide emissions represent the total atmospheric pollutant emissions generated by diesel- and natural gas-fueled equipment at the Company's held properties within Beijing for the year 2025. The calculation methodologies and relevant emission factors for these atmospheric pollutants are based on the Manual of Accounting Methods and Coefficients for Pollutant Generation and Emission from Statistical Investigation of Emission Sources.
- 2 Sulfur oxide emissions represent the total atmospheric pollutant emissions generated by diesel- and natural gas-fueled equipment at the Company's held properties within Beijing for the year 2025. The calculation methodologies and relevant emission factors for these atmospheric pollutants reference the Official Reply on Issues Concerning the Sulfur Dioxide Emission Coefficient of Gas Facilities Burning Municipal Pipeline Natural Gas in Beijing issued by the former Ministry of Environmental Protection of the People's Republic of China, as well as the Manual of Accounting Methods and Coefficients for Pollutant Generation and Emission from Statistical Investigation of Emission Sources.
- 3 The calculation methodologies and relevant emission factors for this greenhouse gas emission inventory reference the Guidelines for Accounting and Reporting of Carbon Dioxide Emissions from Enterprises (Entities) in Beijing (2018 Edition) and the Requirements for Carbon Dioxide Emission Accounting and Reporting - Power Generation Industry (DB11/T1781-2020) issued by the Beijing Municipal Ecology and Environment Bureau, as well as the GHG Protocol Corporate Accounting and Reporting Standard issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). The calculation scope for the Company's 2025 GHG emissions includes direct GHG emissions generated by gasoline and diesel vehicles, other diesel-fueled equipment, and natural gas-fueled equipment such as gas boilers, as well as indirect GHG emissions resulting from the consumption of purchased electricity and purchased heat.
- 4 The calculation scope covers the total annual consumption of the Company's held properties within Beijing. The energy consumption data disclosed in this report are calculated based on actual energy consumption and the relevant conversion factors provided by the IEA.
- 5 All discharged wastewater is classified as domestic wastewater.

## Index of Indicators

| HKEX ESG                                         |                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                       |
|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Subject Areas, Aspects                           | General Disclosures and KPIs                                                                                                                                                                                                                                                        | References/Remarks                                                                                                                                                                                                                                                    |
| <b>A Environmental</b>                           |                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                       |
| Aspect A1: Emissions                             | General Disclosure: Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(III) Promoting Energy Conservation: controlling pollution emissions<br>II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(I) Refining Environmental Management |
|                                                  | A1.1 The types of emissions and respective emissions data.                                                                                                                                                                                                                          | Appendix - Key performance indicators                                                                                                                                                                                                                                 |
|                                                  | A1.2 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).                                                                                                                                               | Appendix - Key performance indicators                                                                                                                                                                                                                                 |
|                                                  | A1.3 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).                                                                                                                                           | Appendix - Key performance indicators                                                                                                                                                                                                                                 |
|                                                  | A1.4 Description of emission target(s) set and steps taken to achieve them.                                                                                                                                                                                                         | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(III) Promoting Energy Conservation: controlling pollution emissions                                                                                                                      |
|                                                  | A1.5 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.                                                                                                                               | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(III) Promoting Energy Conservation: controlling pollution emissions                                                                                                                      |
| Aspect A2: Use of Resources                      | General Disclosure: Policies on the efficient use of resources, including energy, water and other raw materials.                                                                                                                                                                    | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(III) Promoting Energy Conservation: conserving energy and resources                                                                                                                      |
|                                                  | A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).                                                                                                     | Appendix - Key performance indicators                                                                                                                                                                                                                                 |
|                                                  | A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).                                                                                                                                                                                   | Appendix - Key performance indicators                                                                                                                                                                                                                                 |
|                                                  | A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.                                                                                                                                                                                            | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(III) Promoting Energy Conservation: conserving energy and resources                                                                                                                      |
|                                                  | A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.                                                                                                                           | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(III) Promoting Energy Conservation: conserving energy and resources                                                                                                                      |
|                                                  | A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.                                                                                                                                                       | Not applicable due to the nature of the Company's business.                                                                                                                                                                                                           |
| Aspect A3: The Environment and Natural Resources | General Disclosure: Policies on minimising the issuer's significant impacts on the environment and natural resources.                                                                                                                                                               | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability                                                                                                                                                                                           |
|                                                  | A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.                                                                                                                                            | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability                                                                                                                                                                                           |

| HKEX ESG                               |                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                 |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| Subject Areas, Aspects                 | General Disclosures and KPIs                                                                                                                                                                                                                                                                                                        | References/Remarks                                                                                                              |
| <b>B. Social</b>                       |                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                 |
| <b>Employment and Labour Practices</b> |                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                 |
| Aspect B1: Employment                  | General Disclosure: Information on: the policies; and 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. | III. North Star's Commitment: Co-Creating a Brighter Future-(I) Building a Harmonious Workplace: fostering workforce cohesion   |
|                                        | B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.                                                                                                                                                                                                               | Appendix - Key performance indicators                                                                                           |
|                                        | B1.2 Employee turnover rate by gender, age group and geographical region.                                                                                                                                                                                                                                                           | Appendix - Key performance indicators                                                                                           |
| Aspect B2: Health and Safety           | General Disclosure: Information on: the policies; and 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.                                                                               | III. North Star's Commitment: Co-Creating a Brighter Future-(I) Building a Harmonious Workplace: safeguarding health and safety |
|                                        | B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.                                                                                                                                                                                                              | Appendix - Key performance indicators                                                                                           |
|                                        | B2.2 Lost days due to work injury.                                                                                                                                                                                                                                                                                                  | Appendix - Key performance indicators                                                                                           |
| Aspect B3: Development and Training    | B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.                                                                                                                                                                                                                    | III. North Star's Commitment: Co-Creating a Brighter Future-(I) Building a Harmonious Workplace: safeguarding health and safety |
|                                        | General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.                                                                                                                                                                                       | III. North Star's Commitment: Co-Creating a Brighter Future-(I) Building a Harmonious Workplace: fostering workforce cohesion   |
|                                        | B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).                                                                                                                                                                                                               | Appendix - Key performance indicators                                                                                           |
| Aspect B4: Labour Standards            | B3.2 The average training hours completed per employee by gender and employee category.                                                                                                                                                                                                                                             | Appendix - Key performance indicators                                                                                           |
|                                        | General Disclosure: Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.                                                                                                                                    | III. North Star's Commitment: Co-Creating a Brighter Future-(I) Building a Harmonious Workplace: fostering workforce cohesion   |
|                                        | B4.1 Description of measures to review employment practices to avoid child and forced labour.                                                                                                                                                                                                                                       | III. North Star's Commitment: Co-Creating a Brighter Future-(I) Building a Harmonious Workplace: fostering workforce cohesion   |
|                                        | B4.2 Description of steps taken to eliminate such practices when discovered.                                                                                                                                                                                                                                                        | III. North Star's Commitment: Co-Creating a Brighter Future-(I) Building a Harmonious Workplace: fostering workforce cohesion   |

| HKEX ESG                           |                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                              |
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| Subject Areas, Aspects             | General Disclosures and KPIs                                                                                                                                                                                                                                                                  | References/Remarks                                                                                                                                                                                                                                                                                           |
| <b>B. Social</b>                   |                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                              |
| Operating Practices                |                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                              |
| Aspect B5: Supply Chain Management | General Disclosure: Policies on managing environmental and social risks of the supply chain.                                                                                                                                                                                                  | III. North Star's Commitment: Co-Creating a Brighter Future-(II) Achieving Mutual Success with Our Partners: strengthening supply chain management                                                                                                                                                           |
|                                    | B5.1 Number of suppliers by geographical region.                                                                                                                                                                                                                                              | Appendix - Key performance indicators                                                                                                                                                                                                                                                                        |
|                                    | 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.                                                                                                                      | III. North Star's Commitment: Co-Creating a Brighter Future-(II) Achieving Mutual Success with Our Partners: strengthening supply chain management                                                                                                                                                           |
|                                    | B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.                                                                                                                                             | III. North Star's Commitment: Co-Creating a Brighter Future-(II) Achieving Mutual Success with Our Partners: strengthening supply chain management                                                                                                                                                           |
|                                    | B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.                                                                                                                          | III. North Star's Commitment: Co-Creating a Brighter Future-(II) Achieving Mutual Success with Our Partners: strengthening supply chain management                                                                                                                                                           |
| Aspect B6: Product Responsibility  | General Disclosure: Information on: the policies; and 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. | III. North Star's Commitment: Co-Creating a Brighter Future-(III) Leading with Brand Value: forging exceptional quality                                                                                                                                                                                      |
|                                    | B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.                                                                                                                                                                                           | Not applicable due to the nature of the Company's business.                                                                                                                                                                                                                                                  |
|                                    | B6.2 Number of products and service related complaints received and how they are dealt with.                                                                                                                                                                                                  | III. North Star's Commitment: Co-Creating a Brighter Future-(III) Leading with Brand Value: forging exceptional quality<br>Appendix - Key performance indicators                                                                                                                                             |
|                                    | B6.3 Description of practices relating to observing and protecting intellectual property rights.                                                                                                                                                                                              | I. Beijing North Star's Governance: Charting a New Course in Compliance-(III) Commitment to Compliant Operations: implementing compliance management                                                                                                                                                         |
|                                    | B6.4 Description of quality assurance process and recall procedures.                                                                                                                                                                                                                          | III. North Star's Commitment: Co-Creating a Brighter Future-(II) Achieving Mutual Success with Our Partners: strengthening supply chain management<br>III. North Star's Commitment: Co-Creating a Brighter Future-(III) Leading with Brand Value: forging exceptional quality                                |
|                                    | B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.                                                                                                                                                                                | III. North Star's Commitment: Co-Creating a Brighter Future-(III) Leading with Brand Value: forging exceptional quality                                                                                                                                                                                      |
| Aspect B7: Anti-corruption         | General Disclosure: Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.                                                                                  | I. Beijing North Star's Governance: Charting a New Course in Compliance-(III) Commitment to Compliant Operations: upholding strong business ethics                                                                                                                                                           |
|                                    | B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.                                                                                                                       | Appendix - Key performance indicators                                                                                                                                                                                                                                                                        |
|                                    | B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.                                                                                                                                                                           | I. Beijing North Star's Governance: Charting a New Course in Compliance-(III) Commitment to Compliant Operations: upholding strong business ethics                                                                                                                                                           |
|                                    | B7.3 Description of anti-corruption training provided to directors and staff.                                                                                                                                                                                                                 | I. Beijing North Star's Governance: Charting a New Course in Compliance-(III) Commitment to Compliant Operations: upholding strong business ethics<br>I. Beijing North Star's Governance: Charting a New Course in Compliance-(I) Strengthening the Guidance of Party Building: strengthening Party building |

| HKEX ESG                        |                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                  |
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| Subject Areas, Aspects          | General Disclosures and KPIs                                                                                                                                                                               | References/Remarks                                                                                                                                                                                                                                                               |
| <b>B. Social</b>                |                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                  |
| Community                       |                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                  |
| Aspect B8: Community Investment | General Disclosure: Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. | III. North Star's Commitment: Co-Creating a Brighter Future-(IV) Dedicated to Giving Back to Society                                                                                                                                                                             |
|                                 | B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).                                                                                           | III. North Star's Commitment: Co-Creating a Brighter Future-(IV) Dedicated to Giving Back to Society                                                                                                                                                                             |
|                                 | B8.2 Resources contributed (e.g. money or time) to the focus area.                                                                                                                                         | III. North Star's Commitment: Co-Creating a Brighter Future-(IV) Dedicated to Giving Back to Society<br>Appendix - Key performance indicators                                                                                                                                    |
| Climate-related Disclosures     |                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                  |
| Governance                      | Governance                                                                                                                                                                                                 | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: governance                                                                                                                                                           |
| Strategy                        | Climate-related risks and opportunities                                                                                                                                                                    | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: impacts, risks, and opportunities management                                                                                                                         |
|                                 | Business model and value chain                                                                                                                                                                             | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: strategy<br>II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: impacts, risks, and opportunities management |
|                                 | Strategy and decision-making                                                                                                                                                                               | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: strategy                                                                                                                                                             |
|                                 | Financial position, financial performance and cash flows <sup>6</sup>                                                                                                                                      | --                                                                                                                                                                                                                                                                               |
| Risk Management                 | Climate resilience                                                                                                                                                                                         | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: strategy<br>II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: impacts, risks, and opportunities management |
|                                 | Risk Management                                                                                                                                                                                            | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: impacts, risks, and opportunities management                                                                                                                         |

| HKEX ESG                                                           |                                                                                                                                                                          |                                                                                                                                                                          |
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| Subject Areas, Aspects                                             | General Disclosures and KPIs                                                                                                                                             | References/Remarks                                                                                                                                                       |
| <b>B. Social</b>                                                   |                                                                                                                                                                          |                                                                                                                                                                          |
| Metrics and Targets                                                | Greenhouse gas emission <sup>7</sup>                                                                                                                                     | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: indicators and targets Appendix - Key performance indicators |
|                                                                    | Climate-related transition risks                                                                                                                                         | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: impacts, risks, and opportunities management                 |
|                                                                    | Climate-related physical risks                                                                                                                                           | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: impacts, risks, and opportunities management                 |
|                                                                    | Climate-related opportunities                                                                                                                                            | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: impacts, risks, and opportunities management                 |
|                                                                    | Capital deployment <sup>8</sup>                                                                                                                                          | --                                                                                                                                                                       |
|                                                                    | Internal carbon prices <sup>9</sup>                                                                                                                                      | --                                                                                                                                                                       |
|                                                                    | Remuneration <sup>10</sup>                                                                                                                                               | --                                                                                                                                                                       |
|                                                                    | Industry-based metrics                                                                                                                                                   | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: indicators and targets Appendix - Key performance indicators |
|                                                                    | Climate-related targets                                                                                                                                                  | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: indicators and targets                                       |
| Applicability of cross-industry metrics and industry-based metrics | II. Green North Star: Pioneering a New Chapter in Ecological Sustainability-(II) Addressing Climate Change: indicators and targets Appendix - Key performance indicators |                                                                                                                                                                          |

6 As assessing the financial impacts of climate change involves numerous long-term assumptions, the Company is currently evaluating scenario analysis methodologies tailored to our specific business model. We have not yet established a mature quantitative model or a comprehensive scenario analysis framework. Prematurely disclosing quantified financial impacts at this stage could lead to skewed results, potentially misleading investors in their decision-making. Consequently, the Company has scheduled the initiation of a formal assessment regarding the financial impacts of climate-related risks.

7 Given the vast number and complex structure of suppliers and customers across our upstream and downstream value chain, our current data foundation remains relatively limited. To ensure the accuracy and reliability of our information disclosure, we are currently unable to reasonably and accurately quantify all categories of Scope 3 greenhouse gas emissions at this stage. aligned with our strategic imperatives, the Company will progressively establish and optimize a comprehensive data collection and accounting system for Scope 3 emissions in the future, steadily advancing our quantification initiatives.

8 Expenditures incurred by the Company to address climate-related risks and opportunities have currently been integrated into our broader maintenance expenses and annual environmental protection investments. Given the substantial number of associated projects and the current absence of a dedicated accounting classification for climate-related capital expenditures, it is not feasible at this stage to accurately isolate data exclusively pertaining to climate risks and opportunities from these general budgets. To address this, the Company plans to introduce a new tracking and statistical dimension specifically dedicated to capital expenditures related to climate risks and opportunities.

9 The Company's core operations do not fall within high-emission or carbon-intensive industries; therefore, carbon costs do not currently exert a material impact on our operational decisions, product pricing, or return on investment. Based on our climate risk materiality assessment, our current climate management resources are prioritized toward reducing Scope 1 and Scope 2 greenhouse gas emissions and enhancing overall energy efficiency. Consequently, internal carbon pricing has not been incorporated into our short-term management agenda. The Company plans to continuously monitor industry best practices and evolving regulatory trends to evaluate the applicability and optimal timing for implementing an internal carbon pricing mechanism. Should our business structure evolve or regulatory requirements tighten in the future, we will initiate the design and pilot testing of an internal carbon pricing mechanism at an appropriate juncture.

10 The Company is currently in the foundational stage of building its climate governance framework and has not yet established scientific and quantifiable climate performance metrics. Consequently, the prerequisite conditions for linking climate performance to remuneration are not currently in place. Moving forward, the Company will explore the formulation of quantifiable and assessable climate targets in alignment with our overarching strategic imperatives.

## Feedback

Dear readers:

Thank you very much for reading the Beijing North Star 2025 Sustainability/ESG Report. If you have any comments or suggestions on this Report, please kindly fill in the feedback form below and send it to us by mail, e-mail or fax. We would like to express our deep gratitude for your valuable comments!

1. Your general impression of this Report:

Very good     Good     Average

2. What do you think about this Report in disclosing the significant impacts of the Company on the economy, society and environment?

Very good     Good     Average     Poor     Very poor

3. What do you think about the clarity, accuracy and completeness of the information, data and indicators disclosed in this Report?

Very good     Good     Average     Poor     I don't know

4. What aspect of this report are you most satisfied with?

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5. What further information would you like to know?

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6. What suggestions do you have for us to release the reports in the future?

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7. Contact information of the Company:

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