



A8 新媒体集团

A8 NEW MEDIA GROUP

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 00800

Environmental, Social and Governance Report

環境、社會及管治報告

2023

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THIS REPORT

Objective of this Report

This report is the eighth Environmental, Social and Governance report (“this Report” or “ESG Report”) published by A8 New Media Group Limited (“the Company”) and its subsidiaries (collectively referred to as the “Group” or “We”). It reflects the Group’s commitment to transparency and obligation commitment, and further elaborates the sustainable development plan and performance of the Group

Scope of this Report

This Report sets out the performance of the Group in respective areas on the environment, society and governance for the 2023 financial year (“the Year”), covering core businesses of the Group — property investment business and cultural business services. The property investment segment invests property for rental and management in the People’s Republic of China (the “PRC”). As property management had been outsourced to a professional management company, this report does not cover the relevant property management business. However, the Group required that the outsourced property management company shall establish and implement relevant environmental and social policies and procedures when engaging its service.

For details of the Group’s other aspects including corporate governance, regulatory matters, and director’s information, please refer to the 2023 annual report of the Company.

Principle of Report Preparation and Implementation

This Report is prepared in accordance with the “Mandatory Disclosure Requirements” and the “Comply or Explain” provisions of the ESG Reporting Guide of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange (the “Listing Rules”). The following reporting principles served as the foundation in preparation of this Report.

關於本報告

報告目的

本報告是A8新媒體集團有限公司(「本公司」)及其附屬公司(統稱為「本集團」或「我們」)發佈的第八份環境、社會及管治報告(「本報告」或「ESG報告」)，反映本集團在透明度及責任承擔方面所作出的承諾，並進一步詳盡闡述本集團的可持續發展計劃和表現。

報告範圍

本報告載述本集團於二零二三財政年度(「本年度」)在環境、社會及管治領域的表現，範圍涵蓋本集團的核心業務 — 物業投資業務和文化產業服務。物業投資業務主要為於中華人民共和國(「中國」)從事租賃和物業管理。因為物業管理已經外包予專業管理公司，所以本報告未有涵蓋有關外包物業管理業務。但本公司在聘用該公司時要求其具備且執行相關的環境及社會政策及程序。

有關本集團其他範疇包括企業管治、規管事宜及董事資料等的詳情，請參閱本公司二零二三年報。

報告編製原則及執行

本報告乃按香港聯合交易所有限公司(「聯交所」)的聯交所證券上市規則(「上市規則」)附錄C2《環境、社會及管治報告指引》「強制披露規定」及「不遵守就解釋」條文進行編製。以下匯報原則為本報告編製之基礎。

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Materiality

重要性

Following an ESG stakeholder engagement exercise and a materiality assessment, this Report is structured based on the materiality of ESG issues of the Group. The Company's board of directors (the "Board") and management review these sustainability issues annually to ensure that stakeholders' opinions are reflected. The results of the materiality assessment process are set out in the section headed 'Materiality Assessment' in this Report.

經聯繫環境、社會及管治持份者及進行重要性評估後，本報告以本集團之環境、社會及管治議題作為結構基礎。本公司董事會（「董事會」）及管理層為確保持份者之意見得到反映，每年審閱此等可持續議題。重要性評估結果載列於本報告「重要性評估」一節。

Consistency

一致性

This Report was prepared in accordance to the methodologies as indicated in the ESG Reporting Guide. As the Group keeps improving the ESG data collection process, we are providing a more comprehensive and accurate picture relating to our ESG performance in this Report.

本報告按照《環境、社會及管治報告指引》所指明之方法編製。隨著本集團繼續改善環境、社會及管治之數據收集過程，我們於本報告提供有關我們在環境、社會及管治方面之表現更全面且準確的描述。

We value any comments you may have on our ESG performance. If you have any comments or suggestions on this Report and our ESG performance, please email ir@a8.com. This report is available on the websites of the Company (<http://www.a8nmg.com>) and Hong Kong Exchanges and Clearing Limited ("HKEx") (<http://www.hkex.com.hk>).

閣下對我們在環境、社會及管治之表現之意見對我們而言實屬寶貴。如閣下對本報告及我們在環境、社會及管治之表現有任何意見或建議，請電郵至 ir@a8.com。本報告可於本公司網站 (<http://www.a8nmg.com>) 及香港交易及結算所有限公司（「港交所」）網站 (<http://www.hkex.com.hk>) 獲取。

Quantitative

量化

This Report discloses relevant ESG key performance indicators ("KPIs") and quantitative information of the property investment business and cultural business services. Quantitative information is further accompanied by descriptions where appropriate.

本報告披露物業投資業務及文化產業服務之相關環境、社會及管治關鍵績效指標及量化資料。將於適當地方對量化資料作進一步描述。

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INTRODUCTION OF A8 NEW MEDIA GROUP

A8 New Media Group Limited was founded in May 2000 and listed on the main board of the Hong Kong Stock Exchange in June 2008 (stock code: 0800.HK). The principal business scope of the Group covers property investment business and cultural business services. The property investment segment primarily engages in leasing and management in the PRC and the cultural business services segment primarily covers online literature businesses in the PRC.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE MANAGEMENT

Statement from the Chairman of the Board

The Group has developed a governance structure to enhance its efforts in environmental, social and governance related works. The Board of Directors is ultimately responsible for the environmental, social, and governance policies and strategies of the Group, as well as monitoring the related opportunities and risks. The Board formulates a Group's environmental, social, and governance-related management approach, strategies and objectives, reviewing regularly the Group's goals and progress on these goals, revising its strategies accordingly. The Group has set up an environmental, social and governance working group with the goal of assisting the Board in effectively managing environmental, social, and governance matters as well as promoting the implementation of environmental, social, and governance strategies.

In the years ahead, the Board will continue to review and refine the Group's efforts and performance on sustainable development to create long-term value for all stakeholders and communities where we operate.

A8 新媒體集團介紹

A8新媒體集團有限公司於二零零零年五月成立，於二零零八年六月在香港聯交所主板上市（代碼：00800.HK）。本集團主要營業範圍覆蓋物業投資業務和文化產業服務業務，物業投資業務主要於中國從事租賃及物業管理，文化產業服務業務主要覆蓋中國的網絡文學業務。

環境、社會及管治的管理

董事會主席聲明

本集團已建立管治架構，以提升與環境、社會及管治相關工作的力度。董事會最終負責本集團在環境、社會及管治的政策及策略，以及監督相關機會及風險。董事會制定本集團與環境、社會及管治相關的管理方法、策略及目標，定期審視本集團之目標與該等目標之進展，相應地修訂其策略。本集團已成立環境、社會及管治工作組，目標為協助董事會有效管理環境、社會及管治事宜，並推行環境、社會及管治策略。

於未來年度，董事會將繼續審視並改善本集團有關可持續發展之工作及表現，為所有持份者及我們營運所在地的社區創造長遠價值。

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Governance Structure

管治架構



The Participation of Stakeholders

持份者的參與

The primary stakeholders of the Group include its shareholders, employees, customers, suppliers, regulatory authorities, and local community etc. The Group attaches great importance to the participation of the stakeholders and understands that each stakeholder has its own expectation on our sustainable development. As such, the Group is devoted to maintaining communications and establishing long-term partnership with the stakeholders through different channels, formulating business policies with reference to such strategies, so as to increase the transparency of the Group and confidence of the stakeholders on the Group's implementation of sustainable development.

本集團的主要持份者包括其股東、僱員、客戶、供貨商、監管機構和當地小區等。本集團重視持份者的參與亦了解各持份者均對本集團的可持續發展有不同的期望。因此，本集團利用不同的渠道，致力與持份者保持溝通和建立長遠夥伴的關係，在制訂業務策略時以此作參考，提高本集團的透明度及持份者對本集團推行可持續發展的信心。

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Stakeholders

相關持份者

Shareholders/investors

股東／投資者

Government and regulatory authorities

政府和監管機構

Community

社區

Suppliers

供貨商

Employees and technical team

僱員和技術團隊

Customers

客戶

Communication Channels

溝通渠道

General meetings, annual and interim reports and announcements, etc.

股東大會、年度及中期報告和公告等

ESG report

ESG 報告

Direct communication

直接溝通

Meetings, reports and information disclosure

面談會議、書面報告、信息披露

Corporate website, community charitable and volunteer activities

公司網站、社區慈善和公益活動

Direct communications, agreements

直接溝通、協議

Training programs

培訓課程

Work-life balance activities

工作與生活的平衡活動

Regular performance reviews

定期績效考核

Daily operation/communication

日常營運／交流

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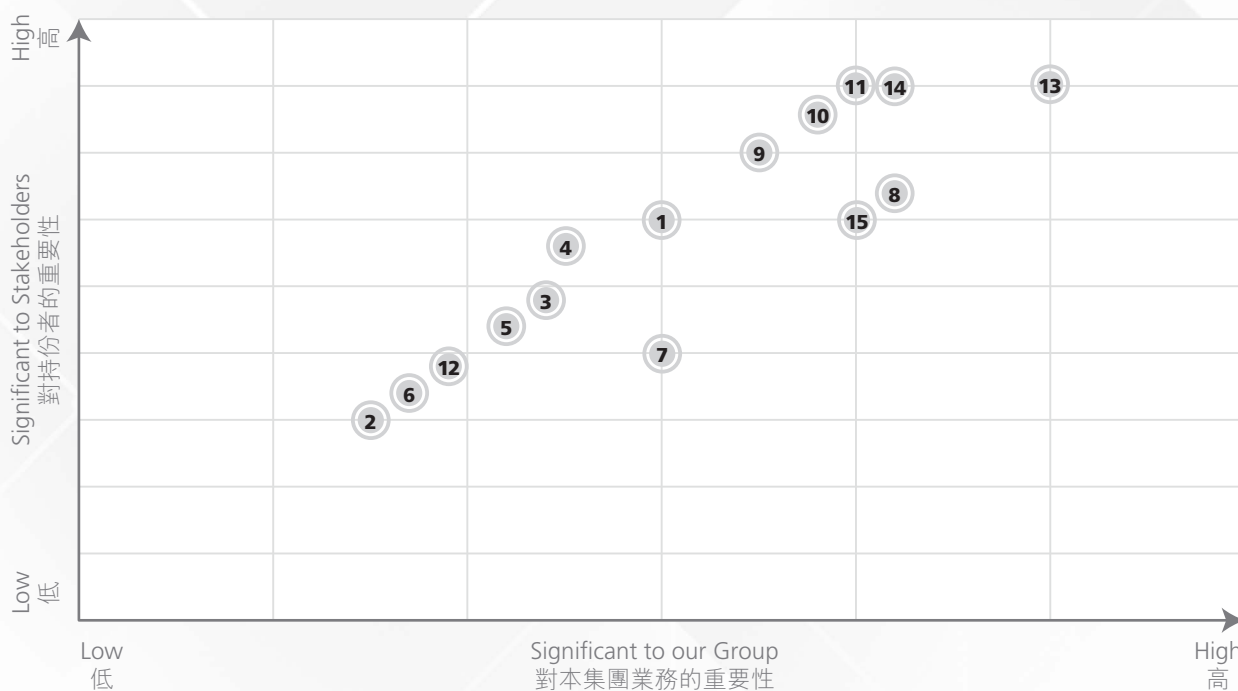
環境、社會及管治報告

Materiality Assessment

重要性評估

Through regular contact with stakeholders and internal assessment, we have analysed and prioritised the environmental, social and governance issues, and the materiality assessment results are as follows:

透過定期與持份者接觸及內部評估，我們已對環境、社會及管治議題進行分析並從此排列優先次序，重大性評估結果如下：



- ① Exhaust gas and greenhouse gas emissions
廢氣及溫室氣體排放
- ③ Non-hazardous waste
無害廢棄物
- ⑤ Water consumption
水源消耗
- ⑦ Climate change
氣候變化
- ⑨ Employees' health and safety
僱員健康及安全
- ⑪ Labour standards
勞工標準
- ⑬ Product responsibility
產品責任
- ⑮ Social responsibility
社會責任

- ② Hazardous waste
有害廢棄物
- ④ Energy consumption
能源消耗
- ⑥ Environment and natural resources
環境及天然資源
- ⑧ Employment
僱傭
- ⑩ Employees' development and training
僱員發展及培訓
- ⑫ Supply chain management
供應鏈管理
- ⑭ Anti-corruption
反貪污

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ENVIRONMENTAL

As the principle business of the Group are property investment business and cultural business services, no actual impact was created on the environment under normal circumstances. The Group has established environmental, social and governance policies and procedures, and has incorporated the concept of sustainable development into its daily management to enhance the environmental awareness of the employees of the Group. The Group undertakes environmental protection as part of its corporate social responsibilities and advocates corporate culture of resource- conservation and efficiency. The Group tries its best to reduce waste and enhance efficiency in its daily office operation.

Emissions

Regarding aspects of air and greenhouse gas emissions, sewage discharge and generation of hazardous and non- hazardous waste, the Group has strictly complied with laws and regulations of the PRC in relation to environments.

Emissions during the daily operations of the Group mainly comprise wastewater discharges, waste and office electricity consumption from the daily operation of the office and daily work and living of the staff, as well as greenhouse gas emission from use of vehicles by the Group. Waste mainly refers to the non-toxic and non-hazardous solid waste generated from daily work.

Emission of Exhaust Gases

The Group's ordinary course of business does not involve significant gaseous fuel consumption emissions. The most significant source of gas emissions of the Group is from vehicles owned by the Group. The types and volumes of these emissions of the Group in 2023 were as follows:

Types of emission	排放物類型	Emission volume 排放量 (kg) (千克)
Nitrogen Oxides (NO _x)	氮氧化物(NO _x)	9.57
Sulphur Oxides (SO _x)	硫氧化物(SO _x)	0.15
Particulate Matter (PM)	顆粒物(PM)	0.71

環境

本集團的主營業務為物業投資業務和文化產業服務，一般情況下未對環境造成實質影響。本集團已建立環境、社會及管治政策及程序，並已將可持續發展概念併入其日常管理，以提升本集團僱員的環境意識。本集團以保護環境作為企業社會責任，倡導節約高效的企業文化，儘量在辦公室運作中減少浪費，提高效率。

排放物

在有關廢氣及溫室氣體排放、污水排放、有害及無害廢棄物的產生等方面，本集團嚴格遵守中國關於環境方面的相關法律法規。

本集團日常運營中所釋放的排放物主要為辦公室日常營運及員工日常工作和生活的廢水排放、垃圾和辦公室耗電及集團用車而產生的溫室氣體排放。垃圾主要是日常工作中產生的無毒無害固體廢物。

廢氣排放

本集團日常營運不涉及顯著的燃氣消耗排放物。本集團最顯著的氣體排放物來源來自本集團擁有的車輛。於二零二三年，該等本集團之排放物類型及排放量如下：

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Emission of Greenhouse Gases

To address the emission of greenhouse gases, the Group's reported contents by covering Scope 1 and 2. Scope 1 covers the emission of greenhouse gases directly produced by the businesses that are owned or controlled by the Group, which is a vehicle owned by the Group and Scope 2 covers the emission of greenhouse gases in respect of the indirect power attributable to the electrical power that is consumed internally/purchased or obtained by the Group.

溫室氣體排放

針對溫室氣體排放，本集團匯報內容涵蓋兩個方面，分別是範圍一（涵蓋由本集團擁有或控制的業務直接產生的溫室氣體排放，即本集團擁有的車輛）和範圍二（涵蓋來自本集團內部消耗／購回來的或取得的電力所引致的間接能源所產生的溫室氣體排放）。

Total emission of greenhouse gases	全部溫室氣體排放量	Intensity 密度 (kg/sq.m.) (千克／平方米)	Emission volume 排放量 (kg) (千克)
Scope 1	範圍一	5.27	27,757.08
Scope 2	範圍二	22.27	117,295.79

Hazardous Waste

Considering the Group's nature of business, no hazardous waste is generated in the ordinary course of business.

有害廢物

考慮到本集團之業務性質，於日常運營中並無產生有害廢物。

Non-hazardous Waste

The solid emissions produced during the ordinary course of business by the Group are harmless and poisonless materials. In 2023, the total volume of wastes produced was 4,341.16 kg, which were mainly the papers for printing in office and toilet papers, with a waste intensity of 1.05 kg/sq.m.

無害廢物

本集團在日常運營中產生的固體排放物均為無毒無害物質，二零二三年產生的廢物總量為4,341.16 千克，主要是辦公室打印用紙與衛生用紙，廢物密度為1.05 千克／平方米。

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Measures to mitigate emissions and reduce waste generation

Whether it is in the office or during the daily operations of the Group, we are always concerned about environmental issues. The management has initiated and mobilized all employees to play their parts in emission and waste reduction in every little detail. In 2023, the Group gradually implemented the following measures:

- Implementing waste sorting in office — waste sorting shall be conducted by office cleaners of the Group before waste disposal;
- Advocating the staff to use less disposables — use their own utensils when dining out or ordering takeaways;
- Encouraging paper conservation by printing on both sides of office papers and reusing one-side printed papers;
- Advocating due review on all types of information to be printed out, for which the content and format shall be double-checked for error-free before printing to avoid repeated printing due to errors;
- Encouraging our employees to take urban public transport when having business trips.

Targets on emissions and waste generation

Due to the above measures, the Group has been maintaining a relatively low level of emissions and waste generation. The Group aims to achieve the target of maintaining or reducing the total emissions intensity and the total waste generation intensity in the next reporting year, on the basis of that in 2023.

減緩排放量及減少製造廢物的措施

不管是在辦公室或本集團日常業務運營中，我們時刻關注環保問題，管理層帶頭呼籲號召全體僱員從細節做起，為減排節能貢獻自己的一份力量。於二零二三年，本集團逐步推行以下措施：

- 辦公室實行垃圾分類，由本集團辦公室清潔人員在丟棄垃圾前進行垃圾分類；
- 提倡員工減少使用一次性用品，外出就餐或食用外賣食品時，使用自己的固定餐具；
- 提倡節約用紙，辦公用紙儘量雙面打印，並循環利用使用過的紙張；
- 提倡認真審核各類打印數據，確認內容及格式無誤後再打印，避免因錯誤增加打印次數；
- 提倡僱員外出公幹時使用城市公共交通。

排放量及廢物生產量目標

以上措施使本集團一直維持相對低水平的排放量及廢物生產量。於下個報告年，本集團將以二零二三年之數字為基準，致力實現維持或減低排放物密度總數及廢物生產量密度總數的目標。

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Use of Resources

The Group's energy consumption mainly comes from purchased electricity. The water consumption mainly comes from the Group's Shenzhen office. The Group shall record the water consumption and electricity consumption in the office on an on-going basis and adhere to the implementation of energy saving and efficiency measures. It shall put continuous efforts in encouraging its employees to maintain good habits and reduce waste in day-to-day work, in a bid to achieve sufficient and effective use of resources, as well as contributing to reduction of energy consumption.

Total electricity and water consumption

In 2023, the total volume of electricity used by the Group is 141,050 kWh, with an electricity density of 26.77 kWh/sq.m.; the total volume of water used was 564 m³, with a water density of 0.13 m³/sq.m.

Measures to reduce electricity and water consumption

In 2023, after years of energy consumption control in our A8 music building, the current annual energy consumption management is basically stable. In 2023, we delved into management and re-optimize the details. The energy consumption per unit area of air-conditioning was reduced by 17% year-on-year in 2023 compared to 2022.

The Group has advocated saving electricity and water in its daily office operation in order to build the corporate culture of low-carbon office style, and encourage of the following acts in the offices:

- Controlling indirect use of energy and stipulating that the power of electronic appliances and equipment, such as lightings, air conditioning and computers in office areas must be turned off when our personnel leaves work;
- Office pipe leakage preventive inspections and maintenance shall be conducted by the property management company on a regular basis to avoid unnecessary waste of resources.

資源使用

本集團之能源消耗主要來自購買電力。水源消耗主要來自本集團的深圳辦公室。本集團將持續記錄辦公室耗水量、耗電量的數據，堅持執行節約能源提高效率的措施，持續倡導僱員在日常工作中保持良好習慣，減少浪費，力求將資源充分、有效利用，為減少能源消耗貢獻一份力。

電力及水總消耗量

於二零二三年，本集團的用電量為141,050千瓦時，密度是26.77千瓦時／平方米；用水量是564立方米，密度是0.13立方米／平方米。

減少電力及水消耗量的措施

於二零二三年，我們的A8音樂大廈經過多年能耗控制，現狀每年能耗管理基本平穩。二零二三年我們深挖管理，對每個細節進行再優化，空調用電單位面積能耗二零二三年與二零二二年同比降低17%。

本集團在日常辦公室營運中倡導節約用電、用水，建立低碳辦公的企業文化，鼓勵僱員：

- 控制間接能源使用，規定辦公區域的照明、空調、計算機等電器設備必須在人員離開時關閉電源；
- 由物業管理公司定期進行辦公室水管防漏檢修，避免出現不必要的資源浪費。

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Targets on electricity and water consumption

Due to the above measures, the Group has been maintaining a relatively low level of electricity and water consumption. The Group aims to achieve the target of maintaining or reducing the total electricity consumption intensity and the total water consumption intensity in the next reporting year, on the basis of that in 2023.

Suitable water sources

The Group has not encountered any difficulties in sourcing suitable water sources. There is stable water supply that meets its daily operational needs.

Packaging materials

In light of the Group's business nature, the Group does not involve any material usage of packaging materials in its ordinary course of business.

The Environment and Natural Resources

In its daily operations, the Group has no significant impact on the environment or natural resources. The Group adheres to the principle of environment protection and natural resources conservation in its operations, complies with environmental, social, and governance policies and procedures, and applies relevant policies on energy conservation and green measures to avoid leaving significant environmental footprints or overconsumption of natural resources.

Climate Change

Given the nature of the Group's business, the risks related to climate change do not have a significant impact on its operations. The Group will continue to evaluate the potential impact of climate change on its business annually and adopt corresponding measures to mitigate any potential risks.

電力及水消耗量目標

以上措施使本集團一直維持相對低水平的電力及水消耗量。於下個報告年，本集團將以二零二三年之數字為基準，致力實現維持或減低電力消耗密度總數及水消耗密度總數的目標。

合適水源

本集團於尋找合適水源時並無遭遇困難。本集團有穩定水源，足以應付其日常營運需要。

包裝材料

考慮到本集團的業務性質，本集團於日常業務營運中並無涉及大量使用包裝材料。

環境及天然資源

於其日常營運中，本集團對環境或天然資源並無造成重大影響。本集團於其營運中謹守環境保護及天然資源保護原則，遵守環境、社會及管治政策及程序，並在節省能源及環保措施上應用相關政策，以避免對環境造成重大影響或過度消耗天然資源。

氣候變化

考慮到本集團的業務性質，與氣候變化相關的風險並無對其營運造成重大影響。本集團將繼續評估氣候變化對其業務每年造成的潛在影響，並會採取相應措施減輕任何潛在風險。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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SOCIAL

Employment

The Group's success is attributable to a professional, dynamic, responsible and passionate team. The Group emphasizes on a human-oriented policy and attracts, nurtures and retains talents for further business growth. The Group invested plenty of its resources in enhancing the training services and providing more career opportunities for the employees, enabling them to demonstrate their strengths and promote enthusiasm for work in the Year.

The Group adopts rigorous recruitment procedures and provides equal employment opportunities. We try our best to appoint the most suitable candidates for the jobs on the basis of merit. The Group strictly refers to the position requirements manual and the qualification standards for the positions to access the talents and ensure the recruitment of the best talent. The Group also assesses how far candidates agree with the business and cultural value of the Group so that individual values match with corporate values.

The Group has developed a sound and scientific remuneration system by providing the market competitive compensation for the employees to attract and motivate talents. Options incentive scheme was granted to the core employees to express the Group's concern on the long-term motivation and earnings of the core employees. In the meanwhile, we have established a sound welfare system which includes various aspects, such as work, lives, education and health of the employees.

The Group emphasizes the career development of its employees and has established a career development system with dual channels, breaking the bottleneck in the career development of the employees. Career development system with dual channels consider the new entrants as the most junior level and higher levels as the experienced staff; the experienced staff can pursue management development path or professional development path after accumulated certain experience. For those pursuing the management development path, the career path will be general management — middle management — senior management. For those pursuing the professional development path, the career path will be backbones — experts/senior experts — authoritative people.

社會

僱傭

本集團擁有一支專業、充滿活力、有擔當和有熱情的團隊。本集團主張以人為本，吸引人才、培養及留住人才，以帶動業務的持續增長。本年度，本集團投放大量資源，提升培訓服務及為僱員提供更多發展機會，讓僱員發揮各自優勢，充分帶動工作積極性。

本集團執行嚴格的招聘程序，提供平等就業機會。我們因崗適才，擇優錄用。在人才的招聘選拔上，嚴格參照崗位說明書和任職資格標準對人才進行評估遴選，盡力找到最適合的人才，同時考察候選人對公司事業和文化價值觀的認同，盡力做到個人價值與企業價值的高度統一。

本集團設計了完善、科學的薪酬體系，為僱員提供具有充分市場競爭力的薪酬，以吸引和激勵優秀人才，同時對核心骨幹僱員授予期權獎勵，關注他們的長期激勵和收益。同時，我們擁有健全的福利體系，涵蓋了僱員的工作、生活、教育、健康等諸多方面，以保護僱員的身心健康發展。

本集團重視僱員的職業發展，為優秀人才建立了雙通道的職業發展體系，打破僱員在職業發展上的瓶頸。雙通道職業發展體系以初做者為最低級別，向上為有經驗者；有經驗者在積累了一定經驗後，向上有管理發展信道和專業發展信道雙信道可選擇。若選擇管理發展通道，則發展途徑為基層管理者 — 中層管理者 — 高層管理者。若選擇專業發展通道，發展途徑為骨幹 — 專家/資深專家 — 權威。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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The Group has strictly complied with the applicable laws and regulations of the PRC relating to employees' turnover, work time and statutory holidays.

本集團在僱員解僱、工作時間和假期安排方面均嚴格按照中國有關法律法規的要求執行。

Total number and classification of employees

僱員總數及分類

As at 31 December 2023, the overall number of employees of the Group is 16. The composition of the Group's employees is set out as follows:

於二零二三年十二月三十一日，本集團整體僱員數目為16人。本集團僱員組成載列如下：

TOTAL NUMBER OF EMPLOYEES	僱員總數	
Total number of Employees	僱員總數	16
Gender distribution of employee	僱員性別分佈	
Female	女性	9
Male	男性	7
Age profile	年齡概況	
20–29	20 至 29 歲	3
30–39	30 至 39 歲	4
40–49	40 至 49 歲	7
Over 50	50 歲以上	1
Type of employment	僱傭類型	
Junior staff	初級員工	10
Senior staff	高級員工	2
Management	管理層	4
Geographical location	地理位置	
Shenzhen	深圳	16

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Employee turnover ratio

僱員流失率

Details of the employee turnover rate of the Group as at 31 December 2023 were as follows:

於二零二三年十二月三十一日，本集團僱員流失率之詳情如下：

TOTAL EMPLOYEE TURNOVER	僱員總流失率	Number of employees 僱傭人數	Turnover rate 流失率
Total turnover	總流失率	4	25%
Distribution by gender	按性別分佈		
Female	女性	3	33%
Male	男性	1	14%
Distribution by age	按年齡分佈		
20–29	20至29歲	1	25%
30–39	30至39歲	1	25%
40–49	40至49歲	2	29%
Over 50	50歲以上	0	0%
Distribution by geographical location	按地理位置分佈		
Shenzhen	深圳	4	25%

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環境、社會及管治報告

Health and Safety

The principal businesses of the Group are property investment business and cultural business services. Employees mainly work in the office and the chance of encountering work-related injuries is low. The Group still attaches great importance to the safety and health of employees and has stipulated its safeguard clause in respect of labour protection for the employees (including occupational health and safety) according to the relevant regulations.

Safety of the employees always comes first to the Group. There is a standardised fire safety management system, control process and regular check program in the office environment. The Group will activate the contingency mechanism and suspend its business when encountering Typhoon (Amber) or Rainstorm (Red) Warning Signals. In addition, the Group purchases additional commercial health insurance for all employees every year, to provide protection in areas such as accidental injury, illness and death, accident medical care, accident hospital allowance, aviation accident, train/ship accident, car accident. In the past three years, the Group did not have any serious work-related injuries and death.

The Group strongly advocates healthy lifestyles and cares about employees' physical and mental health in various ways, including a range of recreational and sports activities such as organizing physical checkup and physical fitness activities for all employees every year, holding birthday parties for employees and team building activities to increase communication between employees and enhance cohesion inside the Group.

健康與安全

本集團的主營業務為物業投資業務和文化產業服務。僱員主要在辦公室工作，遭遇工傷的機會低。本集團高度重視僱員的安全和健康，根據相關法規，明確了本集團對僱員職業健康、安全等勞動保護的保障條款。

本集團把僱員的安全放在重中之重的位置。在辦公環境方面，有規範的消防安全管理制度、控制流程和定期檢查程序；如遇颱風(黃色)、暴雨(紅色)等預警時，本集團啟動突發事件應急預案機制，停工休業。本集團每年為全體僱員購買額外商業保險，在意外傷害、疾病身故、意外醫療、意外住院津貼、航空意外、火車／輪船意外、汽車意外等方面提供相應的保障。過去三年，本集團並無發生嚴重工傷及致命事故。

本集團大力倡導健康的生活方式，用多重方式關注僱員身心健康，每年為全體僱員提供健康體檢服務、組織僱員參加集體健身活動、為僱員舉辦生日會、進行團隊建設遊戲等一系列文體活動，增進僱員之間的溝通交流，提升了集團內部的凝聚力。

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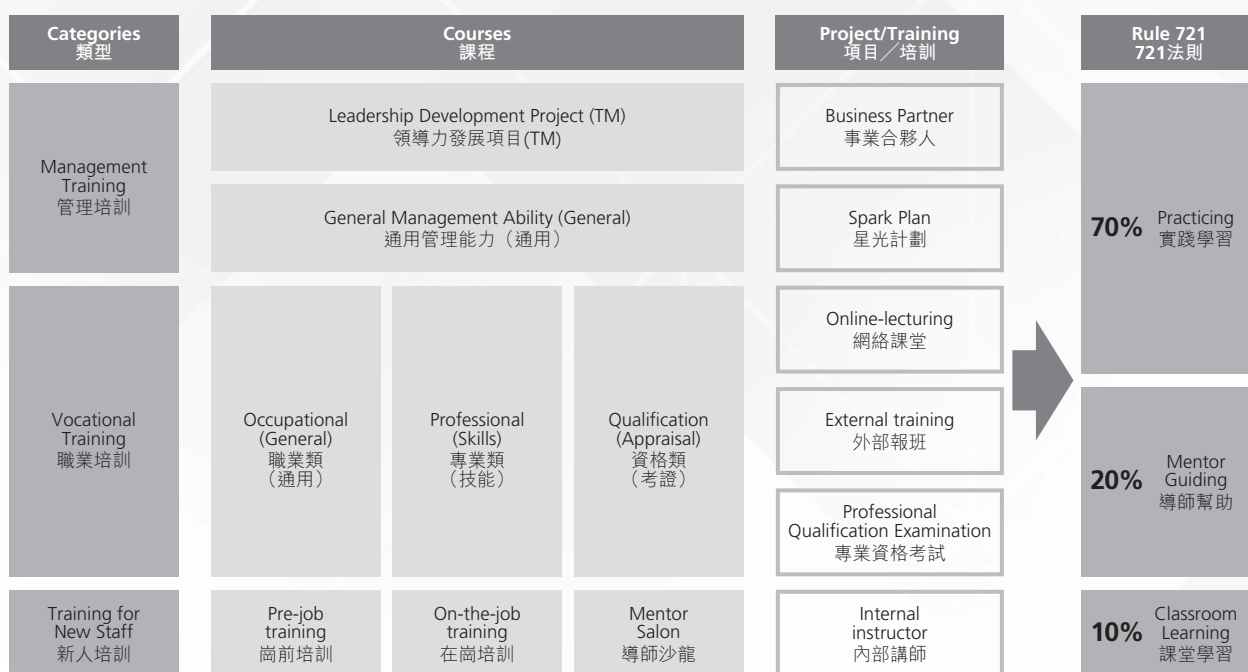
環境、社會及管治報告

Development and Training

The Group adopts a set of training programs for talent training and development (as illustrated in the diagram below). The Group has a comprehensive training and development system for the development of employees in different positions and has a corresponding training program for all levels of talents. The Group implements a “mentoring system”, which assigns professional mentors to rookie and new talents to build up their skills for daily work. The Group also has a mechanism for deploying talents for external training for enhancement, so as to foster their all-rounded improvement. Below is the Staff Training and Development Course System of the Group:

發展及培訓

本集團採用一套人才培訓與發展課程體系(請參閱下圖展示)，針對不同職位的僱員各方面發展的需要，設有完整的人才培訓與發展體系，對各層級人才提升有相應的培訓項目計劃。本集團執行「導師制」機制，對新入職僱員和後備人才指定職業導師進行日常工作技能輔導。本集團還有輸送人才到外部培養和提升的機制，促進人才全面提升。下圖是本集團僱員培訓發展課程系統。



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The table below sets out the information in respect of training received by the employees in the Year by the categories of employees:

下圖為本集團按僱員類別劃分，和本年度各類別僱員完成受訓的情況：

STAFF TRAINING	員工培訓	Number of employees 僱員人數	% of employees 僱員佔比
Total number trained	受訓總人數	16	100%
Gender	性別		
Female	女性	9	100%
Male	男性	7	100%
Type of employees	僱員類型		
Junior staff	初級員工	10	100%
Senior staff	高級員工	2	100%
Management	管理層	4	100%
Training hours	培訓時數		
Total hours (hours)	總時數(小時)	30	
Average training hours completed (by gender)	平均完成培訓時數 (按性別)		
Female (hours)	女性(小時)	3.3	
Male (hours)	男性(小時)	4.3	
Average training hours completed (by type of employees)	平均完成培訓時數 (按僱員類型)		
Junior staff (hours)	初級員工(小時)	3	
Senior staff (hours)	高級員工(小時)	15	
Management (hours)	管理層(小時)	7.5	

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Labour Standards

The Group strictly complies with the relevant laws and requirements in relation to the "Provision on the Prohibition of Hiring Child Labour" (《禁止使用童工規定》) promulgated by the State Council of the PRC. To date, the Group has never hired any child labour or forced labour. The Group has established "Administration Measures on Recruitment" (《招聘管理辦法》) to strictly regulate the process of the Group's recruitment and administration of new staffs.

During the interview process, the Group will verify candidate's information such as identification, past employment supporting documents, etc. For key positions, the background information will be investigated and verified by the Group itself or a third-party credit agency.

In 2023, no material non-compliance incidents in relation to labour rights occurred in the Group.

Supply Chain Management

The Group has definite procedures to carry out an adequate investigation and research and assessment on the products and services during the supplier evaluation.

When selecting potential suppliers, the Group takes into account environmental protection, occupational health and safety, labour rights and compliance with laws and regulations when selecting potential suppliers, with an aim to bringing positive impacts to the entire supply chain.

The Group closely monitors the performance of suppliers and reviews approved suppliers annually in order to ensure quality. The performance of suppliers is evaluated based on factors such as price, quality, delivery schedule, volume, and service. In addition, the Group will continuously evaluate and monitor suppliers' track record of handling environmental and social issues in the past.

As at 31 December 2023, the Group has 5 major suppliers that all are located in PRC.

勞工準則

本集團嚴格遵守中國國務院頒佈的《禁止使用童工規定》等相關法律法規的要求，迄今為止未曾聘用過童工或強制勞工。本集團已設立《招聘管理辦法》，對於本集團的招聘流程、新僱員管理等都設有嚴格的規定。

本集團在面試擬應聘僱員時會核實應聘者信息，包括身份證、就業證明文件等材料，核實其個人信息。對於關鍵崗位，本集團會自行或聘請第三方徵信單位進行背景調查。

於二零二三年，本集團並無發生有關勞工權益的任何重大不合規事宜。

供應鏈管理

本集團有明確的流程，於評估供應商時，對產品及服務進行充足的調查、調研和評估。

於選擇潛在供應商時，本集團考慮環境保護、職業健康及安全、勞工權益，並於選擇潛在供應商時，遵守法律法規，旨在為整個供應鏈帶來正面影響。

本集團密切監察供應商表現，並每年審視經核准的供應商，以確保質素。供應商表現評估乃基於價格、質素、交付時間表、數量及服務等因素。此外，本集團將繼續評估及監察供應商過去處理環境及社會議題之往績記錄。

於二零二三年十二月三十一日，本集團共有5個位於中國的主要供應商。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Product Responsibility

Delivering quality products and services is a significant theme of the sustainable development of an enterprise. Each of the Group's business segments complies with the applicable PRC laws and regulations, strictly complies with applicable standards of products and services, fulfills product responsibilities, with a view to creating value for its customers.

In terms of culture business, we comply with the Copyright Law of the People's Republic of China, Regulation on Internet Information Service, Law of the People's Republic of China on the Protection of Personal Information, Law of the People's Republic of China on the Protection of Consumer Rights, Advertising Law of the People's Republic of China, Interim Measures for the Administration of Internet Advertising, Cybersecurity Law of the People's Republic of China and other applicable laws and regulations on IP rights, content review, compliance marketing, advertising management, consumer rights and interests protection and privacy protection, and fully implement product responsibilities and legal obligations of the Company.

In terms of property investment business, to provide our customers with the best property management services, we have invested extensive resources in strict quality control and technologies. "Property Management Regulations Network" and "Law of the People's Republic of China on Protection of Consumer Rights and Interests". This ensures that our services comply with the requirements of laws and regulations and also protects the legitimate rights and interests of our customers. In addition to complying with laws and regulations, we actively introduce advanced management tools and technologies to enhance the efficiency of property management and service quality. We emphasize on communication and feedback with our customers to continuously improve our services to meet their changing needs and expectations.

產品責任

企業可持續發展的重要主題是優質的產品與服務。本集團各業務板塊均嚴格遵守適用的產品質量相關的法律法規，嚴格執行產品及服務標準，履行產品責任，為客戶提供最優質的服務。

在文化產業方面，我們嚴格遵守《中華人民共和國著作權法》《互聯網信息服務管理辦法》《中華人民共和國個人信息保護法》《中華人民共和國消費者權益保護法》《中華人民共和國網絡安全法》等適用的知識產權、內容審核、合規營銷、廣告管理、消費者權益保障及隱私保護方面的法律及法規，並且切實落實、履行公司在相關方面的產品責任和法律義務。

在物業投資業務方面，為了向客戶提供最佳的物業管理服務，本集團致力於在嚴格的品質控制和技術上投入大量資源。我們嚴格遵守《物業管理條例》《中華人民共和國消費者權益保護法》。確保我們的服務符合法律法規的要求，同時也保障客戶的合法權益。除了遵循法律法規，我們還積極引入先進的管理工具和技術，以提升物業管理的效率和服務質量。我們注重與客戶的溝通和反饋，不斷改進我們的服務，以滿足客戶不斷變化的需求和期望。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In 2023, the Group did not receive any material complaints and compensation requests from customers as a result of deceptive, unfair or inappropriate contents, poor service quality or recall products due to safety reasons related to the Group.

Service complaints and responses

The Group has developed a written procedure to handle customer complaints. The representatives from responsible department are responsible for dealing with complaints and requests from customers. All complaints are being investigated and documented in a standardised complaint record. The manager-in-charge will evaluate the cause of complaints and suggest actions to improve its service quality.

Intellectual property rights and Privacy protection policy

The Group strictly complies with the provisions of laws and regulations such as the Copyright Ordinance, the Trademark Ordinance and the Patent Ordinance, and strictly reviews the published content to comply with the relevant provisions on the protection of copyright, trademark rights and other intellectual property rights. In order not to infringe intellectual property rights of others and effectively protect our own intellectual property rights, the Group has allocated special legal personnel to carry out legal review on the contracts to be signed and effectively prevent the legal risks related to intellectual property rights.

In terms of property investment business, the Group does not involve much in intellectual property rights and privacy protection.

於二零二三年，本集團並無收到來自客戶因欺詐、不公或不當內容、服務質素差劣，或因本集團相關的安全問題退貨，而造成的任何重大投訴及賠償要求。

服務投訴及回應

本集團已建立處理客戶投訴之書面制度，負責部門的代表處理來自客戶的投訴及要求。所有投訴均進行調查和以書面記錄投訴調查結果。負責部門的經理將評估投訴的原因，並提出行動建議改善其服務質素。

知識產權及私隱保障政策

本集團嚴格遵守《版權條例》《商標條例》《專利條例》等法律法規，嚴格審核發布內容，以遵守保護著作權，商標權等知識產權的相關規定，為不侵犯他人知識產權，並切實保護自身知識產權，本集團設有專門的法務人員對簽訂合同進行專門的審查，防範知識產權相關的法律風險。

在物業投資業務方面，本集團涉及知識產權及私隱保護的情況不多。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Anti-Corruption

The Group has established the Rules for the Staff's Merits and Demerits (《員工獎懲條例》) for relevant occurrences of anti-corruption. The Group did not violate any laws and regulations in relation to bribery, extortion, fraud and money laundering in the Year.

In 2023, there is no concluded legal cases regarding corrupt practices brought against the Group or our employees.

The Group has developed a system to oversee the violation of laws and regulations and the cultural values, along with the relevant system of "Audit and Risk Management" (《審計與風險管理》). The staffs in charge of the internal auditing of the Group are responsible for the audit on the execution of corporate operations, financial risks, laws and regulations, standards and systems. In the meantime, an external auditor will also conduct an audit on the Company every year in accordance with the Listing Rules and the financial standards. The Group has an anti-corruption whistleblowing mailbox: icac@a8.com. In case of corruption among employees, any person may report.

In 2023, the Group provided 3 hours of anti-corruption training to directors.

反貪污

本集團設定了《員工獎懲條例》，對於反貪污等相關情況設立了懲罰制度。本年度，本集團未發生與貪污、勒索、欺詐及洗錢訴訟相關的違法違紀案件。

於二零二三年，概無有關針對本集團或我們的僱員之貪污行為的案件結案。

本集團制定了違反法律法規和文化價值觀的監督制度，以及《審計與風險管理》相關制度。本集團審計負責人對本集團企業運營、財務風險、法律法規、準則、制度等的執行進行審計稽查。同時每年外部審計師根據上市規則和財務準則也對本集團進行審計核查。本集團設有反貪污舉報郵箱：icac@a8.com。如發現有僱員貪污行為，任何人員可以舉報。

於二零二三年，本集團向董事提供3小時的反貪污培訓。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Community Investments

The Company has been aggressively committed to social responsibilities by actively participating in a variety of social public charity campaigns.

We have been actively involved in a series of community and social welfare activities, including World No Tobacco Day, Earth Hour, National Energy Conservation Awareness Week, World Water Day and China Water Week. On World No Tobacco Day, we went into the community to convey the importance of tobacco control, encourage healthy lifestyles, and work to create a fresh living environment. By participating in Earth Hour, we support environmental protection with practical actions. During the National Energy Conservation Awareness Week, we actively participated in energy saving and consumption reduction initiatives, advocated a green lifestyle, and called on everyone to start from small things to contribute to energy saving and emission reduction. At the same time, we also organized the “World Water Day” and “China Water Week” thematic publicity activities, advocating the treasure of water resources, advocating water conservation awareness. These activities not only make us pay more attention to health and environmental protection, but also arouse more people’s awareness of social responsibility.

社區投資

本公司勇於承擔社會責任，積極參加各項社會公益活動。

我們積極參與了一系列社區和社會公益實踐活動，舉辦了世界無煙日宣傳、地球1小時倡議、全國節能宣傳周以及「世界水日」和「中國水周」等主題宣傳活動。在世界無煙日，我們走進社區，向大家傳遞控煙的重要性，鼓勵健康的生活方式，致力於創造清新的生活環境。參與地球1小時活動，我們用實際行動支持環保。在全國節能宣傳周期間，我們積極參與節能降耗的倡議，倡導綠色生活方式，號召大家從小事做起，為節能減排出一份力。同時，我們也組織了「世界水日」和「中國水周」的主題宣傳活動，提倡珍惜水資源，倡導節水意識。這些活動不僅讓我們更加關注健康和環保，也喚起了更多人對社會責任的認識。

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HKEX ESG REPORTING GUIDE CONTENT INDEX 港交所ESG報告指引內容索引

Aspects, General Disclosures and KPIs 層面、一般披露以及 關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Mandatory Disclosure Requirements 強制披露規定		
Governance Structure 管治架構	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	<p>ENVIRONMENTAL, SOCIAL AND GOVERNANCE MANAGEMENT — Statement from the Chairman of the Board, Governance Structure, The Participation of Stakeholders, Materiality Assessment</p> <p>環境、社會及管治的管理 — 董事會主席聲明、管治架構、持份者的參與、重要性評估</p>

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Aspects, General Disclosures and KPIs 層面、一般披露以及 關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG Report:	ABOUT THIS REPORT — Scope of this Report, Principle of Report Preparation and Implementation
匯報原則	<p>描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer’s stakeholder engagement. 重要性：環境、社會及管治報告應披露：(i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed. 量化：有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison. 一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。</p>	<p>關於本報告 — 報告範圍、報告編製原則及執行</p> <p>ENVIRONMENTAL, SOCIAL AND GOVERNANCE MANAGEMENT — The Participation of Stakeholders, Materiality Assessment 環境、社會及管治的管理 — 持份者的參與、重要性評估</p>

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Aspects, General Disclosures and KPIs 層面、一般披露以及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	ABOUT THIS REPORT — Scope of this Report
匯報範圍	解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	關於本報告 — 報告範圍
“Comply or Explain” Provisions 「不遵守就解釋」條文		
Aspect A1: Emissions 層面 A1：排放物		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	ENVIRONMENTAL — Emissions
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	環境 — 排放物
KPI A1.1	The types of emissions and respective emissions data.	ENVIRONMENTAL — Emission of Exhaust Gases
關鍵績效指標 A1.1	排放物種類及相關排放數據。	環境 — 廢氣排放

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Aspects, General Disclosures and KPIs 層面、一般披露以及 關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	ENVIRONMENTAL — Emission of Greenhouse Gases 環境 — 溫室氣體排放
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Not applicable 不適用
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	ENVIRONMENTAL — Non-hazardous Waste 環境 — 無害廢物
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	ENVIRONMENTAL — Measures to mitigate emissions and reduce waste generation, Targets on emissions and waste generation 環境 — 減緩排放量及減少製造廢物的措施、排放量及廢物生產量目標
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	ENVIRONMENTAL — Measures to mitigate emissions and reduce waste generation, Targets on emissions and waste generation 環境 — 減緩排放量及減少製造廢物的措施、排放量及廢物生產量目標

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Aspects, General Disclosures and KPIs 層面、一般披露以及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect A2: Use of Resources 層面 A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	ENVIRONMENTAL — Use of Resources 環境 — 資源使用
KPI A2.1 關鍵績效指標 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). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	ENVIRONMENTAL — Total electricity and water consumption 環境 — 電力及水總消耗量
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	ENVIRONMENTAL — Total electricity and water consumption 環境 — 電力及水總消耗量
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	ENVIRONMENTAL — Measures to reduce electricity and water consumption, Targets on electricity and water consumption 環境 — 減少電力及水消耗量的措施、電力及水消耗量目標
KPI A2.4 關鍵績效指標 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. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	ENVIRONMENTAL — Suitable water sources, Targets on electricity and water consumption 環境 — 合適水源、電力及水消耗量目標
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	ENVIRONMENTAL — Packaging materials 環境 — 包裝材料

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Aspects, General Disclosures and KPIs 層面、一般披露以及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect A3: The Environment and Natural Resources 層面 A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	ENVIRONMENTAL — The Environment and Natural Resources 環境 — 環境及天然資源
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	ENVIRONMENTAL — The Environment and Natural Resources 環境 — 環境及天然資源
Aspect A4: Climate Change 層面 A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	ENVIRONMENTAL — Climate Change 環境 — 氣候變化
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	ENVIRONMENTAL — Climate Change 環境 — 氣候變化

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Aspects, General Disclosures and KPIs 層面、一般披露以及 關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect B1: Employment 層面 B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws, rules and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：	SOCIAL — Employment 社會 — 僱傭
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	SOCIAL — Total number and classification of employees 社會 — 僱員總數及分類
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	SOCIAL — Employee turnover ratio 社會 — 僱員流失率

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Aspects, General Disclosures and KPIs 層面、一般披露以及 關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect B2: Health and Safety 層面 B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的：	SOCIAL — Health and Safety 社會 — 健康與安全
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	SOCIAL — Health and Safety 社會 — 健康與安全
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	SOCIAL — Health and Safety 社會 — 健康與安全
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	SOCIAL — Health and Safety 社會 — 健康與安全

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Aspects, General Disclosures and KPIs 層面、一般披露以及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect B3: Development and Training 層面 B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	SOCIAL — Development and Training 社會 — 發展及培訓
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	SOCIAL — Development and Training 社會 — 發展及培訓
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	SOCIAL — Development and Training 社會 — 發展及培訓

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Aspects, General Disclosures and KPIs 層面、一般披露以及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect B4: Labour Standards 層面 B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的：	SOCIAL — Labour Standards 社會 — 勞工準則
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	SOCIAL — Labour Standards 社會 — 勞工準則
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	SOCIAL — Labour Standards 社會 — 勞工準則

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Aspects, General Disclosures and KPIs 層面、一般披露以及 關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	SOCIAL — Supply Chain Management 社會 — 供應鏈管理
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	SOCIAL — Supply Chain Management 社會 — 供應鏈管理
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	SOCIAL — Supply Chain Management 社會 — 供應鏈管理
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	SOCIAL — Supply Chain Management 社會 — 供應鏈管理
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	SOCIAL — Supply Chain Management 社會 — 供應鏈管理

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Aspects, General Disclosures and KPIs 層面、一般披露以及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect B6: Product Responsibility 層面 B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：	SOCIAL — Product Responsibility 社會 — 產品責任
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Not applicable 不適用
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	SOCIAL — Product Responsibility, Service complaints and responses 社會 — 產品責任、服務投訴及回應
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	SOCIAL — Intellectual property rights and Privacy protection policy 社會 — 知識產權及私隱保障政策
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	SOCIAL — Product Responsibility 社會 — 產品責任
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	SOCIAL — Intellectual property rights and Privacy protection policy 社會 — 知識產權及私隱保障政策

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Aspect B7: Anti-corruption 層面 B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的：	SOCIAL — Anti-Corruption 社會 — 反貪污
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	SOCIAL — Anti-Corruption 社會 — 反貪污
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	SOCIAL — Anti-Corruption 社會 — 反貪污
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	SOCIAL — Anti-Corruption 社會 — 反貪污

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Aspects, General Disclosures and KPIs 層面、一般披露以及 關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或說明
Aspect B8: Community Investment 層面 B8：社區投資		
General Disclosure 一般披露	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. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	SOCIAL — Community Investments 社會 — 社區投資
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture and sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	SOCIAL — Community Investments 社會 — 社區投資
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	SOCIAL — Community Investments 社會 — 社區投資

