



HK01803

## 北京體育文化產業集團有限公司

BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock code 股份代號：01803)

# 2024

## 環境、社會及管治報告

ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT

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## ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED

Beijing Sports and Entertainment Industry Group Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group” or “we”) were established in June 2011, and are principally engaged in the construction, operation and management of air domes in the People’s Republic of China (the “PRC”). The Company was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) in January 2012 to meet the needs of future business development.

MetaSpace (Beijing) Air Dome Corp (“MetaSpace”), a non-wholly owned subsidiary of the Group, is the leading integrated service provider of construction, operation, and management of air dome facilities in the PRC. These air-supported domes are widely adapted to be used in multi-functional facilities such as sports and recreational facilities, logistics and warehousing centres, industrial storage facilities and commercial exhibition spaces, so that those facilities could be weather-resistant and cost-efficient. China is home to a large population of sports enthusiasts, and air domes are an ideal solution to meet the growing demands for indoor sports facilities.

### Our Vision

Sincere, Positive, Healthy, Happy

At the forefront of the industry, the Group is dedicated to delivering cutting-edge stadium construction solutions. We aim to introduce innovative sporting and leisure venues to the public, providing a comfortable environment and an enjoyable experience. In addition, prioritising the physical and mental well-being of the community, the Group is steadfast in its commitment to sports training and education. This dedication forms the cornerstone of our responsibilities and beliefs.

## 關於北京體育文化產業集團有限公司

北京體育文化產業集團有限公司(以下簡稱「本公司」)及其附屬公司(統稱為「本集團」或「我們」)於2011年6月成立，主要在中華人民共和國(「中國」或「中國內地」)從事氣膜建造、營運及管理業務。本公司於2012年1月在香港聯合交易所有限公司(「香港聯交所」)主板上市，以配合未來業務發展需求。

北京約頓氣膜建築技術股份有限公司(「北京約頓」)是本集團的一家非全資附屬公司，是中國領先的氣膜設施建造、營運及管理綜合服務供應商。這些氣膜結構被廣泛應用於多功能設施，如體育和娛樂設施、物流和倉庫中心、工業儲存設施以及商業展覽區，使這些設施具有耐候性和成本效益。中國擁有眾多體育愛好者，氣膜設施成為滿足不斷增長的室內體育需求的理想解決方案。

### 我們的願景

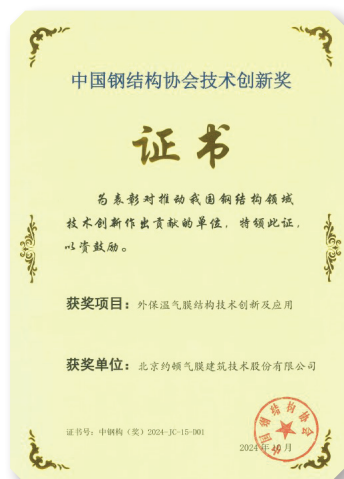
誠心，正意，健康，快樂

在行業的領先地位，本集團致力於提供先進的城市場館建設解決方案。我們的目標是向公眾推出新型運動休閒場館，提供舒適的環境和愉悅的體驗。此外，為了關注公眾的身心健康，本集團堅守對體育訓練和教育的承諾。這種奉獻精神構成了我們的責任和信念的基石。

## ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED (Cont'd)

### Our Awards and Honours

Over the past year, the Group has been honored to receive multiple awards and recognitions. These achievements not only affirm our efforts but also serve as strong evidence of our contributions to sustainable development and Environmental, Social, and Governance (“ESG”) practices.



## 關於北京體育文化產業集團有限公司 (續)

### 我們的獎狀及榮譽

在過去的一年中，本集團榮幸地獲得多項獎狀及榮譽，這些成就不僅是對我們努力的肯定，更是我們在可持續發展及環境、社會及治理(「ESG」)方面貢獻的有力證明。

### China Steel Structure Association Technology Innovation Award Certificate 中國鋼結構協會技術創新獎證書

This award recognizes our technological innovations in the steel structure field, particularly the project “Innovation and Application of External Thermal Air Dome Structure Technology”. This technology has made breakthroughs in insulation performance, promoting the development of environmentally friendly building technologies.

此獎項表彰我們在鋼結構領域的技術創新，特別是「外保溫氣膜結構技術創新及應用」項目，該技術在保溫性能上取得了突破，推動了環保建築技術的發展。

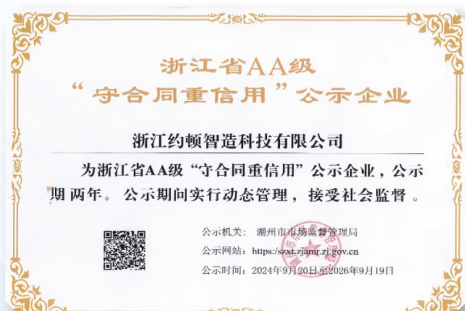
### Beijing “Specialized, Specialized and New” Small and Medium Enterprises Certification 北京市「專精特新」中小企業認定證書

Awarded by the Beijing Municipal Bureau of Economy and Information Technology, this certification acknowledges MetaSpace’s advantages in specialization, refinement, and innovation capabilities, further enhancing our professional image in the ESG field.

由北京市經濟和信息化局頒發，認定北京約頓在專業化、精細化及創新能力方面的優勢，進一步強化了我們在ESG領域的專業形象。

## ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED (Cont'd)

### Our Awards and Honours (Cont'd)



These awards and honors are not only the fruits of our labor but also a testament to our ongoing contributions in the ESG field. We will continue to uphold the principles of sustainable development and drive progress and innovation in the industry.

## 關於北京體育文化產業集團有限公司 (續)

### 我們的獎狀及榮譽(續)

#### Beijing Enterprise Innovation Credit Leading Enterprise Certificate

##### 北京市企業創新信用領跑企業證書

MetaSpace participated in the 2024 Beijing Enterprise Innovation Credit Leading Action and was included in the list after evaluation, reflecting our outstanding performance in innovation and creditworthiness.

北京約頓參與2024年度北京市企業創新信用領跑行動，並經評價進入名單，體現了我們在創新和信用方面的卓越表現。

#### High-tech enterprise certificate

##### 高新技術企業證書

Jointly recognized by the Beijing Municipal Science and Technology Commission, the Beijing Municipal Finance Bureau, and the Beijing Municipal Taxation Bureau of the State Administration of Taxation, this certificate demonstrates MetaSpace's achievements in technological research and development and innovation capabilities, promoting sustainable development.

由北京市科學技術委員會、北京市財政局、國家稅務總局北京市稅務局聯合認可，顯示出北京約頓在科技研發及創新能力上的成就，促進了可持續發展。

#### Zhejiang Province AA-level "Abide by Contracts and Value Credit" Publicity Enterprise Certificate

##### 浙江省AA級「守合同重信用」公示企業證書

This award reflects our good performance in contract fulfillment and credit building, reinforcing our commitment to business ethics and social responsibility.

此獎項體現了我們在合同履約和信用建設方面的良好表現，強化了我們在商業道德和社會責任方面的承諾。

這些獎項和榮譽不僅是我們努力的成果，更是我們在 ESG 領域持續貢獻的見證。我們將繼續秉持可持續發展的理念，推動行業的進步與創新。

## ABOUT THIS REPORT

### Reporting Scope

The Environmental, Social, and Governance Report 2024 (the “Report”) covers the period from 1 January 2024 to 31 December 2024 (the “Reporting Period” or the “Year”) and focuses on the Group’s three major subsidiaries in the PRC, including Zhong Hu Sports and Culture Development (Beijing) Limited, MetaSpace (Beijing) Air Dome Corp (“MetaSpace”), and Zhejiang Yuedun Zhizao Technology Limited, of which the Group has major ownership and operational control during the entire Reporting Period.

### Reporting Standard

Preparation of this Report follows the Stock Exchange’s ESG Reporting Guide under Appendix C2 of the Main Board Listing Rules, satisfies the “comply or explain” provisions and follows the four reporting principles – Materiality, Quantitative, Balance and Consistency. Methodologies and reporting scope adopted are consistent with previous reporting years unless otherwise specified.

## 關於本報告

### 匯報範圍

《2024年環境、社會及管治報告》（「本報告」）的內容主要涵蓋由2024年1月1日至2024年12月31日（「報告期」或「本年度」）期間，具主要擁有權及營運控制權的業務，包括本集團於中國內地的三間主要附屬公司，包括：中互體育文化發展（北京）有限公司、北京約頓氣膜建築技術股份有限公司，及浙江約頓智造科技有限公司。

### 匯報指引

本報告依循香港聯交所《主板上市規則》附錄C2載列的《環境、社會及管治報告指引》及「不遵守就解釋」條文守則，內容亦建基於重要性、量化、平衡和一致性的四個報告原則編撰。除另有說明外，我們採納與以往報告年度一致的編制方式及匯報範圍。

#### Materiality 重要性

The topics covered in the Report are selected based on the results of the environmental, social and governance materiality analysis involving stakeholders and the management of the Group. This selection reflects the significant impact the Group has on the economy, environment, and society.

本集團根據持份者和本集團管理層參與的環境、社會及管治重要性議題分析的結果作出判定，選定本報告所涵蓋的議題，以反映本集團對經濟、環境及社會的重大影響。

#### Quantitative 量化

This ESG Report has included additional clarifications to the quantitative data disclosed to explain any standard, methodologies and conversion factors used during the calculation of emissions and energy consumption.

本報告已於披露的數據中加入補充說明，以解釋在計算排放量和能源耗用過程中所用的標準、方法和轉換因子的來源。

#### Balance 平衡

This Report covers unbiased illustration of the Group’s performance during the Reporting Period, to avoid selecting, omitting or presenting formats that may inappropriately influence a decision or judgement by the reader.

本報告不偏不倚地描述本集團於報告期的表現，以避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。

#### Consistency 一致性

Unless otherwise specified, data calculation methods and disclosure formats that are consistent with the past were used in the Report to ensure comparability.

如無另行說明，本報告採用與過往一致的數據計算方式統計及披露信息，以確保數據的可比性。

## ABOUT THIS REPORT (Cont'd)

### Data Source and Reliability Statement

The data and case studies used in the Report are all derived from internal documents, statistical reports, and relevant public materials of the Group. The Group warrants that this Report is true, accurate and complete, and it contains no false statements, misleading information or material omissions, for which the Group accepts responsibility.

### Report Approval and Access

This Report was approved by the Board of Directors following confirmation by the management on 25 March 2025. The Report contains both Chinese and English version and are uploaded to the Stock Exchange website as well as the Company Website (<https://www.bsehk.com/>). In the event of any inconsistency or inconsistency between the English and Chinese versions, the Chinese version shall prevail.

### Contact Us

Your valuable comments will help us establish a better and longer-term sustainability approach and strategy. If you have any comments on this Report or the Group's sustainability performance, please feel free to contact us through the following channels:

Address: Eastern Building, Tennis Centre,  
Chaoyang Park, Chaoyang District, Beijing  
Email: [ir@bsehk.com](mailto:ir@bsehk.com)  
Official Website: <https://www.bsehk.com/>

### Disclaimer

Parts of this Report are forward-looking subject to uncertainties, which could cause actual results to differ materially from those presented. The Company undertakes no obligation to update any forward-looking statements provided in this Report.

## 關於本報告(續)

### 數據來源及可靠性聲明

本報告所使用的數據及案例均源自本集團內部文件、統計報告及相關公開資料。本集團承諾，本報告內容真實、準確、完整，不含任何虛假陳述、誤導性信息或重大遺漏，並對此承擔責任。

### 報告批准與獲取

本報告經由管理層確認後，於2025年3月25日獲董事會通過。本報告載有中英文版本，並已上載至聯交所網站及本公司網站(<https://www.bsehk.com/>)。如中英文版本有任何抵觸或不相符之處，概以中文版本為準。

### 聯繫我們

閣下的寶貴意見有助我們建立更完善及長遠的可持續發展方針及策略。如閣下對本報告或本集團的可持續發展表現有任何意見，歡迎透過以下方式與我們聯絡：

位址：北京市朝陽區朝陽公園  
網球中心東樓  
郵件：[ir@bsehk.com](mailto:ir@bsehk.com)  
官方網站：<http://www.bsehk.com/>

### 免責聲明

本報告的部分內容具有一定前瞻性，易受到不確定因素的影響，而導致實際結果產生重大差異。本公司不承擔更新本報告中任何前瞻性聲明的義務。

## RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION

### Practicing Efficient Governance

Good corporate governance is the foundation of sustainable development for a company. The Group is committed to maintaining high standards of corporate governance, continuously enhancing our ESG management systems and frameworks, and keeping open communication with all stakeholders to advance together towards sustainability. We recognize that only by fulfilling our environmental and social responsibilities can we create a win-win situation with our stakeholders. Therefore, the Group prioritizes establishing a governance framework that promotes continuous growth and effectiveness, swiftly identifying and addressing environmental, social, and governance risks to minimize their impacts.

The Company has adopted the provisions of the Corporate Governance Code set out in Appendix C1 to the Listing Rules of the Stock Exchange and has complied with all applicable code provisions during the Reporting Period. The Company has established a reasonably well-developed legal governance structure and corresponding organizational systems, and clearly defined the responsibilities and rights of the shareholders' meeting, the Board, and the supervisory board. The Board is responsible for the overall leadership of the Group, supervising the Group's strategic decision-making, and monitoring corporate governance routines. At the same time, the Board has established three committees, namely the Audit Committee, the Remuneration Committee, and the Nomination Committee, to oversee specific areas of the Company's affairs. For the Group's other corporate governance details, please refer to the "Corporate Governance Report" section in the Annual Report 2024.

## 責任管治，合規運營

### 踐行高效治理

良好的企業管治是企業持續發展的基石。本集團致力於維持高水準的企業管治，不斷強化我們的環境、社會及管治（「ESG」）管理體系及架構，並與所有利益相關者保持暢通的溝通，共同邁向可持續發展。我們深知，只有履行對環境與社會的責任，才能與持份者共創雙贏。因此，本集團重視建立一個促進持續增長且有效的管治框架，以迅速識別並應對環境、社會及管治風險，降低其影響。

本公司已採納聯交所上市規則附錄C1所載企業管治守則的條文，並已於本報告期內遵守企業管治守則中的所有適用守則條文。本公司已建立較為完善的法人治理結構和相應的組織制度，明確劃分股東大會、董事會及監事會的職責與權限。董事會負責本集團的整體領導、監督本集團的戰略決策及監察企業管治常規。同時，董事會設有三個委員會，即審核委員會、薪酬委員會及提名委員會以監管本公司特定的事務範疇。有關本集團企業管治的更多資料，敬請參閱本集團《2024年報》內的《企業管治報告》章節。

## RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION (Cont'd)

### Risk Management and Control

Effective risk management and internal control systems are key elements in maintaining a high standard of corporate governance. The Group has established appropriate risk management and internal control systems, whose effectiveness will be reviewed by the Board annually. The management of the Group is responsible for designing, implementing, and maintaining risk management and internal control systems. Heads of major operating units or departments manage the identified risks by confirming and mitigating them according to the internal guidelines approved by the Board and the Audit Committee. The Group has also actively responded to and manages ESG risks by integrating ESG-related matters into its own development strategy.

### Environmental, Social and Governance Framework

The Group adopts a top-down mechanism for ESG oversight, structured into three levels to ensure steady progress in our efforts. We implement a high-level sustainable governance model, striving to integrate environmental and social responsibilities into the company's daily operations. Each functional department assumes its corporate social responsibility role, forming a robust ESG governance structure and implementing a variety of ESG measures.

## 責任管治，合規運營(續)

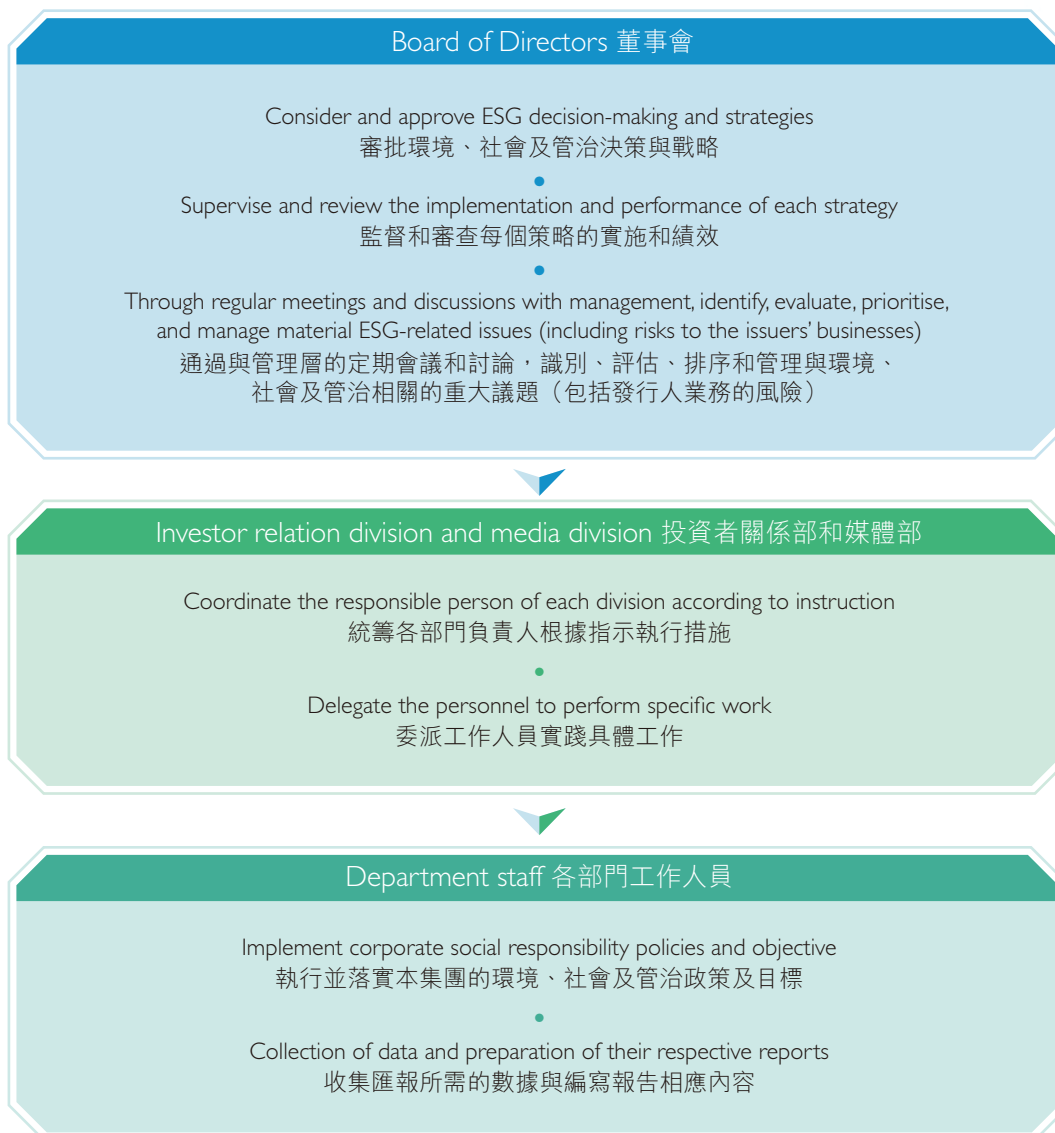
### 風險管控

有效的風險管理及內部監控系統是維持高水平企業管治中的關鍵因素。本集團已設立適當的風險管理及內部監控系統，並具備董事會每年檢討系統的效用。本集團管理層負責設計、執行及維持風險管理及內部監控系統，主要運營單位或部門的主管根據董事會及審核委員會批准的內部指引確認及減輕已識別的風險以管理該等風險。本集團亦積極應對並管理ESG風險，將ESG相關事宜融入企業自身發展策略中。

### 環境、社會及管治框架

本集團採用自上而下的機制進行ESG監督，並分為三個層級使其工作穩步向前。本集團實施高水平的可持續管治模式，務求將環境、社會責任融入公司的日常營運中。各職能部門擔當各自的企業社會責任角色，形成健全的環境、社會及管治的管治結構，並實施各種環境、社會和管治措施。

ESG Working Group Structure  
環境、社會及管治工作小組架構



## RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION (Cont'd)

### Stakeholder Engagement

Based on the Group's own business characteristics and operations, and drawing on the experiences and practices of our global counterparts, we have identified our key stakeholders, including customers, business partners, employee, Industry associations and chambers of commerce, investors and shareholders, regulators, charity and community-based organisations etc.. The Group attaches great importance to its communication with stakeholders and has established effective channels to understand stakeholders' expectations and to discuss and respond to their concerns on ESG matters, to enhance the Group's ESG management.

## 責任管治，合規運營(續)

### 持份者的參與

依據本集團自身業務特點與運營狀況，並借鑑全球同行經驗與實踐，我們識別出的主要持份者包括客戶、業務合作夥伴、員工、行業協會和商會、投資者和股東、監管機構及公益和社區組織等。我們高度重視各方持份者溝通，建立了多元有效的溝通渠道，以了解利益相關方的期望，並就各利益相關方關心的ESG相關議題進行商討和響應，以提升本集團ESG管理水平。

| Stakeholders<br>持份者         | Expectations and requirements<br>期望和要求                                                                                                                                                                                              | Main communication and response channels<br>主要溝通和回應渠道                                                                                                                                     |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Customers<br>客戶             | Perform the contract in good faith<br>誠信履約<br>High quality of service<br>高品質服務質量<br>Stadium security<br>場館安全<br>Handling of opinions and complaints<br>意見和投訴的處理<br>Obtaining investment return<br>獲得投資回報<br>Protect privacy<br>隱私保護 | Guarantee the quality of services<br>保證服務質量<br>Customer satisfaction surveys<br>客戶滿意度調查<br>Customer service hotline<br>客戶服務熱線<br>Effective complaint and feedback channels<br>有效投訴及意見反饋渠道 |
| Business partners<br>業務合作夥伴 | Perform the contract in good faith<br>誠信履約<br>Harmonious and efficient communication<br>和諧、高效的溝通<br>Resource sharing<br>資源共享<br>Win-win cooperation<br>合作共贏                                                                         | Regular inspections, communication visits, and meetings<br>定期檢查、溝通訪問和會議<br>Online opinion surveys<br>網上意見調查<br>Annual audits and assessments<br>年度審計及評估<br>Sincere cooperation<br>真誠合作    |

## RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION (Cont'd)

## 責任管治，合規運營(續)

### Stakeholder Engagement (Cont'd)

### 持份者的參與(續)

| Stakeholders<br>持份者                                          | Expectations and requirements<br>期望和要求                                                                                                                                                                                         | Main communication and response channels<br>主要溝通和回應渠道                                                                                                                                |
|--------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employee<br>員工                                               | <p>Career development and promotion opportunities<br/>職業發展和晉升機會</p> <p>Wage and benefits protection<br/>工資及福利保障</p> <p>Health &amp; safety<br/>健康與安全</p> <p>Democratic governance<br/>民主管治</p> <p>Humanistic care<br/>人文關懷</p> | <p>Employee activities and training<br/>員工活動和培訓</p> <p>Employee e-mail<br/>員工電子信箱</p> <p>Online opinion surveys<br/>網上意見調查</p> <p>Organise employee care activities<br/>組織員工關懷活動</p> |
| Industry associations and<br>chambers of commerce<br>行業協會和商會 | <p>Industry exchanges<br/>行業交流</p> <p>Win-win cooperation<br/>互利合作</p>                                                                                                                                                         | <p>Industry exchanges and forums<br/>行業交流論壇</p> <p>Collaborative research<br/>合作研究</p> <p>Mutual visits<br/>相互訪問</p>                                                                 |
| Investors/shareholders<br>投資者和股東                             | <p>Information disclosure and transparency<br/>信息公開透明</p> <p>Protect the rights and interests of shareholders<br/>保障股東權益</p> <p>Return on investment<br/>獲得投資回報</p> <p>Guaranteed shareholder returns<br/>保證股東回報</p>           | <p>General meeting of shareholders<br/>股東大會</p> <p>Public reports and notifications<br/>公開報告與通報</p> <p>Regular disclosure of business information<br/>定期披露經營資訊</p>                   |

## RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION (Cont'd)

## 責任管治，合規運營(續)

### Stakeholder Engagement (Cont'd)

### 持份者的參與(續)

| Stakeholders<br>持份者                              | Expectations and requirements<br>期望和要求                                                                                                                                                 | Main communication and response channels<br>主要溝通和回應渠道                                                                                                                                                                                                      |
|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Regulators<br>監管機構                               | <p>Compliance<br/>遵紀守法</p> <p>Harmonious communication<br/>和諧溝通</p> <p>Support national and local policies<br/>支援國家和地方政策</p> <p>Support regional economic development<br/>支持地區經濟發展</p> | <p>Compliance reports<br/>合規報告</p> <p>Actively communicate policies<br/>積極溝通政策</p> <p>Understand the compliance requirements of relevant regulatory bodies<br/>了解相關監管機構的合規要求</p> <p>Promote regional cultural and economic development<br/>促進區域文化和經濟發展</p> |
| Charity/community-based organisations<br>公益和社區組織 | <p>Cooperation in public welfare activities<br/>公益活動合作</p> <p>Joint poverty alleviation<br/>共同扶貧</p>                                                                                   | <p>Actively communicate with local residents<br/>積極與當地居民溝通交流</p> <p>Organise public welfare charity activities<br/>組織公益慈善活動</p>                                                                                                                            |

## RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION (Cont'd)

### Materiality Assessment

Full communication with our stakeholders is of great importance for the Group to fulfill its environmental, social, and governance responsibilities during the Reporting Period. Their opinions and expectations assist the Group in identifying relevant issues. Therefore, as the Group develops, we place a high value on the needs, expectations, and assessments of stakeholders from all sectors, striving for excellence and taking a new step towards sustainable development. In order to continuously optimize the sustainable development efforts of the Group, we conducted a materiality assessment based on the "materiality" principle during the Reporting Period. By identifying key stakeholders and ESG topics that major internal and external stakeholders are concerned about, we determined the material topics of the Reporting Period.

## 責任管治，合規運營(續)

### 重要性評估

我們與持份者的充分溝通對於集團在報告期間內履行環境、社會及管治三方面的責任極為重要，他們的意見及期望能幫助集團識別相關議題。因此，本集團在發展的同時，高度重視各界持份者的需求、期待和評價，從而力臻完善，向可持續發展邁進新一步。本集團通過定期開展實質性評估並每年審閱一次，釐清對本集團業務及持份者具有重要性的議題，以指導日常ESG工作的開展和報告的編製：

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#### Step 1: Identifying topics

##### 步驟一：議題識別

Based on the Group strategic priorities, industry characteristics, business priorities, relevant sustainability frameworks (including GRI), stock exchange requirements (including the Hong Kong Stock Exchange), rating agency focuses, domestic and foreign policies (sustainable development goals), and combined with the advices from external stakeholders, the Group determined a list of material issues.

根據本集團戰略重點、行業審核確認特點、業務重點，結合相關可持續發展框架(包括GRI)、交易所要求(包括香港聯交所)、評級機構關注點、國內外政策(可持續發展目標)，並納入外部利益相關方的意見，確定集團實質性議題清單。

#### Step 2: Prioritise

##### 步驟二：優先排序

From the list of identified topics, the Group prioritises according to stakeholders' feedback.

本集團根據持份者的反饋，對識別的重要議題進行優先排序。

#### Step 3: Validate

##### 步驟三：審核確認

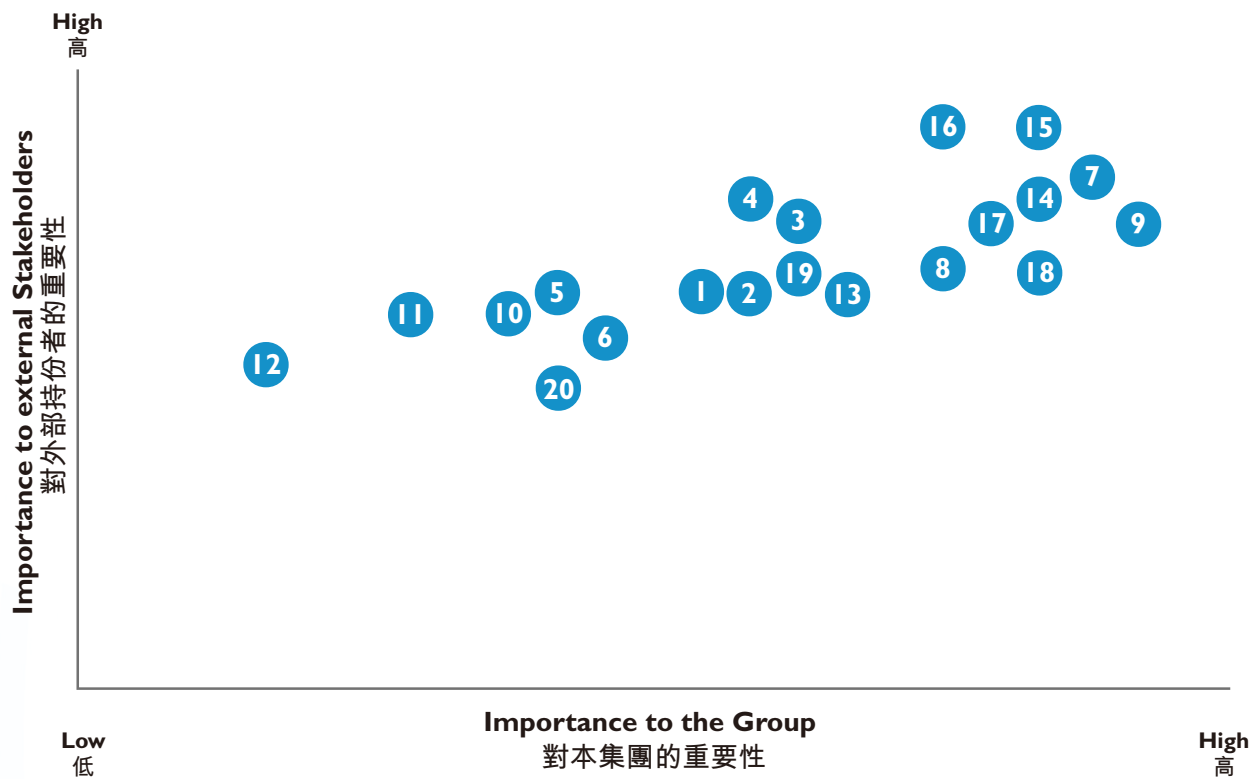
The Board of Directors reviewed and verified the material topics to determine the disclosure themes and content of the Report.

由董事會審視對重要性議題進行驗證及檢視，從而確定本報告的披露主題及內容。

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Stakeholder Engagement Materiality Analysis Matrix

持份者的參與重要性分析矩陣



## RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION (Cont'd)

## 責任管治，合規運營(續)

### Materiality Assessment (Cont'd)

### 重要性評估(續)

| Issues<br>議題                                                                                                                       | Level of importance<br>重要性 |
|------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| 1. Energy saving and emission reduction<br>節能減排                                                                                    | Medium<br>中                |
| 2. Addressing the risks (such as typhoons, floods, etc.) and opportunities associated with climate change<br>應對氣候變遷的風險(如颱風、洪水等)與機會 | Medium<br>中                |
| 3. Environmental management<br>環境管理                                                                                                | Medium<br>中                |
| 4. Effective utilisation of resources<br>物盡其用                                                                                      | Medium<br>中                |
| 5. Ecological conservation<br>生態保護                                                                                                 | Low<br>低                   |
| 6. Water conservation<br>節約用水                                                                                                      | Medium<br>中                |
| 7. Employee safety and health<br>員工安全與健康                                                                                           | Most Important<br>最重要      |
| 8. Legal compliance in employment<br>合規用工                                                                                          | Medium<br>中                |
| 9. Employment and remuneration<br>僱用與薪酬                                                                                            | Most Important<br>最重要      |
| 10. Employee training and development<br>員工培訓和發展                                                                                   | Low<br>低                   |
| 11. Diversity, equal opportunity, and anti-discrimination<br>多元化、平等機會及反歧視                                                          | Low<br>低                   |
| 12. Supply chain management<br>供應鏈管理                                                                                               | Low<br>低                   |
| 13. Anti-corruption (including the provision of anti-corruption training)<br>反貪腐倡導(包括提供反貪污培訓)                                      | Medium<br>中                |
| 14. Integrity and compliance management<br>誠信與合規管理                                                                                 | Most Important<br>最重要      |
| 15. Product quality management<br>產品品質管理                                                                                           | Most Important<br>最重要      |
| 16. R&D innovation<br>研發創新                                                                                                         | Medium<br>中                |

## RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION (Cont'd)

### Materiality Assessment (Cont'd)

## 責任管治，合規運營(續)

### 重要性評估(續)

| Issues<br>議題                                                              | Level of importance<br>重要性 |
|---------------------------------------------------------------------------|----------------------------|
| 17. Protecting intellectual property rights<br>保護智慧財產權                    | Most Important<br>最重要      |
| 18. Transparency in information disclosure<br>訊息揭露透明度                     | Most Important<br>最重要      |
| 19. Data security and privacy protection for the consumer<br>保護消費者訊息安全及私隱 | Medium<br>中                |
| 20. Philanthropy<br>公益慈善                                                  | Low<br>低                   |

### Compliance Operation

The Group adheres to the principle of operating in good faith, abides by business ethics, and abides by all applicable laws and regulations, regulatory provisions, industrial norms, rules and regulations, as well as relevant international treaties and rules in national. The Group continually improves its internal control and risk management system, with the legal department taking the lead in enhancing compliance management control to maintain the Company's operation and management standards. The Group maintains an open attitude to external supervision and sets up compliance hotlines, mailboxes, and website comments to provide contact information for employees, customers, suppliers, and other members of the community to report suspected violations of laws and regulations or violations of the Company policies.

### 合規經營

本集團堅持誠信經營、恪守商業道德、遵守國家所有適用的法律法規、監管規定、行業準則和規章制度以及相關國際條約、規則等合規要求。本集團不斷優化內部控制和風險管理體系，由法務部牽頭加強合規經營管控，以確保公司經營管理規範。本集團保持開放的態度接受外界監督，設立合規熱線、郵箱及網站留言，為員工、客戶、供應商和其他社會人士提供聯繫方式，以舉報涉嫌違法違規或違反公司政策的情況。

## RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION (Cont'd)

### Business Ethics Management System

The Group abides by business ethics, strictly prohibiting corruption, bribery and fraud in all forms. Offending personnel will be punished and prosecuted in accordance with rules. We strictly prohibit offering, accepting or claiming bribery gifts, hospitality and any other form of activity intended to affect the Group's relevant business decision in order to acquire abnormal or inappropriate advantages. The Group adopts a "Zero Tolerance" stance towards any acts of corruption, bribery, extortion, money laundering, and other forms of fraud. To this end, we are committed to the construction of integrity and anti-corruption efforts, and we expect all our employees to act in an honest and ethical manner. We comply with all relevant laws and regulations and have established internal policy documents that clearly outline anti-corruption mechanisms and specific measures, enhancing process supervision and establishing a comprehensive integrity internal control system.

## 責任管治，合規運營(續)

### 商業道德管理體系

本集團恪守商業道德，嚴格禁止任何形式的腐敗、賄賂和欺詐。涉事者將按規定和合約處理，並採取法律行動。本集團嚴格提供、接受、索取賄賂、禮物、招待或任何其他旨在影響或可能影響我們集團業務決策、獲取不正當或不當優勢的行為。本集團對任何貪污、賄賂、勒索、洗黑錢及其他形式的欺詐行為採取「零容忍」態度。因此，我們一直致力於廉政建設和反貪工作，期望所有員工以誠實和道德的方式行事。我們遵守所有相關法律及法規，並已制定內部制度性文件，明確列出防貪腐機制及相關具體措施，加強過程監督，建立完善的廉政內控體系。

### Relevant laws and regulations

#### 相關法律及法規

The Company Law of the People's Republic of China  
《中華人民共和國公司法》

The Anti-Money Laundering Law of the People's Republic of China  
《中華人民共和國反洗錢法》

The Anti Unfair Competition Law of the People's Republic of China  
《中華人民共和國反不正當競爭法》

The Interim Provisions on Banning Commercial Bribery  
《關於禁止商業賄賂行為的暫行規定》

The Anti-Monopoly Law of the People's Republic of China  
《中華人民共和國反壟斷法》

The Bidding Law of the People's Republic of China  
《中華人民共和國招標投標法》

### Internal policy documents

#### 內部制度文件

Provisions on the Administration of Integrity and Self-Discipline  
《廉潔自律管理規定》

Measures on Contract Management  
《合同管理辦法》

Interim Regulations on the Establishment of Subsidiaries by the Subsidiaries of Beijing Sports Entertainment Industry Group  
《北京體育文化產業集團下屬子公司設立附屬公司暫行規定》

## RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION (Cont'd)

### Business Ethics Management System (Cont'd)

During the Reporting Period, the Group received the Beijing Enterprise Innovation Credit Leading Enterprise Certificate and Zhejiang Province AA-level "Abide by Contracts and Value Credit" Publicity Enterprise Certificate, highlighting our strong commitment to business ethics and social responsibility.

### Business Ethics Training

We have provided the anti-corruption training and related teaching materials to the Board, the employees of the Group will sign an Integrity and Self-discipline Agreement when they are hired. We will also include content on integrity and self-discipline in the new employee orientation for new employees to understand the internal system documents and measures of the Group for anti-corruption so as to enhance their knowledge and awareness of corruption prevention.

### Whistle-blowing Policy

The Group has established a Whistle-blowing Policy that encourages employees to report any acts of corruption, bribery, extortion, money laundering, or fraud. Upon receiving such a report, the Group will promptly initiate an investigation and report to management, as well as notify governmental authorities. During the investigation, the Group pledges to provide adequate confidentiality measures to protect the identity of the whistleblower. Should the allegations prove to be true, the employee(s) involved will be subject to immediate dismissal.

During the Reporting Period, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees. The Group was not aware of any material non-compliance with laws and regulations relating to bribery, extortion, fraud and money laundering, which would have a significant impact on the Group. We will continuously refine our reporting mechanisms and persist in fortifying our defences against corruption and the promotion of integrity. We rigorously investigate and rectify instances of corruption, effectively preventing risks to integrity.

## 責任管治，合規運營(續)

### 商業道德管理體系(續)

於報告期間，本集團榮獲北京市企業創新信用領跑企業證書及浙江省AA級「守合同重信用」公示企業證書，這彰顯了我們對商業道德和社會責任的堅定承諾。

### 商業道德培訓

此外，我們為董事會提供反貪污培訓和相關教材。新進員工入職時將簽署《廉潔自律協議》，並將廉潔自律內容納入新進員工入職培訓中，讓他們了解集團內部針對反腐敗倡導的制度文件和措施，增強相關知識並加強拒腐防變意識。

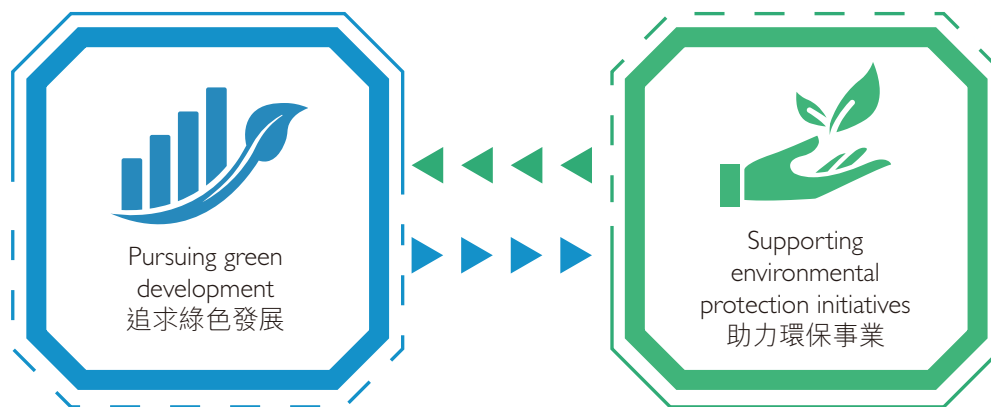
### 舉報政策

本集團已制定舉報政策，鼓勵員工舉報任何貪污、賄賂、勒索、洗黑錢或欺詐等不當行為。本集團在接獲舉報後會即時展開調查，並向管理人員匯報，以及通報政府機關。於調查期間，本集團承諾對舉報人身份提供足夠保密措施。倘若舉報屬實，涉事員工將會即時受解僱。

於報告期間，本集團或其僱員並不涉及有關貪污的已審結訴訟案件。本集團並不知悉任何嚴重違反有關貪污、賄賂、勒索、欺詐及洗黑錢的法律及法規，且對本集團有重大影響的事宜。我們將不斷優化通報機制，持續築牢反貪倡廉防線。我們嚴格查處和整治腐敗現象，有效防範廉政風險。

JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN  
VISION TOGETHER

環境攜手，共築綠色願景



We deeply understand the importance of the environment for the sustainable development of our business. Therefore, the core value of our company lies in the pursuit of green development. We firmly believe that only through the pursuit of green development can we achieve long-term prosperity for our business.

In order to promote the development of a green economy, we willingly take on the mission of raising the flag of environmental-friendly construction and assume the corporate responsibility of protecting nature. We actively promote eco-friendly air dome technologies, implement energy-saving measures, cherish water resources, and practice effective resource management to reduce our carbon and water footprints. Through these efforts, we are committed to establishing an environmentally friendly corporate image and striving to realize our green vision.

我們深知環境對於業務的可持續發展至關重要，因此，我們企業的核心價值在於追求綠色發展。我們堅信，唯有透過追求綠色發展，才能實現企業的長遠繁榮。

為了促進綠色經濟的發展，我們自覺肩負起高舉環保建築旗幟的使命，並承擔保護大自然的企業責任。我們積極推廣氣膜環保技術、實踐節能減排、珍惜用水以及有效管理資源等措施，以降低企業的碳足跡和水足跡。透過這些努力，我們致力於建立一個環保友善的企業形象，並為實現綠色願景而努力奮鬥。

## JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN VISION TOGETHER (Cont'd)

### Environmental Management

To ensure that the Group can comprehensively manage carbon emissions and resource consumption, we have established environmental management responsibilities for each department along with specific measures for energy conservation and emission reduction. We have also obtained the Environmental Management System Certification (GB/T 24001-2016/ISO 14001:2015) to ensure compliance with relevant guidelines in the research and development as well as the processing of air dome structures, aiming to minimise the generation and emission of pollutants.



Furthermore, we strictly adhere to applicable laws and regulations, as well as standards related to environmental protection, including, but not limited to:

- The Environmental Protection Law of the People's Republic of China;
- The Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution;
- The Water Pollution Prevention and Control Law of the People's Republic of China;

## 環境攜手，共築綠色願景(續)

### 環境管理

為確保本集團能夠全面管理碳排放和資源消耗，本集團制定了各部門的環境管理職責及節能減排的具體措施。我們亦取得環境管理體系認證(GB/T 24001-2016/ISO 14001:2015)，以確保在氣膜結構的研發和氣膜加工過程中遵守相關指引，以盡量減少污染物的產生和排放。

此外，我們嚴格遵守適用的法律及法規，以及與環境保護相關的標準，包括但不限於：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國水污染防治法》；

## JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN VISION TOGETHER (Cont'd)

### Environmental Management (Cont'd)

- The Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste;
- The National Hazardous Waste Inventory; and
- The Code for indoor environmental pollution control of civil building engineering.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes, which would have a significant impact on the Group. During the Reporting Period, the Group experienced an increase in greenhouse gas emissions, non-hazardous waste, energy consumption, water resources, and packaging materials compared to previous years. This rise is primarily attributed to a 13% increase in employee numbers and an overall growth in business. We will closely monitor these factors and are committed to reducing related emissions. For more detailed data, please refer to the section on "ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS".

## 環境攜手，共築綠色願景(續)

### 環境管理(續)

- 《中華人民共和國固體廢物污染環境防治法》；
- 《國家危險廢物名錄》；及
- 《民用建築工程室內環境污染控制規範》。

於報告期間，本集團並不知悉任何嚴重違反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法律及法規，且對本集團有重大影響的事宜。於報告期間，本集團的溫室氣體排放、無害廢棄物、能源消耗、水資源及包裝材料較往年有所增加，主要因為員工人數增加了13%以及業務整體上升。我們將密切監測並致力於減少相關排放。有關更多數據的詳情，請參閱「環境與社會關鍵績效指標」一節。

## JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN VISION TOGETHER (Cont'd)

### Waste Management

The Group is committed to reducing waste generation through a variety of measures, actively promoting sustainable development. Recognising that waste, such as defective products and scraps of air dome fabric, is inevitably produced during the manufacturing process, we have repurposed portions of air dome fabric scraps for use as packing materials, wind-blocking materials during the construction of air dome venues, and protective coverings for project floors. The remaining waste materials are sold externally to achieve waste utilization. The vast majority of waste is recycled or reused, which not only reduces emissions but also lowers unnecessary costs.

## 環境攜手，共築綠色願景(續)

### 廢棄物管理

本集團致力透過多種措施減少廢棄物的產生，積極推動可持續發展。在生產過程中，難免會產生一些廢棄物，例如殘次品和膜材邊角料。我們已將部分膜材邊角料轉化為打包材料、建設氣膜場館過程中的擋風物料，以及用於項目地板的保護材料。剩餘的廢料則會外部出售，以實現廢物的再利用。絕大多數廢棄物會被回收或再利用，這不僅減少了排放，還降低了不必要的成本。



#### Waste reduction measures 減廢措施

- Reduce "white pollution" and stipulated that employees must not discard paper or plastic bags;
- 減少「白色污染」，禁止員工隨意丟棄紙袋或塑料袋；
- Regulate the use of paper basket garbage bags in the office so that cleaning personnel can reuse them after emptying the garbage;
- 辦公室內的紙簍垃圾袋使用經過規範，以便保潔人員傾倒垃圾後可重複使用；
- Take "applicable, durable and cost-effective" as the basic principle of purchasing materials, and fully consider the indicator elements such as product materials, energy consumption, noise, emissions, and their impact on the environment; and
- 以「適用、耐用、性價比」作為採購材料的基本原則，充分考量產品材料、能耗、噪音、排放及其對環境的影響等指標；及
- Set up the waste battery recycling point specifically at the front desk, arranged for the general department to uniformly recycle the waste battery to the professional processing agency, and strictly prohibited discarding to avoid the acid and alkali electrolytes of batteries causing severe pollution to the soil and water.
- 前台設有專門的廢舊電池回收點，由綜合部門將廢舊電池統一回收到專業處理機構，嚴禁亂丟，以防電池的酸鹼電解質對土壤和水造成污染。

## JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN VISION TOGETHER (Cont'd)

### Waste Management (Cont'd)

In addition, our Huzhou production base conducts production and processing in strict accordance with the requirements of the Quality Management System (GB/T 19001-2016/ISO 9001:2015) and Environmental Management System (GB/T 24001-2016/ISO 14001:2015) requirements. It comprehensively regulates the recycling process of waste products, including regular statistics and verification of the quantity of waste products, and requires that waste generated during production and processing be classified and stacked in designated locations to ensure comprehensive recycling of waste and the Company's safe production process.

Furthermore, the Group will continue to review and improve current measures and operational practices, as well as explore additional waste reduction strategies with the goal of further minimizing waste generation and contributing to sustainable development.

### Packaging Materials

During the Reporting Period, the Group's packaging materials included plastics (such as plastic bags, plastic boxes, and tape), film packaging (processing of scraps of air dome fabric), and nylon ropes. We will closely monitor the usage of packaging materials and implement measures to optimize and reduce their consumption.

## 環境攜手，共築綠色願景(續)

### 廢棄物管理(續)

此外，我們的湖州生產基地嚴格按照品質管理體系(GB/T 19001-2016/ISO 9001:2015)和環境管理體系(GB/T 24001-2016/ISO 14001:2015)進行生產加工，全面規範生產廢品和廢料的回收流程。我們定期統計核査廢料產品量，並要求生產過程中產生的廢品廢料需分類堆放於指定地點，以保障全面回收廢料及公司的安全生產過程。

我們將持續檢視及改善現行措施和營運慣例，並探索其他減廢措施，以進一步減少廢棄物的產生，為可持續發展貢獻力量。

### 包裝材料

於報告期間，本集團的包裝材料包括塑膠(如膠袋、膠盒、膠帶)、膜體包裝(膜材邊角料加工)及尼龍繩。我們將密切監控包裝材料的使用量，並制定措施以優化和減少包裝材料的使用。

## JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN VISION TOGETHER (Cont'd)

### Energy Conservation and Emission Reduction

The Group is dedicated to enhancing overall energy efficiency and reducing energy consumption. We aim to transform waste into recycled resources and minimise waste emissions. By increasing resource efficiency, we reduce both costs and our environmental impact, ensuring that our operations and brand ethics are aligned. By adopting appropriate measures for orderly production and low energy consumption, we ensure stable output and establish long-term goals for emission reduction and energy saving. The measures defined in the Environmental Protection and Energy Conservation Regulation effectively reduce energy consumption and the unnecessary use of materials, further enhancing the environmental performance of corporate operations. We will continue to promote the concept of energy conservation and emission reduction, and we have adopted the following environmental-friendly measures in our offices:

## 環境攜手，共築綠色願景(續)

### 節能減排

本集團致力提高整體能源效率並降低能源消耗。我們旨在將廢棄物轉化為再生資源，並盡量減少廢棄物排放，在提高資源效率的同時，降低成本和我們對環境的影響，使集團的營運與品牌產品理念相稱。通過採取適當措施，實施有序生產和低能源消耗，為公司帶來穩定的產出，使我們能夠建立長期減排和節能目標。《環保節能管理規定》當中所制定的措施能有效降低能耗及相關物資的非必要消耗，進一步提升了企業營運的環境效益。我們將持續推動節能減排的理念，並在辦公室採取以下環保措施：



#### Emission reduction measures (including indoor air pollutants) 減排措施(包括室內空氣污染物)

- Encourage employees to adopt green communication methods, such as video and teleconferencing;
- 鼓勵員工採用綠色溝通方式，如視像及電話會議；
- Conduct regular testing for the Group's vehicles to ensure that our vehicles meet the emission standards and control the level of emission;
- 為本集團旗下車輛定期進行檢測，確保我們車輛的廢氣排放符合標準，控制排放水平；
- Smoking is strictly prohibited in any areas of the office building to ensure that the indoor air is fresh;
- 嚴禁在辦公室內任何區域吸煙，確保室內空氣清新；
- Employees are required to develop the habit of turning off the lights at will and should take the initiative to close unnecessary lighting facilities in a timely manner;
- 要求員工養成關燈的習慣，並應主動及時關閉不必要的照明設施；
- Strictly control the use of air conditioners. When the indoor temperature is suitable, employees can intermittently use the air conditioner and not open doors and windows to avoid wasting energy due to air conditioner leakage; and
- 嚴格控制空調的使用。當室內溫度適宜時，員工可以間歇性使用空調，不開門窗，避免冷風外洩浪費能源；及
- Employees are prohibited from using high-power electrical appliances without approval to avoid wasting power consumption and causing safety accidents.
- 未經批准，禁止員工使用大功率電器，以免浪費電力消耗和引發安全事故。

## JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN VISION TOGETHER (Cont'd)

### Technological Research

MetaSpace's air dome construction technology has achieved significant results in several areas, primarily encompassing high-efficiency thermal insulation technology for air domes, dynamic equilibrium control technology for air domes, and internal environmental control technology for air domes. By leveraging the distinctive architectural features of air dome structures, we have successfully improved thermal insulation performance, effectively reducing energy consumption within the air dome space.

Our technology optimizes the overall spatial control within the air dome; the air exchange rate can be flexibly adjusted based on the venue's needs, with thermal losses controlled to less than 3%, achieving safe, efficient, energy-saving, and harmonious operation of air dome constructions. This technology is not only suitable for cultural and sports venues but also widely applicable to logistics storage warehouses and other areas.

Air domes in the field of agriculture is widely used, both as a smart planting base for agricultural products, and as a storage for food preservation, and a transit station for the transport of fresh and live agricultural products. MetaSpace had constructed air dome facilities for mushrooms and grain products; these energy-saving and efficient domes could help revitalisation of the countryside, assisting farmers to get rid of poverty.

Our air dome construction technology has been successfully included in the Beijing Energy-Saving Technology Products Recommended Catalogue (2023 Edition), and during the Reporting Period, we received the China Steel Structure Association Technology Innovation Award Certificate and High-tech enterprise certificate. These achievements reflect our outstanding performance in technological research and our firm commitment to sustainable development.

## 環境攜手，共築綠色願景(續)

### 技術研究

北京約頓的氣膜建築技術在多個方面取得了顯著的成果，主要涵蓋氣膜高效保溫技術、氣膜動平衡控制技術及氣膜內環境控制技術。這些技術充分利用氣膜建築的結構特點，成功大幅改善了保溫性能，有效降低了氣膜空間內的能源消耗。

我們的技術優化了整體氣膜內的空間控制，空氣交換量可根據場館內的需求靈活設置，冷熱損耗控制在3%以下，實現了氣膜建築的安全、高效、節能及協調運行。這項技術不僅適用於文化及體育場所，還廣泛應用於物流儲存倉庫等領域。

在農業方面，氣膜結構的應用非常廣泛，既可作為農產品的智能種植基地，也可作為糧食的保存倉庫，還可作為鮮活農產品的運輸中轉站。北京約頓已承建氣膜菌菇及糧倉設施，這些節能高效的氣膜結構助力鄉村振興，幫助農民脫貧致富。

值得一提的是，我們的氣膜建築技術已成功納入「北京市節能技術產品推薦目錄（2023年度）」，並在報告期內榮獲中國鋼結構協會技術創新獎證書及高新技術企業證書，這些成就充分體現了我們在技術研究方面的卓越表現和對可持續發展的堅定承諾。

## JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN VISION TOGETHER (Cont'd)

### Water Conservation

Given the nature of our business operations, the Group does not generate a significant amount of wastewater. All operational sites of the Group utilize municipal water supply, and therefore, we do not face issues related to sourcing water. However, the Group fully recognizes the preciousness and importance of water resources. To ensure responsible water usage and reduce our water footprint, we actively implement the following measures:

## 環境攜手，共築綠色願景(續)

### 珍惜用水

基於本集團的業務性質，我們不會產生大量污水。所有營運地的用水均來自市政供水，並不存在水源問題。然而，我們深知水資源的珍貴及其重要性。為了負責任地使用水，資源並減少水足跡，我們積極採取以下措施：



#### Water conservation measures

#### 節水措施

- Promote water conservation awareness by displaying water-saving slogans throughout various sectors of the Group, vigorously encouraging employees to cherish water resources;
- 宣傳節水意識，在集團各領域設置節水標語，大力推動員工珍惜水資源；
- Encourage employees to develop habits of turning off taps after use in daily life and work, using water in small quantities, and practicing intermittent water use; and
- 鼓勵員工養成在日常生活和工作中使用後關掉水龍頭，並少量用水和間歇性用水的習慣；及
- Staff responsible for water facilities should regularly monitor the operation of the water supply installations and are encouraged to supervise these facilities. Should any malfunctions be detected, they must immediately notify the relevant department for repair.
- 相關員工應及時觀察自來水裝置的運行情況，並鼓勵員工對自來水裝置進行監督，如發現故障，應立即通知相關部門進行維修。

During the Reporting Period, our water consumption has seen a slight increase. We will closely monitor this situation and enhance our employees' awareness of water conservation.

於報告期內，我們的耗水量略有上升。我們將密切關注此情況，並加強員工的節水意識。

## JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN VISION TOGETHER (Cont'd)

### Minimising Environmental Interference

In accordance with the stipulations of our environmental management system and the potential impacts of the construction process, we have formulated relevant appropriate measures. These include measures related to air, light, and noise to mitigate disturbances to the surrounding environment and ecological system during construction, ensuring compliance with national environmental quality standards.

## 環境攜手，共築綠色願景(續)

### 減少環境干擾

我們根據環境管理體系規定和施工過程的潛在影響，制定了相關的適當措施，包括空氣、光和噪音的相關對應措施，以減少施工過程中對周圍環境和生態環境的干擾，務求符合國家各項環境質量的標準。



- Implement hardening treatment and greening management of roads at the construction site;
- 對施工現場道路實施硬化處理和綠化管理；
- Implement partially enclosed construction operations to avoid construction waste dust;
- 實施部分封閉施工作業，避免建築垃圾粉塵；
- For transporting materials that are easy to scatter and fly, the carriage is required to be covered;
- 對於運輸易散落、易飛揚的材料，要求車廂進行覆蓋；
- Overloading is prohibited; and
- 嚴禁超載運輸；及
- During the construction process, it is stipulated that liquefied gas is used as fuel, and electric water heaters are used to supply water to ensure that no smoke and dust are emitted at the on-site kitchen.
- 在施工過程中，規定使用液化氣作燃料以及電熱水器供水，確保現場廚房無煙塵排放。



### Light and noise 光和噪音

- Reasonable selection of construction machinery in the construction process and strengthening mechanical maintenance;
- 在施工過程中合理選擇工程機械，加強機械維護；
- Reduce equipment noise and require operators to control noise manually during the process of operation; and
- 減少設備噪音，並要求操作人員在操作過程中控制作業時產生噪音；及
- United lamps and lanterns at the construction site, equipped with directional removable lampshades, to avoid the phenomenon of construction light pollution at night and minimise the impact on the surrounding environment.
- 在施工現場統一燈具，配備定向式可拆除燈罩，避免夜間施工光污染現象，最大限度降低對周邊環境的影響。

The air dome has excellent heat preservation properties and high tightness, which effectively minimizes air loss and maximizes oxygen utilization. By employing a large-space diffusion method for oxygen supply, the inner altitude equivalence in the air dome can be reduced. When supplemented by systems that control temperature and humidity, this allows for non-destructive operation in highland environments. To further reduce environmental interference, we will continue to optimize facility design, enhance energy efficiency, and strengthen monitoring and management of environmental impacts to ensure sustainable development.

我們的氣膜結構具有優良的保溫性能和高密閉性，能有效減少空氣損耗，提高氧氣利用率。大空間的彌散式供氧方式可以降低膜內環境的等效海拔高度，並輔以溫度和濕度控制系統，最大程度地實現高原環境下的無損工作。為了進一步減少環境干擾，我們將持續優化設施設計，提升能源效率，並加強對環境影響的監測與管理，確保可持續發展。

JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN VISION TOGETHER (Cont'd)

Climate Resilience and Adaptation

Led by the national “Dual Carbon” strategy, our industry has seen the commitment to green, low-carbon and sustainability as a consensus. In response to the national “Dual Carbon” goal, the Group continued to strengthen our own carbon management and enhance our climate change risk management approaches and policies.

The world is facing the severe challenge of global warming, with the impacts of climate change becoming increasingly imminent. The Group is fully aware of the risks and opportunities related to climate change and is closely monitoring the potential threats it poses to our business operations. We have identified climate change as one of our operational risks.

環境攜手，共築綠色願景(續)

氣候變化之抵禦及適應

在國家「雙碳」戰略的引領下，推動綠色低碳可持續發展已成為業界的普遍共識。為了響應國家的「雙碳」目標，本集團持續不懈地加強對碳排放的管理，並針對氣候變化風險進行策略和政策的調整。

當前，全球正面臨全球暖化這一嚴峻挑戰，氣候變化引發的影響已迫在眉睫。本集團深知我們的業務與氣候變化之間存在著密切的風險與難得的機遇，因此我們時刻關注氣候變化可能對業務造成的潛在威脅。有鑒於此，我們已將氣候變化明確列為營運過程中的重要風險之一。

| Climate-related risks  | Risk Description                                                                                                                                                                                                                                                                                                                                                                                                | Risk Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 氣候相關風險                 | 風險描述                                                                                                                                                                                                                                                                                                                                                                                                            | 風險應對                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Physical Risks<br>實體風險 | <ul style="list-style-type: none"><li>The intensity and frequency of extreme weather events (such as storms and floods) are increasing, which may impose higher demands on the durability and safety of structures.</li><li>極端天氣事件(如風暴及水災)的強度及頻率增加，可能對結構的耐久性和安全性提出更高要求。</li><li>The rise in average temperature may affect the stability and lifespan of the structure.</li><li>平均氣溫上升，可能影響結構的穩定性和壽命。</li></ul> | <ul style="list-style-type: none"><li>From the creation of the air dome structure to the operation of sports stadiums, we have meticulously calculated the construction needs of the stadiums, including timing, building materials, and scope.</li><li>從氣膜結構的創建到體育場的營運，我們精心計算了體育場的建設需求，包括時間、建築材料和範圍。</li><li>The robust performance of the air dome structure helps it adapt to various extreme climates, such as withstanding strong winds and providing heat and cold resistance.</li><li>氣膜結構的穩健性能有助於適應不同的極端氣候，如抵禦強風、耐熱及耐寒。</li></ul> |

## JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN VISION TOGETHER (Cont'd)

## 環境攜手，共築綠色願景(續)

### Climate Resilience and Adaptation (Cont'd)

### 氣候變化之抵禦及適應(續)

| Climate-related risks<br>氣候相關風險 | Risk Description<br>風險描述                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Risk Response<br>風險應對                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Transition Risks<br>轉型風險        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>The factory premises will also pre-emptively adjust the pressure of the dome structure through an intelligent management system. We have also developed emergency response plans, strictly adhering to local government warnings and directives to ensure the safety of our employees and facilities.</li> <li>廠區亦將通過智慧管理系統提前調整結構的壓力。我們亦制定應急預案，嚴格按照當地政府的警告和指示，確保員工和工廠設施的安全。</li> </ul>                                          |
|                                 | <ul style="list-style-type: none"> <li>The challenges posed by climate change also drive technological innovation, such as the development of materials and structural designs that are more resistant to climatic impacts.</li> <li>氣候變化帶來的挑戰也促使技術創新，如開發更耐氣候影響的材料和結構設計。</li> <li>With the increasing uncertainty of climate change, the design of air-supported structures needs to be more adaptable and resilient to cope with potential future changes in climate conditions.</li> <li>隨著氣候變化的不確定性增加，氣膜結構的設計需要更具適應性和彈性，以應對未來可能的氣候條件變化。</li> </ul> | <ul style="list-style-type: none"> <li>Utilizing advanced simulation technologies to predict and optimize structural performance in extreme weather conditions.</li> <li>利用先進的模擬技術來預測和優化結構性能，以應對極端氣候條件。</li> <li>The flexibility and lightweight nature of air-supported structures make them ideal for multi-purpose and temporary facilities, potentially creating new opportunities in the market.</li> <li>氣膜結構的靈活性和輕便性使其成為多功能和臨時設施的理想選擇，這可能在市場上創造新的機會。</li> </ul> |

## JOINING HANDS FOR THE ENVIRONMENT, BUILDING A GREEN VISION TOGETHER (Cont'd)

### Climate Resilience and Adaptation (Cont'd)

As advocates for green building, the Group is committed to addressing global warming and climate change. We enhance our energy efficiency by adopting eco-friendly measures, thereby reducing our direct and indirect greenhouse gas emissions. We fulfill our corporate social responsibility, striving to reach peak carbon emissions by 2030 and working towards carbon neutrality by 2060, in support of the national "Dual Carbon" targets.

## COLLABORATIVE SYNERGY • CO-CREATING BUSINESS VALUE

In our product and service offerings, meeting the needs and expectations of our customers is our foremost objective. The Group actively collaborates with suppliers, guided by the following two key principles, to deliver superior products and services to our clients.

## 環境攜手，共築綠色願景(續)

### 氣候變化之抵禦及適應(續)

作為綠色建築的倡導者，本集團致力於應對全球暖化和氣候變化。我們通過採取環保措施來提升能源效益，減少直接和間接的溫室氣體排放，履行企業社會責任。我們的目標是在2030年前達到碳排放峰值，並努力在2060年前實現碳中和，以支持國家的「雙碳」目標。

## 合作共贏，共創商業價值

在我們的商品和服務方面，滿足公司顧客的要求和期望為我們的首要目標。本集團積極與供應商合作，以下列兩大原則，為客戶提供更優質的商品和服務。



## COLLABORATIVE SYNERGY • CO-CREATING BUSINESS VALUE (Cont'd)

### Supply Chain Management

The quality of raw materials is crucial to the quality of our products. Therefore, the Group exercises utmost diligence in the selection and management of our suppliers. We employ the elimination mechanism to update the list of approved suppliers after frequent sample testing, identification, and onsite investigation for each supply session. Our goods must fulfill environmental protection and material quality standards to comply with the national "Dual Carbon" policy. To choose the best suppliers, we communicate with them about their environmental and social performance and risks.



More than three qualified and licensed vendors quotation must prepare for all project supplies. The Group selects a suitable supplier and creates a supplier list after evaluating quality, pricing, delivery time, after-sales support, and credit standing. 必須有三個以上合格和有執照的供應商為所有專案用品提供投標。本集團選擇合適的供應商，並在評估品質、定價、交貨時間、售後支援和信譽後編製供應商名單。



The technical department and supervisor must approve material procurement drawings. If the procurement plan is not prepared, procurement team is entitled to refuse the procurement. 技術部門和主管必須批准材料採購圖紙。如果沒有採購計劃，採購人員有權拒絕執行採購。



After procurement, the material lists must be cross-checked against the contract configuration list, and the material may only be purchased if its specification, model, and quantity fulfil the procurement department's standards and do not exceed the sales department's budget cost price. 採購結束後，採購的材料清單必須與合同配置清單進行核對，規格、型號、數量一致，符合採購部門的要求，不超過銷售部提供的預算成本價格，方可進行採購。

We will actively research and invest more resources to develop environmentally friendly air dome products, and the Group may cooperate with suppliers to promote the use of more environmentally friendly materials and achieve sustainable development of mutual benefit and value sharing with long-term cooperative relationships.

## 合作共贏，共創商業價值(續)

### 供應鏈管理

原材料的質量為產品品質的關鍵，故本集團選擇和管理供應商時必須慎之又慎。我們採用淘汰機制，定期針對各供應環節進行樣品測試、鑒定及現場調查，以調查評審結果為依據，更新合格供應商的名單。我們的產品必須符合環境保護和材料質量標準，以符合國家「雙碳」政策。為了選擇最佳供應商，本集團會與供應商溝通環境、社會績效及風險的事宜。

我們將積極研究及投入更多資源開發環保結構產品，本集團可能與供應商合作，推廣使用更環保的材料，以長期的合作關係實現互惠互利、價值共用的可持續發展。

## COLLABORATIVE SYNERGY • CO-CREATING BUSINESS VALUE (Cont'd)

### Product Quality Management

Quality management is of paramount importance to the Group's operations. As such, we adhere strictly to the Quality Management System (GB/T 19001-2016/ISO 9001:2015) management requirements, exercising control over the quality of processed products and the construction of sports venues. In addition, we have developed PVC Work Instructions that clearly outline the processes for air dome processing and production, as well as operational protocols for the production factory, to standardise the production process and enhance quality control. We rigorously comply with the laws and regulations of the People's Republic of China relating to product liability, including but not limited to the Product Quality Law of the People's Republic of China and the Trademark Law of the People's Republic of China. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress, which would have a significant impact on the Group.

## 合作共贏，共創商業價值(續)

### 品質管理

品質管理對本集團業務極之重要。因此，我們嚴格遵從品質管理體系(GB/T 19001-2016/ISO 9001:2015)管理要求，對加工產品的質量和體育場館的建設進行管控。除此之外，我們亦制定《PVC作業指導書》，明確列出膜材加工製作流程，生產工廠的作業守則，使生產過程規範化以及加強品質控制。我們嚴格遵守中華人民共和國關於經營產品責任的法律及法規，包括但不限於《中華人民共和國產品質量法》和《中華人民共和國商標法》。於報告期間，本集團並不知悉任何嚴重違反有關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法律及法規，且對本集團有重大影響的事宜。本集團並無因安全與健康理由而須回收的已售或已運送產品。



## COLLABORATIVE SYNERGY • CO-CREATING BUSINESS VALUE (Cont'd)

### Product Quality Management (Cont'd)

In terms of product quality inspection, we implement multiple safeguards:

1. Require suppliers to provide air dome testing reports from third-party certification agencies in accordance with government regulations;
2. Conduct an internal quality inspection and finished product quality inspection, test items including tensile strength, thickness, film dyeing degree, etc., to ensure that air domes meet environmental and safety standards; and
3. In terms of stadium construction, the Group strengthens the full-cycle control of all aspects of design, processing, and construction, requires compliance with enterprise standards in each session and stipulates that the on-site goods must be inspected by technical personnel to ensure that the goods meet the requirements of the project before they can be used.

### Customer Communication

We have also developed a Complaint Handling System that specifies the procedures for addressing customer feedback and complaints, ensuring that customer grievances and input are dealt with in a timely and effective manner. We regularly hold interdepartmental meetings to discuss ways to enhance product quality. In the area of product maintenance, we offer maintenance services; some clients enter into technical service agreements with us, wherein personnel are dispatched monthly to project sites for inspections, ensuring the normal operation of the air-supported venues. Customers can receive technical support during the warranty period of the product via official account or by phone.

## 合作共贏，共創商業價值(續)

### 品質管理(續)

在產品質量檢驗方面，我們有多重把關：

1. 要求供應商按照政府規定提供第三方認證機構的膜材測試報告；
2. 進行內部質量檢查和成品質量檢查，測試專案包括抗拉力、厚度、薄膜染色程度等，以確保膜結構符合環境和安全標準；及
3. 在場館建設方面，集團加強對設計、加工、施工各環節的全週期把控，要求各個環節亦符合企業標準，並規定現場貨物必須由技術人員進行質量檢驗，確保貨物符合專案要求方可使用。

### 客戶溝通

我們亦制定《投訴處理制度》，訂明處理客戶回饋及投訴的處理程序，以適時有效地處理客戶投訴及反饋。我們定期舉行跨部門會議，探討如何提高產品品質。在產品維護方面，我們提供維護服務；部分客戶與我們簽訂技術服務協定，每月指派人員到專案現場進行巡檢，確保氣膜場館能夠正常運行。客戶在產品保修期內可通過公眾號或電話獲得技術支援。

## COLLABORATIVE SYNERGY • CO-CREATING BUSINESS VALUE (Cont'd)

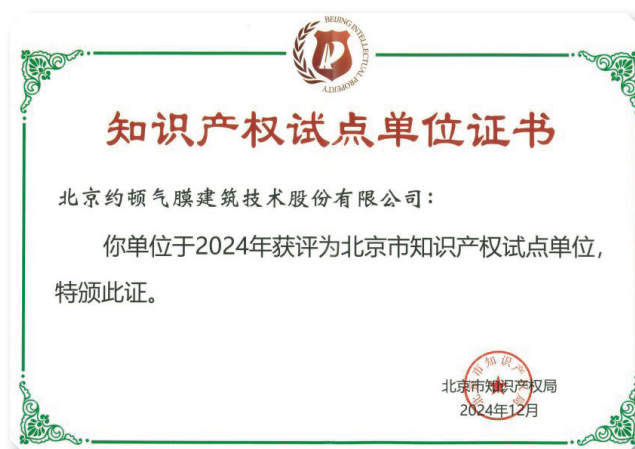
### Intellectual Property Right

The Group fully implements the Trademark Law of the People's Republic of China, the Patent Law of the People's Republic of China, the Copyright Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China and other laws and regulations and strictly abide by the scope of using intellectual property rights of others. As a company focused on air membrane construction and material processing, we recognize the importance of intellectual property rights. As of 31 December 2024, the Group holds 8 invention patents, 110 utility model patents, and 11 design patents. This year, MetaSpace was recognized as a pilot unit for intellectual property rights by the Beijing Intellectual Property Office, indicating that we have met the relevant standards in the management, creation, application, and protection of intellectual property rights, which will help enhance the Group's innovation capabilities and market competitiveness.

## 合作共贏，共創商業價值(續)

### 知識產權

本集團貫徹落實《中華人民共和國商標法》、《中華人民共和國專利法》、《中華人民共和國著作權法》及《中華人民共和國反不正當競爭法》等相關法律法規，並嚴格遵守他人知識產權的使用許可範圍。作為一家專注於氣膜建造及材料加工的企業，我們深知知識產權的重要性。截至2024年12月31日，本集團擁有8項發明專利、110項實用新型專利及11項外觀專利。本年度，北京約頓被北京市知識產權局評為知識產權試點單位，這表明我們在知識產權的管理、創造、運用和保護等方面達到了相應標準，將有助於提升企業的創新能力和市場競爭力。



## COLLABORATIVE SYNERGY • CO-CREATING BUSINESS VALUE (Cont'd)

### Intellectual Property Right (Cont'd)

In order to prevent the occurrence of product infringement, the company obtained the "Intellectual Property Management System Certification" and formulated a series of intellectual property procedures, such as "Intellectual Property Application Procedures", "Intellectual Property Confidentiality Control Procedures", and "Document Control Procedures", which are clearly listed the intellectual property application process and the management of the Company's confidential information:

- All documents involving intellectual property rights are kept confidential by the relevant commissioners;
- Only the inventors, directors, intellectual property commissioners and other personnel of the patent application have the right to review top-secret documents such as drawings;
- Require all employees to sign a confidentiality agreement, and technical department personnel and some engineering after-sales department personnel must sign a non-compete agreement;
- For electronic data, we use the antivirus software "360 Total Security" to prevent confidential information from being leaked due to viruses and hacker intrusions; and
- Monitor the market information of the industry once a month with the help of external agencies and relevant resources of intellectual property offices, to enhance the ability to avoid intellectual property early warning and prevent the risk of infringement and infringement.

During the Reporting Period, the Group did not identify any disputes arising from intellectual property rights.

## 合作共贏，共創商業價值(續)

### 知識產權(續)

為防止遭受產品侵權，本公司取得《知識產權管理體系認證證書》，並制定了一系列的知識產權程序文件，例如《知識產權申請程序》、《知識產權保密控制程序》、《文件控制程序》等，清楚列明知識產權申請流程以及對於公司機密資料的管理：

- 所有涉及知識產權的文件皆由相關專員進行保密處理；
- 只有專利申請的發明人、負責人、知識產權專員和相關人員才有權審查附圖等絕密檔；
- 要求所有員工簽署保密協議，技術部人員及部分工程售後部人員則必須簽署競業限制協議；
- 針對電子數據，我們使用360殺毒軟件，防止機密資料因病毒、黑客入侵而外泄；及
- 借助外部代理公司及知識產權局的相關資源，每月進行一次監控行業市場信息，增強知識產權預警規避能力，防範侵權與被侵權風險。

於報告期內，本集團並不知悉任何因知識產權而引起的爭議。

COLLABORATIVE SYNERGY • CO-CREATING BUSINESS VALUE  
(Cont'd)

Customer Privacy

The foundation for establishing long-term business partnerships with our clients within the Group is the ability to protect client privacy. We are committed to complying with relevant laws and regulations and to explicitly defining internal confidentiality principles, which include, but are not limited to:

Relevant laws and regulations

相關法律及法規

The Law of the People's Republic of China on the  
Protection of Consumer Rights and Interests  
《中華人民共和國消費者權益保護法》  
The Civil Procedure Law of the People's Republic of China  
《中華人民共和國民事訴訟法》

Internal policy documents

內部制度文件

Non-disclosure Agreement  
《保密協議》  
Employee Handbook  
《員工手冊》

To prevent the leakage and loss of customer privacy, we mandate our employees to handle customer data with prudence. They must not disclose any information pertaining to the company's clients, in order to protect customer privacy and intellectual property rights from unnecessary harm. Serious violators will be subject to termination of employment and legal liability.

合作共贏，共創商業價值(續)

客戶隱私

本集團與客戶建立長遠業務合作關係的基礎為保護客戶私隱的能力。我們致力遵守相關法律及法規，並明確規範內部保密原則，包括但不限於：

為防止客戶私隱洩漏和丟失，我們規定員工謹慎處理客戶的資料，不得洩漏公司客戶的任何資料，以保障客戶私隱及知識產權，免受不必要損失。嚴重違例者將被解除僱傭關係及追究法律責任。

## COLLABORATIVE SYNERGY • CO-CREATING BUSINESS VALUE (Cont'd)

### Advertising and Promotion

The Group fully understands the importance of corporate reputation to the brand and does not tolerate any misleading, inaccurate, or exaggerated elements regarding its products and services, adhering to the fundamental principle of honesty and factual accuracy. Therefore, when conducting advertising and promotion, the Group strictly complies with the relevant advertising laws and regulations, including but not limited to the Advertising Law of the People's Republic of China. For advertising and promotion, we have developed the MetaSpace VIS ("Visual Identification System") Handbook, which is a corporate identification system that manages relevant brand trademarks and product design, so as to effectively carry out brand promotion and establish a good corporate reputation. On the other hand, before releasing the promotional content of the product, we need to review the relevant promotional materials internally to ensure their authenticity in order to prevent the transmission of misleading information to the public and protect the rights and interests of consumers.

During the Reporting Period, the Group did not receive any complaints regarding advertising and labelling.

## DIVERSITY, EQUALITY, INCLUSION AND COEXISTENCE

Employees are the Group's valuable assets and a crucial cornerstone in business operations. Our human resource management adheres to the principle of being "people-oriented" by creating a high-quality working environment that can help employees grow personally and develop their careers, protect the rights and interests of employees, pay attention to their mental and physical health, and make every effort to be considerate of their needs, and send them family-like warmth. To this end, the Group is committed to providing competitive salary and welfare packages to attract and retain outstanding talents and build a high-level talent team. We have formulated the "Employee Handbook", which lists a series of Company human resource management systems, fully covering the recruitment, promotion, dismissal, salary, welfare, training, performance appraisal, and other aspects of employees, to protect the legitimate rights and interests of employees and welfare.

## 合作共赢，共創商業價值(續)

### 廣告宣傳

本集團深明企業信譽對品牌的重要性，絕不容許有關其產品及服務有任何誤導性、不準確或誇大的成分，堅守實事求是的基本原則。因此，本集團在進行廣告宣傳時，嚴格遵守廣告相關法律及法規，包括但不限於《中華人民共和國廣告法》。針對廣告宣傳，我們開發了《約頓VIS手冊》，這是一個管理相關品牌商標和產品設計的企業識別系統，從而有效地進行品牌推廣，樹立良好的企業形象。另一方面，在發佈產品的宣傳內容之前，我們需要在內部審查相關宣傳材料，以確保其真實性，以防止誤導性資訊向公眾傳播，保護消費者的權益。

於報告期間，本集團並無收到任何有關廣告及標籤的投訴。

### 多元平等，包容共生

員工是本集團的寶貴資產及業務營運中的重要基石。我們的人力資源管理秉持「以人為本」的原則，透過建造一個能幫助員工個人成長及事業發展的優質工作環境、保護員工權益、關注他們的心身健康，盡力體貼他們的需要，為他們送上家庭般的溫暖。為此，本集團致力於提供具競爭力的薪酬及福利待遇，以吸引及挽留優秀人才，打造高水平的人才建設隊伍。我們制定了《員工手冊》，列出了公司一系列人力資源管理制度，全面涵蓋了員工的招聘、晉升、解僱、薪酬、福利、培訓、績效考核等各個方面，保障員工的合法權益及福利。

## DIVERSITY, EQUALITY, INCLUSION AND COEXISTENCE (Cont'd)

The Group strictly complies with laws and regulations related to employment, including but not limited to the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Minors and the Provisions on the Prohibition of Using Child Labour. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, which would have a significant impact on the Group.

### Salary and Welfare

The Group is well aware of the importance of attractive remuneration and benefits in retaining talent. Therefore, the Group provides employees with a competitive salary and welfare system, and the salary of employees is composed of fixed wages and performance bonuses and fully utilises reasonable salaries to stimulate the endogenous progress of employees. At the same time, our policies and procedures clearly state the employee leave process, salary arrangements, etc., and employees who meet the specific provisions of the salary and welfare system can enjoy allowances and benefits such as housing allowance. The Group also purchases additional accident insurance for employees to protect employees who need to travel overseas.

### Equal Opportunity and Diversity

Throughout the recruitment process, the Group has consistently adhered to the principle of "Meritocracy". Not only can outstanding employees enhance the Group's competitiveness within the industry, but they also contribute to the sustainable development of the Group. As long as candidates meet the position's requirements, we provide equal employment opportunities, eliminate discrimination based on gender, race, ethnicity, religious beliefs, and cultural background, and strive to create a diverse, inclusive, and harmonious talent team. The Group builds two-way communication channels, consistently develop multiple recruiting channels, and expands the recruitment channels for professional talent, primarily including a signing website, public website, internal recommendation, and other channels. In addition, we steadily enhance the localisation ratio of workers, so contributing to the employment of community residents.

## 多元平等，包容共生(續)

本集團嚴格遵循有關僱傭的法律及法規，當中包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》及《禁止使用童工規定》。於報告期間，本集團並不知悉任何嚴重違反有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視及其他待遇及福利的法律及法規，且對本集團有重大影響的事宜。

### 薪資福利

本集團深明具吸引力的薪資福利對留住人才的重要性。因此，本集團為員工提供具行業競爭力的薪酬與福利體系，員工薪酬由固定工資和績效獎金組成，充分利用合理薪酬激勵員工進步。同時，我們的政策和程序明確規定了員工休假流程、薪酬安排等，合規定的員工可以享受住房補貼等福利。本集團亦為員工購買額外的意外保險，以保障需要出國旅行的員工。

### 平等機會及多元共融

在招聘過程中，本集團一直秉持「任人唯賢」的原則。優秀的員工不只能提高公司於行內的競爭力，而且有助於推動公司的可持續發展。只要應聘者符合崗位要求，我們就提供平等的就業機會，消除基於性別、種族、民族、宗教信仰、文化背景的歧視，努力打造多元化、包容、和諧的人才隊伍。本集團構建雙向溝通渠道，持續增加不同招聘管道，拓展專業人才招聘管道，主要包括簽約網站、公共網站、內部推薦等管道。此外，我們穩步提高本地員工比例，從而為當地人就業做出貢獻。

## DIVERSITY, EQUALITY, INCLUSION AND COEXISTENCE (Cont'd)

### Employee Promotion and Performance Management

Ensuring that each employee can utilise their strengths is an important element in the Group's stable development. Therefore, we are dedicated to creating a platform for workers to play to their strengths. Employees may successfully ensure the development of diverse abilities by transferring jobs based on their own growth and aptitude to a certain degree. In the Employee Handbook, we provide the pertinent management systems for employee promotion, which regulate the procedures and processes of employee promotion evaluation and the promotion workflow.

Staff training and performance management are inextricably intertwined, and an effective performance management system may simultaneously enhance the skills of workers and the Group's commercial success. We have a performance management and associated evaluation system so that managers may frequently analyse each employee and create objectives based on that employee's performance, and assistance and suggestions will be supplied based on the assessment findings so that workers' advantages can be used.

### Safety and Health

"Safety First and Prevention Foremost" is our management philosophy for product manufacturing and operational activities. The Group strictly adheres to laws and regulations related to production safety, including but not limited to the Work Safety Law of the People's Republic of China and the Labour Law of the People's Republic of China. During the Reporting Period, the Group did not have any lost days due to injury, there were no work-related fatalities occurred in each of the past three years (including the Reporting Period). During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards, which would have a significant impact on the Group.

## 多元平等，包容共生(續)

### 員工晉升和績效管理

每名員工能發揮所長是本集團穩健發展的重要一環。因此，我們致力於為員工創造一個發揮所長的平台，員工可在一定程度下依據個人發展及能力進行崗位調動，切實保障多元化人才的發展，與企業共同成長。我們在《員工手冊》中亦列明員工晉升的相關管理制度，當中規範員工晉升考核的方法與流程、晉級工作流程。

員工培訓和績效管理密不可分，有效的績效管理系統可以同時提高員工的技能並取得集團的商業成功。因此，我們設有績效管理和相關考核制度，以便管理人員可以經常分析每個員工並根據該員工的績效制定目標，提供幫助和建議，發揮員工所長。

### 安全與健康

「安全第一，預防為主」是我們產品製造和營運的管理方針。本集團嚴格遵守與安全生產相關的法律及法規，包括但不限於《中華人民共和國安全生產法》和《中華人民共和國勞動法》。於報告期間，本集團未有因嚴重工傷損失工作日數，過去三年（包括報告期間）亦無任何因工亡故的事件發生。於報告期間，本集團並不知悉任何嚴重違反有關提供安全工作環境及保障僱員避免職業性危害的法律及法規，且對本集團有重大影響的事宜。

## DIVERSITY, EQUALITY, INCLUSION AND COEXISTENCE (Cont'd)

### Safety and Health (Cont'd)

In order to provide a comprehensive and safe working environment for every employee, we have formulated internal policy documents such as the Regulations on Safety Management of Office Areas, which clearly list the responsible persons and specific contents of safety management at each level, and we have also obtained the Occupational Health and Safety Management System certification (GB/T 45001:2020/ISO 45001:2018) to effectively ensure that various security measures are in place. In view of various laws and regulations and internal rules, the Group regularly organises safety knowledge training activities to continuously enhance employees' awareness of safe production, including:



## 多元平等，包容共生(續)

### 安全與健康(續)

為了向每一位員工提供全面、安全的工作環境，我們制定了《辦公區域安全管理條例》等內部政策文件，明確列出了各級安全管理的責任人和具體內容，我們亦取得職業健康安全管理體系認證(GB/T 45001:2020/ISO 45001:2018)，有效確保各項安全措施到位。因應各項法律及法規及內部規章制度，本集團定期舉辦安全知識培訓活動，不斷提升員工的安全生產意識，包括：



## DIVERSITY, EQUALITY, INCLUSION AND COEXISTENCE (Cont'd)

### Safety and Health (Cont'd)

The occupational health of employees is of great importance to the Group's operations. Therefore, we regularly organise all group members to undergo health check-ups. For employees involved in special dangerous types of work, we will strengthen the education of protection knowledge and provide them with professional protective equipment to avoid industrial accidents. In case of any work-related injuries, the Company's human resources department will follow up and conduct work injury identification and compensation measures.

The mental health of employees is equally important. Therefore, We also organise various staff care activities to fully protect and pay attention to the physical and mental health of employees. We provide psychological counselling for employees in need, care for employees with actions, and hope that every employee can work in a mentally and physically healthy state.

### Development and Training

We place great importance on the professional development of our employees and are committed to cultivating talent at various levels and in different fields to comprehensively enhance their expertise in business and operational management. Through a diverse range of training activities, the Group provides employees with ample opportunities for advancement, helping them strengthen their professional knowledge and skills while fully supporting their personal growth and career development.

The Group is dedicated to establishing a multi-tiered and comprehensive talent pipeline, continuously promoting collaboration between schools and enterprises to enable talent to learn through practical experience, thereby providing a professional talent reserve for the Thousand Museums Program. To improve the work efficiency and professional capabilities of new employees, we have strengthened our onboarding training and expanded our offerings to include institutional training, office software training, and business training. During the Reporting Period, we organized various types of training, including safety and fire prevention, pre-job education, professional skills, management, and quality systems, all aimed at enhancing the overall quality of our employees.

## 多元平等，包容共生(續)

### 安全與健康(續)

員工的職業健康對於本集團營運非常重要。因此，我們定期組織所有集團成員進行健康檢查。對於從事特殊危險工種的員工，我們將加強防護知識教育，為他們提供專業的防護設備，避免發生工業事故。若有工傷事件，本公司人力資源部會跟進並開展傷識別和賠償措施。

員工的精神健康亦同等重要。因此，我們組織各種員工關懷活動，充分保護和關注員工的身心健康。我們會為有需要的員工提供心理疏導，用行動關懷員工，希望每一位員工都能在身心健康的狀態下工作。

### 發展和培訓

我們高度重視員工的職業發展，致力於培養不同層次和專業的人才，以全面提升員工在業務和運營管理方面的專業水平。通過各項多樣化的培訓活動，本集團為員工提供廣闊的晉升機會，幫助他們增強專業知識和技能，並全力支持他們在個人成長和職業發展上不斷進步。

本集團致力於建立一個多層次、全方位的人才梯隊，並持續推進校企合作，讓人才在實踐中學習，為千館計劃提供專業人才儲備。為了提高新員工的工作效率和專業能力，我們加強了入職培訓，並增加了制度培訓、辦公軟件培訓及商務培訓等多元化內容。於報告期間，我們舉辦了多種類型的培訓，包括安全消防、崗前教育、專業技能、管理及制度質量等，旨在全面提升員工的綜合素質。

## DIVERSITY, EQUALITY, INCLUSION AND COEXISTENCE (Cont'd)

### Development and Training (Cont'd)

To optimize and elevate employee capabilities, our training programs cover all staff members, and the average training hours completed by each employee have increased compared to previous years. We will continue to strive to provide more training opportunities to further enhance employee capabilities and skills, ensuring they remain competitive in a rapidly changing market environment.

### Legal Compliance in Employment

The Group strictly prohibits the employment of child and forced labour, adhering rigorously to relevant laws and regulations, including, but not limited to, the Law of the People's Republic of China on the Protection of Minors and the Provisions on the Prohibition of Using Child Labour. To eliminate the occurrence of employing child and forced labour, the Group has established clear policies and procedures:

- New employees are required to submit identification documents during the induction to ensure that their age meet minimum employment standards in order to prevent child labour; and
- During the Reporting Period, we signed labour contracts with all of our employees, and in the case of labour dispatch, we comply with the relevant regulations of the PRC and prohibit forced labour.

Should any instances of child or forced labour be discovered, we will conduct a serious investigation, hold the responsible employees accountable, and take appropriate measures to rectify the shortcomings. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to preventing child and forced labour, which would have a significant impact on the Group.

## 多元平等，包容共生(續)

### 發展和培訓(續)

為了優化和提升員工的能力，我們的培訓計劃覆蓋全體員工，並且每名員工完成受訓的平均時數較往年有所上升。我們將持續努力，提供更多的培訓機會，以進一步完善員工的能力和提升技能，確保他們在快速變化的市場環境中保持競爭力。

### 僱傭合規

本集團嚴禁聘用童工及強制勞工，並嚴格遵守相關法律及法規，其中包括但不限於《中華人民共和國未成年人保護法》及《禁止使用童工規定》。為杜絕僱傭童工及強制勞工現象的出現，本集團已建立明確的政策及程序：

- 新員工在入職時須提交身份證明文件，確保其年齡達到最低的員工標準，以杜絕僱傭童工；及
- 於報告期間，我們與所有員工簽訂了勞動合同，在勞務派遣的情況下，須遵守國家有關規定，堅決抵制強制勞工。

如果發現童工或強制勞工，我們將嚴肅調查處理，追究相關員工的責任，並採取適當措施糾正漏洞。於報告期間，本集團並不知悉任何嚴重違反有關防止童工或強制勞工的法律及法規，且對本集團有重大影響的事宜。

## COMMUNITY • COLLABORATING TO BUILD A BETTER COMMUNITY

### Community Investment

The Group deeply understands that the commercial growth of enterprises is closely linked to the progress of society. As a responsible corporate citizen, we are committed to caring for the community and actively exploring future opportunities for public welfare. We encourage our employees to engage in community and charitable projects through donations, volunteer activities, and fundraising efforts, thereby making a positive impact on society through our business operations. We will continue to pay attention to social needs and seek opportunities for collaboration with various sectors, so that we can bring lasting benefits to the community and promote the vigorous development of the social economy in the future. We believe that through active participation and support, we can make a greater contribution to society.

## 社區 • 共建美好社區

### 社區投資

本集團深刻理解，企業的商業成長與社會的進步緊密相連。作為負責任的企業公民，我們始終致力於關懷社群，並積極探索未來的公益機會。我們鼓勵員工通過捐贈、參與義工活動及籌款工作等方式，積極參與社區及公益項目，從而在業務經營中對社會發揮正面影響。我們將持續關注社會需求，並尋求與各界合作的機會，以便在未來為社區帶來長久的優勢，並促進社會經濟的蓬勃發展。我們相信，通過積極的參與和支持，我們能夠為社會作出更大的貢獻。

## ENVIRONMENTAL &amp; SOCIAL KEY PERFORMANCE INDICATORS

## 環境與社會關鍵績效指標

| Environmental indicators <sup>1</sup> |                                         | Unit                                  | 2024      | 2023 <sup>2</sup>  |
|---------------------------------------|-----------------------------------------|---------------------------------------|-----------|--------------------|
| 環境指標 <sup>1</sup>                     |                                         | 單位                                    | 2024年     | 2023年 <sup>2</sup> |
| Aspect A1: Emissions                  |                                         |                                       |           |                    |
| 層面A1：排放物                              |                                         |                                       |           |                    |
| A1.1                                  | Air Emissions                           |                                       |           |                    |
|                                       | 廢氣排放                                    |                                       |           |                    |
|                                       | Nitrogen oxides                         | Kg                                    | 15.61     | 11.54              |
|                                       | 氮氧化物                                    | 千克                                    |           |                    |
|                                       | Sulfur oxides                           | Kg                                    | 0.34      | 0.24               |
|                                       | 硫氧化物                                    | 千克                                    |           |                    |
|                                       | Particulate Matter                      | Kg                                    | 1.15      | 0.85               |
|                                       | 顆粒物                                     | 千克                                    |           |                    |
| A1.2                                  | Greenhouse Gas (GHG) Emissions          |                                       |           |                    |
|                                       | 溫室氣體排放                                  |                                       |           |                    |
|                                       | Direct GHG emissions (Scope 1)          | tCO <sub>2</sub> e                    | 71.92     | 48.67              |
|                                       | 直接溫室氣體排放量(範圍一)                          | 噸二氧化碳當量                               |           |                    |
|                                       | Energy indirect GHG emissions (Scope 2) | tCO <sub>2</sub> e                    | 664.45    | 365.16             |
|                                       | 能源間接溫室氣體排放量(範圍二)                        | 噸二氧化碳當量                               |           |                    |
|                                       | Total                                   | tCO <sub>2</sub> e                    | 736.37    | 413.82             |
|                                       | 總量                                      | 噸二氧化碳當量                               |           |                    |
|                                       | Intensity <sup>3</sup>                  | tCO <sub>2</sub> e/revenue in million | 4.34      | 6.63               |
|                                       |                                         | HKD                                   |           |                    |
|                                       | 密度 <sup>3</sup>                         | 噸二氧化碳當量／<br>百萬港元收益                    |           |                    |
| A1.3                                  | Hazardous Waste Generated               |                                       |           |                    |
|                                       | 所產生的有害廢棄物                               |                                       |           |                    |
|                                       | Ink cartridge                           | Piece                                 | 4         | 4                  |
|                                       | 打印機曬鼓／墨盒                                | 個                                     |           |                    |
|                                       | Scraps of air dome fabric               | Kg                                    | 100       | 100                |
|                                       | 膜材邊角料                                   | 千克                                    |           |                    |
| A1.4                                  | Non-hazardous Waste Generated           |                                       |           |                    |
|                                       | 所產生的無害廢棄物                               |                                       |           |                    |
|                                       | Total                                   | Kg                                    | 25,172.27 | 19,511.03          |
|                                       | 總量                                      | 千克                                    |           |                    |
|                                       | Intensity                               | Kg/revenue in million HKD             | 148.42    | 312.68             |
|                                       | 密度                                      | 千克／百萬港元收益                             |           |                    |

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS  
(Cont'd)

環境與社會關鍵績效指標(續)

| Environmental indicators <sup>1</sup> |                                               | Unit                                   | 2024         | 2023 <sup>2</sup>  |
|---------------------------------------|-----------------------------------------------|----------------------------------------|--------------|--------------------|
| 環境指標 <sup>1</sup>                     |                                               | 單位                                     | 2024年        | 2023年 <sup>2</sup> |
| Aspect A2: Use of Resources           |                                               |                                        |              |                    |
| 層面A2：資源使用                             |                                               |                                        |              |                    |
| A2.1                                  | Energy Consumption                            |                                        |              |                    |
|                                       | 能源消耗量                                         |                                        |              |                    |
|                                       | Direct Energy                                 |                                        |              |                    |
|                                       | 直接能源                                          |                                        |              |                    |
|                                       | Petrol                                        | kWh                                    | 221,195.56   | 158,804.24         |
|                                       | 汽油                                            | 千瓦時                                    |              |                    |
|                                       | Diesel                                        | kWh                                    | 26,758.09    | 16,054.85          |
|                                       | 柴油                                            | 千瓦時                                    |              |                    |
|                                       | Natural gas                                   | kWh                                    | 22,089.17    | 5,020.27           |
|                                       | 天然氣                                           | 千瓦時                                    |              |                    |
|                                       | Indirect Energy                               |                                        |              |                    |
|                                       | 間接能源                                          |                                        |              |                    |
|                                       | Purchased electricity                         | kWh                                    | 1,165,083.00 | 640,287.00         |
|                                       | 外購電力                                          | 千瓦時                                    |              |                    |
|                                       | Total energy consumption                      | kWh                                    | 1,435,125.82 | 820,166.36         |
|                                       | 能源總耗量                                         | 千瓦時                                    |              |                    |
|                                       | Intensity                                     | kWh/revenue in million HKD             | 8,461.83     | 12,895.93          |
|                                       | 密度                                            | 千瓦時／百萬港元收益                             |              |                    |
| A2.2                                  | Water Resource                                |                                        |              |                    |
|                                       | 水資源                                           |                                        |              |                    |
|                                       | Total water consumption                       | m <sup>3</sup>                         | 5,165.00     | 4,604.00           |
|                                       | 總耗水量                                          | 立方米                                    |              |                    |
|                                       | Intensity                                     | m <sup>3</sup> /revenue in million HKD | 30.45        | 73.78              |
|                                       | 密度                                            | 立方米／百萬港元收益                             |              |                    |
| A2.5                                  | Packaging Materials Used in Finished Products |                                        |              |                    |
|                                       | 製成品所用的包裝物料                                    |                                        |              |                    |
|                                       | Total                                         | Kg                                     | 6,555        | 845.02             |
|                                       | 總量                                            | 千克                                     |              |                    |
|                                       | Intensity                                     | Kg/revenue in million HKD              | 38.65        | 13.54              |
|                                       | 密度                                            | 千克／百萬港元收益                              |              |                    |

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS  
(Cont'd)

環境與社會關鍵績效指標(續)

| Social indicators<br>社會指標    | Unit<br>單位                  | 2024<br>2024年 | 2023 <sup>2</sup><br>2023年 <sup>2</sup> |
|------------------------------|-----------------------------|---------------|-----------------------------------------|
| <b>Aspect B1: Employment</b> |                             |               |                                         |
| <b>層面B1：僱傭</b>               |                             |               |                                         |
| <b>B1.1</b>                  | <b>Workforce Number</b>     |               |                                         |
|                              | <b>僱員數目</b>                 |               |                                         |
| Total workforce              | Person                      | 127           | 112                                     |
| 僱員總數                         | 人                           |               |                                         |
|                              | <b>By Gender</b>            |               |                                         |
|                              | <b>按性別劃分</b>                |               |                                         |
| Male                         | Person                      | 84            | 65                                      |
| 男性                           | 人                           |               |                                         |
| Female                       | Person                      | 43            | 47                                      |
| 女性                           | 人                           |               |                                         |
|                              | <b>By Employment Type</b>   |               |                                         |
|                              | <b>按僱傭類型劃分</b>              |               |                                         |
| Full-time                    | Person                      | 117           | 105                                     |
| 全職                           | 人                           |               |                                         |
| Part-time                    | Person                      | 10            | 7                                       |
| 兼職                           | 人                           |               |                                         |
|                              | <b>By Employee Category</b> |               |                                         |
|                              | <b>按僱員類別劃分</b>              |               |                                         |
| Senior management            | Person                      | 5             | 12                                      |
| 高級管理人員                       | 人                           |               |                                         |
| Middle management            | Person                      | 21            | 15                                      |
| 中層管理人員                       | 人                           |               |                                         |
| Junior-level employees       | Person                      | 101           | 85                                      |
| 基層人員                         | 人                           |               |                                         |
|                              | <b>By Age Group</b>         |               |                                         |
|                              | <b>按年齡組別劃分</b>              |               |                                         |
| Under 29 years old           | Person                      | 32            | 16                                      |
| 29歲以下                        | 人                           |               |                                         |
| 29–49 years old              | Person                      | 82            | 88                                      |
| 29–49歲                       | 人                           |               |                                         |
| 50 years old or above        | Person                      | 13            | 8                                       |
| 50歲或以上                       | 人                           |               |                                         |

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS  
(Cont'd)

環境與社會關鍵績效指標(續)

| Social indicators<br>社會指標                                              | Unit<br>單位 | 2024<br>2024年 | 2023 <sup>2</sup><br>2023年 <sup>2</sup> |
|------------------------------------------------------------------------|------------|---------------|-----------------------------------------|
| <b>By Geographical Region</b><br><b>按地區劃分</b>                          |            |               |                                         |
| PRC                                                                    | Person     | 126           | 111                                     |
| 中國內地                                                                   | 人          |               |                                         |
| Hong Kong, Macau, and Taiwan                                           | Person     | 1             | 1                                       |
| 港澳台                                                                    | 人          |               |                                         |
| Overseas                                                               | Person     | 0             | 0                                       |
| 海外                                                                     | 人          |               |                                         |
| <b>BI.2</b>                                                            |            |               |                                         |
| <b>Employee Turnover Rate<sup>4</sup></b><br><b>僱員流失比率<sup>4</sup></b> |            |               |                                         |
| <b>By Gender</b><br><b>按性別劃分</b>                                       |            |               |                                         |
| Male                                                                   | Percentage | 11            | 31                                      |
| 男性                                                                     | 百分比        |               |                                         |
| Female                                                                 | Percentage | 14            | 26                                      |
| 女性                                                                     | 百分比        |               |                                         |
| <b>By Age Group</b><br><b>按年齡組別劃分</b>                                  |            |               |                                         |
| Under 29 years old                                                     | Percentage | 3             | 69                                      |
| 29歲以下                                                                  | 百分比        |               |                                         |
| 29–49 years old                                                        | Percentage | 16            | 19                                      |
| 29–49歲                                                                 | 百分比        |               |                                         |
| 50 years old or above                                                  | Percentage | 8             | 50                                      |
| 50歲或以上                                                                 | 百分比        |               |                                         |
| <b>By Geographical Region</b><br><b>按地區劃分</b>                          |            |               |                                         |
| PRC                                                                    | Percentage | 12            | 29                                      |
| 中國內地                                                                   | 百分比        |               |                                         |
| Hong Kong, Macau, and Taiwan                                           | Percentage | 0             | 0                                       |
| 港澳台                                                                    | 百分比        |               |                                         |
| Overseas                                                               | Percentage | 0             | 0                                       |
| 海外                                                                     | 百分比        |               |                                         |

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS  
(Cont'd)

環境與社會關鍵績效指標(續)

| Social indicators<br>社會指標                                       | Unit<br>單位                                                                       | 2024<br>2024年     | 2023 <sup>2</sup><br>2023年 <sup>2</sup> |
|-----------------------------------------------------------------|----------------------------------------------------------------------------------|-------------------|-----------------------------------------|
| <b>Aspect B2: Health and Safety</b><br><b>層面B2：健康與安全</b>        |                                                                                  |                   |                                         |
| <b>B2.1</b>                                                     | <b>Number and Rate of Work-related Fatalities</b><br><b>因工亡故的人數及比率</b>           |                   |                                         |
|                                                                 | Number of work-related fatalities<br>因工亡故的人數                                     | Person<br>人       | 0<br>0                                  |
|                                                                 | Rate of work-related fatalities<br>因工亡故的比率                                       | Percentage<br>百分比 | 0<br>0                                  |
| <b>B2.2</b>                                                     | <b>Work Injuries Occurrence</b><br><b>工傷發生次數</b>                                 | Times<br>次        | 2<br>1                                  |
|                                                                 | Lost Days Due to Work Injuries<br>因工傷損失工作日數                                      | Days<br>天         | 108<br>90                               |
| <b>Aspect B3: Development and Training</b><br><b>層面B3：發展與培訓</b> |                                                                                  |                   |                                         |
| <b>B3.1</b>                                                     | <b>Percentage of Employees Trained<sup>5</sup></b><br><b>受訓僱員百分比<sup>5</sup></b> | Person<br>人       | 100<br>102                              |
|                                                                 | <b>By Gender</b><br><b>按性別劃分</b>                                                 |                   |                                         |
|                                                                 | Male<br>男性                                                                       | Percentage<br>百分比 | 100<br>91                               |
|                                                                 | Female<br>女性                                                                     | Percentage<br>百分比 | 100<br>91                               |
|                                                                 | <b>By Employee Category</b><br><b>按僱員類別劃分</b>                                    |                   |                                         |
|                                                                 | Senior management<br>高級管理人員                                                      | Percentage<br>百分比 | 100<br>92                               |
|                                                                 | Middle management<br>中層管理人員                                                      | Percentage<br>百分比 | 100<br>93                               |
|                                                                 | Junior-level employees<br>基層人員                                                   | Percentage<br>百分比 | 100<br>91                               |

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS  
(Cont'd)

環境與社會關鍵績效指標(續)

| Social indicators<br>社會指標          | Unit<br>單位                                                                                     | 2024<br>2024年    | 2023 <sup>2</sup><br>2023年 <sup>2</sup> |
|------------------------------------|------------------------------------------------------------------------------------------------|------------------|-----------------------------------------|
| B3.2                               | Average Training Hours Completed<br>Per Employee <sup>6</sup><br>每名僱員完成受訓的平均時數 <sup>6</sup>    |                  |                                         |
|                                    | By Gender<br>按性別劃分                                                                             |                  |                                         |
|                                    | Male<br>男性                                                                                     | Hour<br>小時       | 16<br>4                                 |
|                                    | Female<br>女性                                                                                   | Hour<br>小時       | 7<br>4                                  |
|                                    | By Employee Category<br>按僱員類別劃分                                                                |                  |                                         |
|                                    | Senior management<br>高層管理人員                                                                    | Hour<br>小時       | 2<br>3                                  |
|                                    | Middle management<br>中層管理人員                                                                    | Hour<br>小時       | 8<br>4                                  |
|                                    | Junior-level employees<br>基層人員                                                                 | Hour<br>小時       | 14<br>4                                 |
| Aspect B5: Supply Chain Management |                                                                                                |                  |                                         |
| 層面B5：供應鏈管理                         |                                                                                                |                  |                                         |
| B5.1                               | Number of Suppliers<br>供應商數目                                                                   |                  |                                         |
|                                    | PRC<br>中國內地                                                                                    | Supplier<br>家供應商 | 91<br>16                                |
|                                    | Number of Suppliers that have been<br>Evaluated During the Reporting Period<br>於報告期已進行評核的供應商數目 | Supplier<br>家供應商 | 42<br>10                                |
| Aspect B6: Product Responsibility  |                                                                                                |                  |                                         |
| 層面B6：產品責任                          |                                                                                                |                  |                                         |
| B6.2                               | Number of Products and Service Related<br>Complaints Received<br>產品及服務投訴數目                     | Case<br>件        | 0<br>0                                  |

## ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS (Cont'd)

## 環境與社會關鍵績效指標(續)

| Social indicators<br>社會指標                            | Unit<br>單位                                                                                    | 2024<br>2024年 | 2023 <sup>2</sup><br>2023年 <sup>2</sup> |
|------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------|-----------------------------------------|
| <b>Aspect B7: Anti-corruption</b><br><b>層面B7：反貪污</b> |                                                                                               |               |                                         |
| B7.1                                                 | Number of Concluded Legal Cases<br>Regarding Corrupt Practices<br>對本集團或其僱員提出並已審結的<br>貪污訴訟案件數目 | Case<br>件     | 0<br>0                                  |

Notes:

附註：

- GHG emission data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX, "Global Warming Potential Values" from the IPCC Sixth Assessment Report, 2021 (AR6) and "Notice on the Management of Greenhouse Gas Emission Reporting of Enterprises in Power Generation Industry from 2023 to 2025" issued by the Ministry of Ecology and Environment of China.
  - The data of 2023 were restated after verification and a change of unit.
  - The Group's revenue for the year 2024 is 169.6 million HKD, while the revenue for the year 2023 was 62.3 million HKD. This information will also be used to calculate other density data.
  - "Turnover Rate for each specific category" refers to the ratio of the total number of employees who left a specific category during the Reporting Period to the total number of employees in that category at the end of the Reporting Period.
  - "The percentage of trained employees in each specific category" refers to the ratio of the total number of trained employees in a specific category during the Reporting Period to the total number of employees in that category at the end of the Reporting Period.
  - "Average training hours for each specific category" refers to the total training hours of employees in a specific category during the Reporting Period divided by the total number of employees in that category who participated in training during the Reporting Period.
- 溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、香港交易所發佈的《附錄二：環境關鍵績效指標匯報指引》、政府間氣候變化專門委員會發佈的《第六次評估報告》的全球升溫潛能值及中華人民共和國生態環境部《關於做好2023–2025年發電行業企業溫室氣體排放報告管理有關工作的通知》。
  - 2023年數據經過核實和單位更改後已重述。
  - 2024年度本集團的收益為169.6百萬港元，2023年度本集團的收益為62.3百萬港元。此資料亦會用作計算其他密度資料。
  - 「各特定類別之流失比率」指於報告期內特定類別離職僱員總數與報告期末該特定類別僱員總數的比率。
  - 「各特定類別之受訓僱員百分比」指於報告期內特定類別受訓僱員總數與報告期末該特定類別僱員總數的比率。
  - 「各特定類別之平均受訓時數」指於報告期內特定類別僱員的受訓總時數除以報告期內參與培訓的該特定類別僱員總數。

| Content<br>內容                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Chapter/Disclosure<br>章節                                       |
|------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| <b>Mandatory Disclosure Requirement</b><br>強制披露規定    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                |
| <b>Governance</b><br><b>Structure</b><br><b>管治架構</b> | <p>A Statement from the board containing the following elements:<br/>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> <li>(i) disclosure of the board's oversight of ESG issues;<br/>(i) 披露董事會對環境、社會及管治事宜的監管；</li> <li>(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 business); and<br/>(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</li> <li>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's business.<br/>(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。</li> </ul> | Responsible Governance and<br>Compliant Operation<br>責任管治，合規運營 |
| <b>Reporting Principles</b>                          | A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | About this Report – Reporting<br>Standard                      |
| <b>匯報原則</b>                                          | 描述或解釋在編備環境、社會及管治報告時如何應用匯報原則(重要性、量化和一致性)。                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 關於本報告－匯報指引                                                     |
| <b>Reporting Boundary</b>                            | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | About this Report – Reporting<br>Scope                         |
| <b>匯報範圍</b>                                          | 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。                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 關於本報告－匯報範圍                                                     |

| Content<br>內容                               |                                                                                                                                                                                                                                                                                                                                                                 | Chapter/Disclosure<br>章節                                                                 |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| “Comply or explain” Provision<br>「不遵守就解釋」條文 |                                                                                                                                                                                                                                                                                                                                                                 |                                                                                          |
| A. Environmental<br>A.環境                    |                                                                                                                                                                                                                                                                                                                                                                 |                                                                                          |
| Aspect A1: Emissions<br>A1.排放物              |                                                                                                                                                                                                                                                                                                                                                                 |                                                                                          |
| General Disclosure<br>一般披露                  | Information on:<br>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：<br>(a) the policies; and<br>(a) 政策；及<br>(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.<br>(b) 遵守對發行人有重大影響的相關法律及規例的資料。 | Joining Hands For The<br>Environment, Building A<br>Green Vision Together<br>環境攜手，共築綠色願景 |
| KPI A1.1                                    | The types of emissions and respective emissions data.                                                                                                                                                                                                                                                                                                           | Environmental & Social Key<br>Performance Indicator                                      |
| 關鍵績效指標A1.1                                  | 排放物種類及相關排放數據。                                                                                                                                                                                                                                                                                                                                                   | 環境與社會關鍵績效指標                                                                              |
| KPI A1.2                                    | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.                                                                                                                                                                                                                                          | Environmental & Social Key<br>Performance Indicator                                      |
| 關鍵績效指標A1.2                                  | 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度。                                                                                                                                                                                                                                                                                                                         | 環境與社會關鍵績效指標                                                                              |
| KPI A1.3                                    | Total hazardous waste produced (in tonnes) and where appropriate, intensity.                                                                                                                                                                                                                                                                                    | Environmental & Social Key<br>Performance Indicator                                      |
| 關鍵績效指標A1.3                                  | 所產生有害廢棄物總量(以噸計算)及(如適用)密度。                                                                                                                                                                                                                                                                                                                                       | 環境與社會關鍵績效指標                                                                              |
| KPI A1.4                                    | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.                                                                                                                                                                                                                                                                               | Environmental & Social Key<br>Performance Indicator                                      |
| 關鍵績效指標A1.4                                  | 所產生無害廢棄物總量(以噸計算)及(如適用)密度。                                                                                                                                                                                                                                                                                                                                       | 環境與社會關鍵績效指標                                                                              |
| KPI A1.5                                    | Description of emissions target(s) set and steps taken to achieve them.                                                                                                                                                                                                                                                                                         | Energy Conservation and<br>Emission Reduction                                            |
| 關鍵績效指標A1.5                                  | 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。                                                                                                                                                                                                                                                                                                                                      | 節能減排                                                                                     |

| Content<br>內容               |                                                                                                                                                   | Chapter/Disclosure<br>章節                                                               |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| KPI A1.6                    | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.  | Waste Management                                                                       |
| 關鍵績效指標A1.6                  | 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。                                                                                                        | 廢棄物管理                                                                                  |
| Aspect A2: Use of Resources |                                                                                                                                                   |                                                                                        |
| A2.資源使用                     |                                                                                                                                                   |                                                                                        |
| General Disclosure          | Policies on the efficient use of resources, including energy, water, and other raw materials.                                                     | Energy Conservation and Emission Reduction, Technological Research, Water Conservation |
| 一般披露                        | 有效使用資源(包括能源、水及其他原材料)的政策。                                                                                                                          | 節能減排、技術研究、珍惜用水                                                                         |
| KPI A2.1                    | Direct and/or indirect energy consumption by type in total (Kwh in '000s) and intensity.                                                          | Environmental & Social Key Performance Indicator                                       |
| 關鍵績效指標A2.1                  | 按類型劃分的直接及／或間接能源總耗量(以千個千瓦時計算)及密度。                                                                                                                  | 環境與社會關鍵績效指標                                                                            |
| KPI A2.2                    | Water consumption in total and intensity.                                                                                                         | Environmental & Social Key Performance Indicator                                       |
| 關鍵績效指標A2.2                  | 總耗水量及密度。                                                                                                                                          | 環境與社會關鍵績效指標                                                                            |
| KPI A2.3                    | Description of energy use efficiency target(s) set and steps taken to achieve them.                                                               | Energy Conservation and Emission Reduction                                             |
| 關鍵績效指標A2.3                  | 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。                                                                                                                     | 節能減排                                                                                   |
| KPI A2.4                    | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s), and steps taken to achieve them. | Water Conservation                                                                     |
| 關鍵績效指標A2.4                  | 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。                                                                                                       | 珍惜用水                                                                                   |
| KPI A2.5                    | Total packing material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.                            | Environmental & Social Key Performance Indicator                                       |
| 關鍵績效指標A2.5                  | 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。                                                                                                                  | 環境與社會關鍵績效指標                                                                            |

| Content<br>內容                                           |                                                                                                                                                          | Chapter/Disclosure<br>章節                                      |
|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| <b>Aspect A3: The Environment and Natural Resources</b> |                                                                                                                                                          |                                                               |
| <b>A3.環境及天然資源</b>                                       |                                                                                                                                                          |                                                               |
| <b>General Disclosure</b>                               | Policies on minimising the issuer's significant impacts on the environment and natural resources.                                                        | Minimising Environmental Interference                         |
| <b>一般披露</b>                                             | 減低發行人對環境及天然資源造成重大影響的政策。                                                                                                                                  | 減少環境干擾                                                        |
| <b>KPI A3.I</b>                                         | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.                      | Technological Research, Minimising Environmental Interference |
| <b>關鍵績效指標A3.I</b>                                       | 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。                                                                                                                        | 技術研究、減少環境干擾                                                   |
| <b>Aspect A4: Climate Change</b>                        |                                                                                                                                                          |                                                               |
| <b>A4.氣候變化</b>                                          |                                                                                                                                                          |                                                               |
| <b>General Disclosure</b>                               | Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.             | Climate Resilience and Adaptation                             |
| <b>一般披露</b>                                             | 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。                                                                                                                         | 氣候變化之抵禦及適應                                                    |
| <b>KPI A4.I</b>                                         | Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. | Climate Resilience and Adaptation                             |
| <b>關鍵績效指標A4.I</b>                                       | 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。                                                                                                                         | 氣候變化之抵禦及適應                                                    |

| Content<br>內容                             | Chapter/Disclosure<br>章節                                                                                                                                                                                                                                                                                         |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| B. Social<br>B.社會                         |                                                                                                                                                                                                                                                                                                                  |
| Employment and Labour Practice<br>僱傭及勞工常規 |                                                                                                                                                                                                                                                                                                                  |
| Aspect BI: Employment<br>BI.僱傭            |                                                                                                                                                                                                                                                                                                                  |
| General Disclosure<br>一般披露                | Information on:<br>有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：                                                                                                                                                                                                                                                 |
|                                           | (a) the policies; and<br>(a) 政策；及                                                                                                                                                                                                                                                                                |
|                                           | (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.<br>(b) 遵守對發行人有重大影響的相關法律及規例的資料。 |
| KPI BI.1<br>關鍵績效指標BI.1                    | Total workforce by gender, employment type, age group and geographical region.<br>按性別、僱傭類型、年齡組別及地區劃分的僱員總數。                                                                                                                                                                                                       |
| KPI BI.2<br>關鍵績效指標BI.2                    | Employee turnover rate by gender, age group and geographical region.<br>按性別、年齡組別及地區劃分的僱員流失比率。                                                                                                                                                                                                                    |
|                                           | Diversity, equality, inclusion and coexistence<br>多元平等，包容共生                                                                                                                                                                                                                                                      |
|                                           | Environmental & Social Key Performance Indicator<br>環境與社會關鍵績效指標                                                                                                                                                                                                                                                  |
|                                           | Environmental & Social Key Performance Indicator<br>環境與社會關鍵績效指標                                                                                                                                                                                                                                                  |

| Content<br>內容                              |                                                                                                                                                                                                     | Chapter/Disclosure<br>章節                                                  |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| <b>Aspect B2: Health and Safety</b>        |                                                                                                                                                                                                     |                                                                           |
| <b>B2.健康與安全</b>                            |                                                                                                                                                                                                     |                                                                           |
| <b>General Disclosure</b>                  | Information on:                                                                                                                                                                                     | Safety and Health                                                         |
| <b>一般披露</b>                                | 有關提供安全工作環境及保障僱員避免職業性危害的：                                                                                                                                                                            | 安全與健康                                                                     |
|                                            | (a) the policies; and                                                                                                                                                                               |                                                                           |
|                                            | (a) 政策；及                                                                                                                                                                                            |                                                                           |
|                                            | (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. |                                                                           |
|                                            | (b) 遵守對發行人有重大影響的相關法律及規例的資料。                                                                                                                                                                         |                                                                           |
| <b>KPI B2.1</b>                            | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.                                                                                   | Safety and Health,<br>Environmental & Social Key<br>Performance Indicator |
| <b>關鍵績效指標B2.1</b>                          | 過去三年(包括匯報年度)每年因工亡故的人數及比率。                                                                                                                                                                           | 安全與健康、環境與社會<br>關鍵績效指標                                                     |
| <b>KPI B2.2</b>                            | Lost days due to work injury.                                                                                                                                                                       | Environmental & Social Key<br>Performance Indicator                       |
| <b>關鍵績效指標B2.2</b>                          | 因工傷損失工作日數。                                                                                                                                                                                          | 環境與社會關鍵績效指標                                                               |
| <b>KPI B2.3</b>                            | Description of occupational health and safety measures adopted, and how they are implemented and monitored.                                                                                         | Safety and Health                                                         |
| <b>關鍵績效指標B2.3</b>                          | 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。                                                                                                                                                                        | 安全與健康                                                                     |
| <b>Aspect B3: Development and Training</b> |                                                                                                                                                                                                     |                                                                           |
| <b>B3.發展及培訓</b>                            |                                                                                                                                                                                                     |                                                                           |
| <b>General Disclosure</b>                  | Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities.                                                                             | Development and Training                                                  |
| <b>一般披露</b>                                | 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。                                                                                                                                                                       | 發展和培訓                                                                     |
| <b>KPI B3.1</b>                            | The percentage of employees trained by gender and employee category.                                                                                                                                | Environmental & Social Key<br>Performance Indicator                       |
| <b>關鍵績效指標B3.1</b>                          | 按性別及僱員類別劃分的受訓僱員百分比。                                                                                                                                                                                 | 環境與社會關鍵績效指標                                                               |
| <b>KPI B3.2</b>                            | The average training hours completed per employee by gender and employee category.                                                                                                                  | Environmental & Social Key<br>Performance Indicator                       |
| <b>關鍵績效指標B3.2</b>                          | 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。                                                                                                                                                                           | 環境與社會關鍵績效指標                                                               |

| Content<br>內容                             |                                                                                                                                                                                                                                                        | Chapter/Disclosure<br>章節                                             |
|-------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| <b>Aspect B4: Labour Standards</b>        |                                                                                                                                                                                                                                                        |                                                                      |
| <b>B4.勞工準則</b>                            |                                                                                                                                                                                                                                                        |                                                                      |
| <b>General Disclosure</b><br>一般披露         | Information on:<br>有關防止童工或強制勞工的：<br>(a) the policies; and<br>(a) 政策；及<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.<br>(b) 遵守對發行人有重大影響的相關法律及規例的資料。 | Legal Compliance in<br>Employment<br>僱傭合規                            |
| <b>KPI B4.1</b>                           | Description of measures to review employment practices to avoid child and forced labour.                                                                                                                                                               | Legal Compliance in<br>Employment<br>僱傭合規                            |
| <b>關鍵績效指標B4.1</b>                         | 描述檢討招聘慣例的措施以避免童工及強制勞工。                                                                                                                                                                                                                                 |                                                                      |
| <b>KPI B4.2</b>                           | Description of steps taken to eliminate such practices when discovered.                                                                                                                                                                                | Legal Compliance in<br>Employment<br>僱傭合規                            |
| <b>關鍵績效指標B4.2</b>                         | 描述在發現違規情況時消除有關情況所採取的步驟。                                                                                                                                                                                                                                |                                                                      |
| <b>Operating Practice</b>                 |                                                                                                                                                                                                                                                        |                                                                      |
| <b>營運慣例</b>                               |                                                                                                                                                                                                                                                        |                                                                      |
| <b>Aspect B5: Supply Chain Management</b> |                                                                                                                                                                                                                                                        |                                                                      |
| <b>B5.供應鏈管理</b>                           |                                                                                                                                                                                                                                                        |                                                                      |
| <b>General Disclosure</b><br>一般披露         | Policies on managing environmental and social risks of the supply chain.<br>管理供應鏈的環境及社會風險政策。                                                                                                                                                           | Collaborative Synergy •<br>Co-Creating Business Value<br>合作共贏，共創商業價值 |
| <b>KPI B5.1</b>                           | Number of suppliers by geographical region.                                                                                                                                                                                                            | Environmental & Social Key<br>Performance Indicator<br>環境與社會關鍵績效指標   |
| <b>關鍵績效指標B5.1</b>                         | 按地區劃分的供應商數目。                                                                                                                                                                                                                                           |                                                                      |
| <b>KPI B5.2</b>                           | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.                                                                                    | Supply Chain Management                                              |
| <b>關鍵績效指標B5.2</b>                         | 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。                                                                                                                                                                                                               | 供應鏈管理                                                                |

| Content<br>內容                            |                                                                                                                                                                                                                                             | Chapter/Disclosure<br>章節                              |
|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| KPI B5.3                                 | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.                                                                                                | Supply Chain Management                               |
| 關鍵績效指標B5.3                               | 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。                                                                                                                                                                                                       | 供應鏈管理                                                 |
| KPI B5.4                                 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.                                                                             | Supply Chain Management                               |
| 關鍵績效指標B5.4                               | 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。                                                                                                                                                                                                        | 供應鏈管理                                                 |
| <b>Aspect B6: Product Responsibility</b> |                                                                                                                                                                                                                                             |                                                       |
| <b>B6.產品責任</b>                           |                                                                                                                                                                                                                                             |                                                       |
| General Disclosure                       | Information on:                                                                                                                                                                                                                             | Collaborative Synergy •<br>Co-Creating Business Value |
| 一般披露                                     | 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：                                                                                                                                                                                                         | 合作共贏，共創商業價值                                           |
|                                          | (a) the policies; and                                                                                                                                                                                                                       |                                                       |
|                                          | (a) 政策；及                                                                                                                                                                                                                                    |                                                       |
|                                          | (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. |                                                       |
|                                          | (b) 遵守對發行人有重大影響的相關法律及規例的資料。                                                                                                                                                                                                                 |                                                       |
| KPI B6.1                                 | Percentage of total products sold or shipped subject to recalls for safety and health reasons.                                                                                                                                              | Product Quality Management                            |
| 關鍵績效指標B6.1                               | 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。                                                                                                                                                                                                                | 品質管理                                                  |
| KPI B6.2                                 | Number of products and service related complaints received and how they are dealt with.                                                                                                                                                     | Customer Communication                                |
| 關鍵績效指標B6.2                               | 接獲關於產品及服務的投訴數目以及應對方法。                                                                                                                                                                                                                       | 客戶溝通                                                  |
| KPI B6.3                                 | Description of practices relating to observing and protecting intellectual property rights.                                                                                                                                                 | Intellectual Property Right                           |
| 關鍵績效指標B6.3                               | 描述與維護及保障知識產權有關的慣例。                                                                                                                                                                                                                          | 知識產權                                                  |

| Content<br>內容                        |                                                                                                                                                                                                                                                                          | Chapter/Disclosure<br>章節                                                         |
|--------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| KPI B6.4<br>關鍵績效指標B6.4               | Description of quality assurance process and recall procedures.<br>描述質量檢定過程及產品回收程序。                                                                                                                                                                                      | Product Quality Management<br>品質管理                                               |
| KPI B6.5<br>關鍵績效指標B6.5               | Description of consumer data protection and privacy policies, and how they are implemented and monitored.<br>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。                                                                                                                                 | Customer Privacy<br>客戶隱私                                                         |
| Aspect B7: Anti-corruption<br>B7.反貪污 |                                                                                                                                                                                                                                                                          |                                                                                  |
| General Disclosure<br>一般披露           | Information on:<br>有關防止賄賂、勒索、欺詐及洗黑錢的：<br>(a) the policies; and<br>(a) 政策；及<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering.<br>(b) 遵守對發行人有重大影響的相關法律及規例的資料。 | Responsible Governance<br>And Compliant Operation<br>責任管治，合規運營                   |
| KPI B7.1<br>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.<br>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。                                                                | Environmental & Social Key<br>Performance Indicator<br>環境與社會關鍵績效指標               |
| KPI B7.2<br>關鍵績效指標B7.2               | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.<br>描述防範措施及舉報程序，以及相關執行及監察方法。                                                                                                                               | Business Ethics Management<br>System, Whistle-blowing<br>Policy<br>商業道德管理體系、舉報政策 |
| KPI B7.3<br>關鍵績效指標B7.3               | Description of anti-corruption training provided to directors and staff.<br>描述向董事及員工提供的反貪污培訓。                                                                                                                                                                            | Business Ethics Training<br>商業道德培訓                                               |

| Content<br>內容                              |                                                                                                                                                                                                                                 | Chapter/Disclosure<br>章節                                             |
|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| Social<br>社區                               |                                                                                                                                                                                                                                 |                                                                      |
| Aspect B8: Community Investment<br>B8.社區投資 |                                                                                                                                                                                                                                 |                                                                      |
| General Disclosure<br>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.<br>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。 | Community • Collaborating To Build A Better Community<br>社區 • 共建美好社區 |
| KPI B8.1<br>關鍵績效指標B8.1                     | Focus areas of contribution.<br>專注貢獻範疇。                                                                                                                                                                                         | Community Investment<br>社區投資                                         |
| KPI B8.2<br>關鍵績效指標B8.2                     | Resources contributed to the focus area.<br>在專注範疇所動用資源。                                                                                                                                                                         | Community Investment<br>社區投資                                         |



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**北京體育文化產業集團有限公司**  
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