



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)

**ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT 2017**  
**2017 環境、社會及管治報告**

## CONTENTS 目錄

1	ABOUT THIS REPORT 關於本報告	5
1.1	REPORTING SCOPE AND PERIOD 報告範圍及邊界	5
1.2	DATA SOURCE AND RELIABILITY DECLARATION 數據來源及可靠性聲明	5
1.3	CONFIRMATION AND ENDORSEMENT 確認及批注	6
1.4	ACCESS AND FEEDBACK TO THIS REPORT 獲取及回應本報告	6
2	ABOUT US 關於我們	6
2.1	OUR VISION 我們的願景	7
2.2	OUR BUSINESSES 我們的業務	7
2.3	CHRONICLE OF EVENTS IN 2017 2017年度大事記	10
3	CHAIRMAN'S STATEMENT 主席寄語	15
	Feature Topic: Moving towards Whole Industrial Chain 專題解讀：全產業鏈佈局	17
	Feature Topic: "Plan for 1,000 Stadiums" 專題解讀：「千館計劃」	18
	Feature Topic: "Interactive Stadium" 專題解讀：「互動氣場」	19

4	GOVERNANCE RESPONSIBILITY 責任管治	22
4.1	EFFECTIVE GOVERNANCE 高效管治	22
4.2	STAKEHOLDER ENGAGEMENT 利益相關方溝通	23
4.3	ESG MATERIAL ISSUES ESG重要性議題	26
4.4	ANTI-CORRUPTION 反腐倡廉	31
4.5	SOCIAL HONOURS 社會榮耀	32
5	ENVIRONMENTAL BENEFITS 環境效益	33
5.1	ENVIRONMENTAL AND LOW-CARBON AIR DOME STADIUM 環保低碳氣膜場館	33
5.2	ENERGY CONSERVATION AND CARBON EMISSION REDUCTION 節能減碳	37
5.3	WATER CONSERVATION 珍惜用水	40
5.4	MAKING THE BEST USE OF RESOURCES 物盡其用	40
5.5	ENVIRONMENT AND NATURAL RESOURCES 環境及天然資源	41

6. STAFF-ORIENTED SPIRIT 以人為本	43
6.1 STAFF OVERVIEW 員工概覽	44
6.2 EMPLOYMENT MANAGEMENT 僱傭管理	44
6.2.1 Remuneration and Benefits 薪酬和福利	45
6.2.2 Talent Attraction 吸納人才	47
6.3 CARE FOR STAFF 員工關愛	47
6.4 HEALTH AND SAFETY 健康與安全	49
6.5 DEVELOPMENT AND TRAINING 發展與培訓	51
6.6 GIVING BACK TO COMMUNITY 回饋社會	52
6.6.1 Poverty Alleviation 扶貧關愛	52
6.6.2 Community Involvement 社區公益	54
6.6.3 Volunteer Service 志願服務	54

7	OPERATION MANAGEMENT	55
	運營管理	
7.1	SUPPLY CHAIN MANAGEMENT	55
	供應鏈管理	
7.2	PRODUCT RESPONSIBILITY	57
	產品責任	
8	AN OVERVIEW OF SUSTAINABLE DEVELOPMENT	60
	可持續發展綜述	
8.1	LIST OF POLICIES	60
	政策列表	
8.2	TABLES OF KEY PERFORMANCE	63
	關鍵績效列表	
9	APPENDIX: ENVIRONMENTAL, SOCIAL AND GOVERNANCE CONTENT INDEX	74
	附錄：環境、社會及管治內容索引	

## I ABOUT THIS REPORT

This report is the second environmental, social and governance report of Beijing Sports and Entertainment Industry Group Limited (“the Group”, “we” or “us”), which was prepared in accordance with the Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) while highlighting our own corporate and industry characteristics.

In the preparation of this report, the Group has conducted comprehensive communication with our stakeholders through an independent consultant, and determined the contents after having fully considered the opinions of relevant stakeholders, and in accordance with the four key principles, namely materiality, quantitative, balance and consistency, as required by the Stock Exchange. The Group will continue to strengthen its collection of information for reporting to enhance our performance and disclosure relating to our sustainable development.

### I.1 Reporting scope and period

The reporting period is from 1 January 2017 to 31 December 2017.

Materials, policies, statements and data set forth in this report cover the headquarters, the subsidiaries under effective control and holding subsidiaries of the Company.

### I.2 Data source and reliability declaration

The data and cases set forth in this report are mainly extracted from the statistical reports and relevant internal documents of the Company. The Company undertakes that this report does not contain any false information or misleading statement, and accepts responsibility for the contents of this report as to its authenticity, accuracy and completeness.

## I 關於本報告

本報告是北京體育文化產業集團有限公司（下稱為「北體集團」或「集團」或「我們」）發佈的第二份環境、社會及管治報告。報告編寫參照香港聯合交易所有限公司（「聯交所」）發佈的「環境、社會及管治報告指引」，同時突出北體集團的企業特點和行業特色。

在本報告編寫過程中，北體集團委託獨立顧問與我們的利益相關方進行了全面的溝通，在議題選擇方面充分考慮各方意見，遵循聯交所對本報告重要性、量化、平衡、一致性四大原則要求，確定了本報告的實質內容。集團將持續加強報告信息收集工作，以提高我們在可持續發展領域上的表現和披露水平。

### I.1 報告範圍及邊界

報告的時間範圍為2017年1月1日-2017年12月31日。

本報告中的材料、政策、聲明、數據等覆蓋公司總部和下屬實際控制的子公司、控股公司。

### I.2 數據來源及可靠性聲明

本報告的數據和案例主要來源於公司統計報告及內部的相關文件。公司承諾本報告不存在任何虛假記載、誤導性陳述，並對其內容真實性、準確性和完整性負責。

## I ABOUT THIS REPORT (Cont'd)

### I.3 Confirmation and endorsement

This report was approved by the board of directors on 13 July 2018 upon confirmation by the management.

### I.4 Access and feedback to this report

The electronic version of this report is available on the official website of the Company.

If you have any questions or feedback about this report and its contents, please feel free to contact us at:

Address: Block D, Eastern Side of Road 518 of Beijing Sport  
Chaoyang Sports Centre, Chaoyang District, Beijing  
Tel: (8610)8556-1803,  
(8610)8556-9398  
Fax: (8610)8556-1803-813  
Email: [ir@bsehk.com](mailto:ir@bsehk.com)  
Official website: <http://www.bsehk.com/c/index.php>

## I 關於本報告(續)

### I.3 確認及批注

本報告經管理層確認後，於2018年7月13日獲董事會通過。

### I.4 獲取及回應本報告

報告電子版可在公司官方網站內獲取。

如對本報告及其內容有任何疑問或反饋意見，歡迎通過以下方式與我們聯繫：

地址：北京朝陽區朝體中心  
東側路甲518號D座  
電話：(8610)8556-1803，  
(8610)8556-9398  
傳真：(8610)8556-1803-813  
電郵地址：[ir@bsehk.com](mailto:ir@bsehk.com)  
官方網站：<http://www.bsehk.com/c/index.php>

## 2 ABOUT US

Beijing Sports and Entertainment Industry Group Limited is a Main Board listed company in Hong Kong (Stock Code: 01803.HK) and a subsidiary of Beijing Enterprises Group. With its competitive advantages in industry expertise, financial strength, governmental support and international industry resources, the Group focuses on the investment and development of sports and cultural businesses in China and promotes popularization of fitness and cultural business.



## 2 關於我們

北京體育文化產業集團有限公司為香港主板上市公司，股票代碼01803.HK，隸屬於北京控股集團。北體集團專注於體育及文化產業的投資與發展，推動全民健身及文化事業，擁有行業技術優勢、投融資優勢、政府資源以及國際化的產業資源。

## 2 ABOUT US (Cont'd)

### 2.1 Our vision

"Sincerity, righteousness, wholesomeness, happiness"

The Group is committed to constructing new sports and leisure stadiums with clean air for the public and providing urban stadium construction solutions by introducing entertaining and cultural themes, particularly driving the development of ski industry and ice-themed amusement parks that enable us to lead the way in sports culture in the recreational era. Meanwhile, we focus on physical education and training in our efforts to facilitate workout and training of mind and body with fresh air for the well-being of millions of people nationwide. This is the mission we strive for!



## 2 關於我們 (續)

### 2.1 我們的願景

「誠心·正意·健康·快樂」

北體集團致力於為大眾建造空氣清潔的新型運動休閒場館，提供城市場館建設解決方案。引入娛樂文化主題，佈局冰雪產業打造冰雪主題樂園，成為娛樂時代的體育文化引領者。同時著力體育教育培訓事業，讓億萬國人在清新的空氣中鍛煉體魄、強健意志、快樂身心。這就是北體人為之竭力奮鬥的使命！

### 2.2 Our businesses

#### *Five Major Business Sectors*

- I. Provision of urban stadium construction solutions by building innovative sports parks; and development, investment, construction and operation of new stadiums
- II. Establishing layout for ski industry to achieve strong growth in white economy
- III. Investment and operation of Sports Training
- IV. Operation of sports clubs
- V. Development, investment and operation of sports media

### 2.2 我們的業務

#### *五大業務板塊*

1. 創新型體育公園，新型場館的開發、投資、建設與運營，提供城市場館建設解決方案
2. 冰雪產業佈局，成就白色經濟騰飛
3. 體育培訓的投資與營運
4. 體育俱樂部的營運
5. 媒介的開發投資與營運

## 2 ABOUT US (Cont'd)

### 2.2 Our businesses (Cont'd)

#### *Innovative Sports Parks/Gymnasium*

We invested in, constructed and operated air dome stadiums in cities and suburbs, offering controllable air quality, thermostatic and modulated humidity with an energy-conservation feature. Such air supported dome structures and outdoor sports facilities such as fitness trails and cycle trails form multifunctional and all-weather innovative indoor sports parks, from which our professional operation team introduced high standard of unified management, in addition to related projects such as sports competitions, training and rehabilitation so as to build a multifunctional all-weather innovative sports park combining indoor sports stadiums and outdoor sports facilities.

#### *Establishing layout for ski industry to achieve strong growth in white economy*

Under the background that Beijing won the bid to host the XXIV Olympic Winter Games in 2022, we actively establish the layout for ski industry to incubate a new driver for economic growth. We introduced new concept, research and development, investment, construction and operation to buildings with air dome as the core structure. We also promoted snow-sports in schools by building indoor stadium and parks designed for ice and snow sports and entertainments. In addition, we committed to diversify the business model through approaches for innovative development, with an aim to playing the leading role, promoting regional economic and social development and achieved worldwide breakthrough in this sector.

## 2 關於我們 (續)

### 2.2 我們的業務 (續)

#### *創新型體育公園／體育館*

在城市內及近郊區投資建設空氣質量可控、節能環保、恆溫恆濕的氣膜體育場館，配以健身步道及騎行道等多種室外體育設施，通過專業化高標準的運營團隊，導入高標準的統一管理以及觀賞類賽事、體育培訓和運動康復等相關項目。打造結合室內運動場館、室外運動設施的多功能全天候創新型體育公園。

#### *冰雪產業佈局，成就白色經濟騰飛*

北京獲得2022年第二十四屆冬季奧林匹克運動會舉辦權，佈局冰雪產業，孕育新的經濟動力引擎引入概念、研發、投資、建設及運營，以氣膜形式為建築主體，推進冰雪進校園，興建室內冰雪運動場館，打造冰雪樂園，豐富冰雪產業業態，創新發展手段，發揮輻射帶動作用，促進區域經濟社會發展，實現世界範圍此類項目的突破。

## 2 ABOUT US (Cont'd)

### 2.2 Our businesses (Cont'd)

#### *Investment and operation of Sports Training*

Through investment and operation of various sports training institutes and sports-related clubs, we established a professional training, operation and management platform of sports stadiums encompassing sports fitness (such as football, basketball, tennis and badminton), training, recreation and parent-child interaction. The sports stadiums of the Group and contracted stadiums paved the way for quality services, including vocational training, youth training, coach training, sports tournaments and parent-child entertainment, which significantly contributed to the core competence of the sports stadiums of the Group, and ultimately, we cultivated professional management operation team specializing in social branding.

#### *Operation of sports clubs (Cont'd)*

Operation and development of sports clubs, operations of the Phoenix (Women's) Football Club and the Baseball Club, business promotion for matches, activities and public welfare programs organized by the government and business organizations.

#### *Development, Investment and Operation of Sports Media*

With appearance media (such as new stadiums) and new media services as a point of entry and gateway to investment, we further upgraded the operation of stadiums and built a new media platform by utilizing intelligent hardware and internet applications. We also introduced quality contents through collaboration with various media organizations, so as to provide services to new and public sports stadiums.

## 2 關於我們 (續)

### 2.2 我們的業務 (續)

#### *體育培訓的投資與運營*

通過投資與營運各類體育培訓學校及體育相關俱樂部，打造集足球、籃球、網球、羽毛球等相關運動健身、培訓、休閒娛樂、親子互動的專業化體育場館培訓營運管理平台。從集團旗下體育場館及簽約場館導入優質的職業培訓、青少年培訓、教練員培訓、體育賽事、親子娛樂等服務出發，提高集團旗下體育場館的核心競爭力。最終向社會品牌化輸出專業的管理運營團隊。

#### *體育俱樂部的營運 (續)*

體育俱樂部運營與開發，鳳凰女足和棒球俱樂部的相關運營，與政府、企業機構等賽事、活動、公益等項目的運營推廣。

#### *媒介的開發投資與運營*

以體育場館等外觀媒介及新媒體服務為投資切入點，進一步打通場館運營、運用智能硬件及互聯網應用服務打造新媒體平台。並聯合各大媒體機構導入高品質內容，服務於新型及大眾體育場館。

## 2 ABOUT US (Cont'd)

### 2.3 Chronicle of events in 2017

Date 日期	Topic of Event 事件標題	Summary 概述
------------	------------------------	---------------

2017.1.1	Built Environment-friendly stadium jointly with MetaSpace Air Dome 攜手約頓氣膜·共造環保場館	 <p>Beijing Sports and Entertainment Industry Group formally entered into a stock issue subscription agreement with MetaSpace (Beijing) Air Dome Corp., owning over 50% stock rights of the company. Since then, the Group has included the building of air-supported dome stadiums into its own business, which not only perfects the industrial chain of "building + operation", but also displays the confidence and capacity of the Group to serve the livelihood, develop the sports cause, and build the benchmark of healthy national fitness stadiums.</p> <p>北京體育文化產業集團正式與北京約頓氣膜建築技術股份有限公司簽訂股票發行認購協議，擁有了該公司50%以上的股權。自此，北京體育文化產業集團正式將氣膜場館製造納入到了自有業態體系之中，完善「建設+運營」產業鏈條的同時，也彰顯著北京體育文化產業集團服務民生、發展體育事業、打造健康全民健身場館標桿的信心與力量。</p>
2017.4.13	Consolidated ski industry and gave a new impetus to white economy 夯實冰雪全產業鏈·驅動白色經濟新引擎	 <p>The construction and operation of ice-themed entertainment and cultural theme park is an important business plate of the Group. The Group formally entered into a letter of intent on acquisition with Shenzhen Haizhou Commercial Facilities Co., Ltd., for in-depth cooperation in terms of the construction of skiing facilities. The Group integrates ski-related creativity, cultural-themed paradise, entertainment experience and massive bodybuilding mode, and implements efficient business operation mode, taking the lead in the sports industry in the ice era, innovating in the business integration, and pushing forward the ice era.</p> <p>建設運營冰雪主題的文化娛樂主題樂園是北體集團的重要業務板塊。北體集團與深圳市海州商業設施有限公司正式簽訂併購意向書，雙方將在冰雪項目設施建設方面展開深度合作。北體集團正是將冰雪創意、文化樂園、娛樂體驗及大眾的健身方式進行資源整合，落地為高效運行的商業經營模式，成為冰雪時代體育產業的引領者，業態整合的創新者和冰雪時代的推動者。</p>

## 2 關於我們 (續)

### 2.3 2017年度大事記



Beijing Sports and Entertainment Industry Group formally entered into a stock issue subscription agreement with MetaSpace (Beijing) Air Dome Corp., owning over 50% stock rights of the company. Since then, the Group has included the building of air-supported dome stadiums into its own business, which not only perfects the industrial chain of "building + operation", but also displays the confidence and capacity of the Group to serve the livelihood, develop the sports cause, and build the benchmark of healthy national fitness stadiums.

北京體育文化產業集團正式與北京約頓氣膜建築技術股份有限公司簽訂股票發行認購協議，擁有了該公司50%以上的股權。自此，北京體育文化產業集團正式將氣膜場館製造納入到了自有業態體系之中，完善「建設+運營」產業鏈條的同時，也彰顯著北京體育文化產業集團服務民生、發展體育事業、打造健康全民健身場館標桿的信心與力量。

北京體育文化產業集團正式與北京約頓氣膜建築技術股份有限公司簽訂股票發行認購協議，擁有了該公司50%以上的股權。自此，北京體育文化產業集團正式將氣膜場館製造納入到了自有業態體系之中，完善「建設+運營」產業鏈條的同時，也彰顯著北京體育文化產業集團服務民生、發展體育事業、打造健康全民健身場館標桿的信心與力量。

2017.4.13 Consolidated ski industry and gave a new impetus to white economy  
夯實冰雪全產業鏈·驅動白色經濟新引擎



The construction and operation of ice-themed entertainment and cultural theme park is an important business plate of the Group. The Group formally entered into a letter of intent on acquisition with Shenzhen Haizhou Commercial Facilities Co., Ltd., for in-depth cooperation in terms of the construction of skiing facilities. The Group integrates ski-related creativity, cultural-themed paradise, entertainment experience and massive bodybuilding mode, and implements efficient business operation mode, taking the lead in the sports industry in the ice era, innovating in the business integration, and pushing forward the ice era.

建設運營冰雪主題的文化娛樂主題樂園是北體集團的重要業務板塊。北體集團與深圳市海州商業設施有限公司正式簽訂併購意向書，雙方將在冰雪項目設施建設方面展開深度合作。北體集團正是將冰雪創意、文化樂園、娛樂體驗及大眾的健身方式進行資源整合，落地為高效運行的商業經營模式，成為冰雪時代體育產業的引領者，業態整合的創新者和冰雪時代的推動者。

建設運營冰雪主題的文化娛樂主題樂園是北體集團的重要業務板塊。北體集團與深圳市海州商業設施有限公司正式簽訂併購意向書，雙方將在冰雪項目設施建設方面展開深度合作。北體集團正是將冰雪創意、文化樂園、娛樂體驗及大眾的健身方式進行資源整合，落地為高效運行的商業經營模式，成為冰雪時代體育產業的引領者，業態整合的創新者和冰雪時代的推動者。

## 2 ABOUT US (Cont'd)

### 2.3 Chronicle of events in 2017 (Cont'd)

Date	Topic of Event	Summary
日期	事件標題	概述

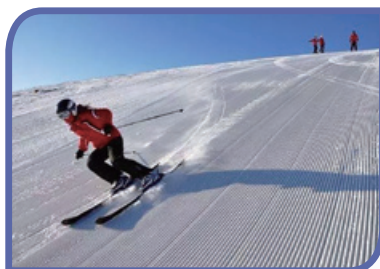
2017.5.23 Stood out in the roundtable forum with "1,000-stadium construction plan" 亮相圓桌論壇·「千館計劃」矚目



Witnessed by the media and foreign friends, the Group initiated to make investments in the building of air-supported dome sports stadiums nationwide, in order to form unique national chain operation of sports culture, promote the upgrade in traditional sports stadiums and realize the coverage of thousands of stadiums within 3-5 years. The innovative stadium construction is a solid step of the Group in determining to solve above problems and explore innovations in the industry.

在諸多媒體與國際友人的見證下，北體集團發起並倡導，通過3-5年的時間，以投資建設等方式，在全國範圍內打造以氣膜建築為主要載體的新型體育場館，形成獨有的全國連鎖的體育文化運營模式，並以此帶動傳統體育場館的體驗升級，在國內實現數以千計的場館覆蓋。創新型的場館建設營運模式，正是北體集團決心解決上述問題，探索產業創新的堅實一步。

2017.6.6 Enhanced strategic cooperation jointly with Genting Group 攜手雲頂集團·推進戰略合作



The Group formally entered into a strategic cooperation agreement with Genting Group which has the Genting Skiing Park designated as the venue for 2022 Winter Olympics, in a bid to promote the development of the ski sports industry in China. The two parties planned to give full play to their own advantages to reach

strategic cooperative relationship in terms of market development, stadium investment, construction and operation, ice sports training, expansion of ski-related economy and development of derivative business. The cooperation is the cross-industry cooperation of sports, entertainment, tourism and ski industry. The two parties will not only plan for joint investment, planning, construction and operation in the ski industry, but also will establish effective communication, exchange and learning mechanism to cultivate more excellent skiing talents.

北體集團與2022年冬奧會比賽指定場地雲頂滑雪公園所屬的雲頂集團正式達成戰略合作協議，為推動我國冰雪體育產業發展，雙方擬充分發揮各自優勢，在市場開發、場館投資建設及營運、冰雪體育培訓、冰雪體育相關經濟拓展、衍生業務開發等方面達成戰略合作關係。此次合作更是體育、娛樂、旅遊與冰雪產業的跨界之作，雙方未來不僅在冰雪產業上有共同投資、規劃、建設和營運的規劃，更是建立了有效的溝通、交流、學習機制，用以培養更多優秀的冰雪運動人才。


## 2 關於我們 (續)

### 2.3 2017年度大事記 (續)

## 2 ABOUT US (Cont'd)

### 2.3 Chronicle of events in 2017 (Cont'd)

Date 日期	Topic of Event 事件標題	Summary 概述
------------	------------------------	---------------

2017.6	Implemented environment-friendly concept, and pursued outstanding low-carbon technology 踐行環保理念，追求卓越低碳技術	
--------	--	--



The 8th Clean Energy Ministerial and the 2nd Ministerial on Innovation was held in Beijing, China. The subsidiary of the Group MetaSpace Air Dome was honored the "Low-carbon Technology Award with the Highest Growth Capacity among WWF Climate Solvers" by World Wildlife Fund (WWF). The prize-awarding technology has reformative emission reduction potential and market potential, which will be extensively applied in future. It can greatly reduce CO<sub>2</sub> emission in the production and usage, and contribute to the management of the global climate change.

第八屆清潔能源部長級會議和第二屆創新使命部長級會議在中國北京舉行。北體集團旗下子公司約頓氣膜公司被世界自然基金會(WWF)授予「WWF氣候創行者最具成長力低碳技術獎」，該獲獎技術具有變革性減排潛力和市場潛力，未來將會得到大規模的應用，將有助於大幅度降低生產和使用中的二氧化碳排放，從而貢獻於全球氣候變化治理進程。

2017.7	Acquisition of an ice acrobatics entertainment company 併購冰上特技演藝公司	
--------	--	--



The Group reached a preliminary agreement with Heilongjiang Province Ice Acrobatics Dance & Arts Production Co., Limited on capital increase and acquisition. The latter is a cultural company with regional characteristics and proprietary intellectual property rights integrating ice acrobatics performance, innovative prop production and cultivation of ice acrobatics talents. The two parties plan to build the ice artistic performance into colorful art symbols of the ice and snow culture, offer splendid cultural feasts for the masses while they enjoy ice and snow, and cultivate a strong cultural atmosphere for the popular ice and snow tourism.

北體集團與黑龍江省冰尚雜技舞蹈演藝製作有限公司達成增資併購意向，後者是集冰上雜技演出、道具創新製作、冰上雜技人才培養等項業務為一體的極具地域特色、擁有冰上雜技自主知識產權的文化類公司，雙方計劃將冰上文藝演出打造成為冰雪文化炫麗多彩的藝術符號，為賞冰玩雪的大眾百姓，奉獻一道道精美的文藝盛宴，為如火如荼的冰雪旅遊營造濃厚的文化氛圍。

## 2 關於我們 (續)

### 2.3 2017年度大事記 (續)

## 2 ABOUT US (Cont'd)

### 2.3 Chronicle of events in 2017 (Cont'd)

Date	Topic of Event	Summary
日期	事件標題	概述

2017.7.6 Win-win alliance for extensive cooperation in sports industry  
強強聯手，促成體育產業大合作



The Group entered into a comprehensive strategic cooperation agreement with Beijing Sports University Industry Management Group at Beijing Sports University. The Group will comprehensively participate in the competitions hosted by Beijing Sports University Industry & Technology Center and the development

projects of sports health products, actively conduct cooperation, publicity and assistance, and promote the successful fulfillment of various projects, with the objective of greatly developing and popularizing sports events and sports health products, and transforming the sports industry market.

北體集團與北京體育大學產業管理集團在北京體育大學達成全面戰略合作協議。北體集團將以大力發展和普及體育賽事、體育健康產品和體育產業市場轉化為目標，全面參與北體大產業和科技中心主辦的賽事、體育健康產品的開發等項目，並積極引入企業合作、落實宣傳和協助活動開展，助力各項活動的順利完成。

2017.8 Plan for blueprint of sports industry in cooperation with CSEEC  
聯手中建，規劃體育產業大藍圖



Following the concept of building a beautiful city, and committed to building a city card of sports & cultural industry, the Group entered into a strategic cooperation agreement with China Construction Engineering Design Group Corporation Limited. The latter is one of the state-owned Grade A construction enterprises

with comprehensive specialty and large scale, affiliated to China State Construction Engineering Corporation. Under the policy orientation to enhance massive development and prosperity of nationwide sports in the new era, the parties involved intend to make full use of their own advantages to carry out comprehensive and deep strategic cooperation in form of joint venture or joint operation in the sports industry such as sports stadiums, theme parks, sports training and sports events.

北體集團秉承建設美好城市的理念，致力於打造體育文化產業的城市名片，與中國中建設計集團有限公司簽署了戰略合作協議，後者隸屬於中國建築股份有限公司，是國內專業全面、規模龐大的國有甲級建築企業之一。在推進新時期全民體育事業大發展、大繁榮的政策導向下，合作雙方有意充分發掘自身優勢，在體育產業領域展開全面且深入的戰略合作，在體育場館、主題公園、體育培訓、體育賽事等方面開展合資、合作、合營等形式的合作。

## 2 關於我們 (續)

### 2.3 2017年度大事記 (續)

## 2 ABOUT US (Cont'd)

### 2.3 Chronicle of events in 2017 (Cont'd)

Date	Topic of Event	Summary
日期	事件標題	概述

2017.10.17 Breaking barriers in sports industry and establishing cross-industry cooperation platform  
破壁體育產業，搭建跨界合作平台



Under the guidance of the policy of the General Administration of Sport to greatly promote the characteristic town of sports tourism, the Group entered into a strategic cooperation agreement with the leading real estate enterprise Xintian Group, in order to actively promote the cross-border development of the sports industry, and explore the new development path of "sports + real estate". The Group will enter into close cooperative relationship with Xintian Group to make concerted efforts to promote the investment and construction of innovative air dome sports stadium, parks and characteristic towns in future.

在體育總局大力推動體育旅遊特色小鎮的政策指導下，北體集團積極推動體育產業跨界發展，與房地產龍頭企業新田集團簽署戰略合作協議，突破產業邊際，探索「體育+地產」的發展新路徑。北體集團將於新田集團達成緊密合作的合作夥伴關係，未來將共同推廣创新型氣膜體育場館、體育公園及體育特色小鎮等投資建設。

2017.10 Training for stadium talents in the golden era of sports  
體育黃金時代為場館人才「鍍金」



The Group, jointly with the Excellent Training of Beijing Sports University, formally initiated the "Training of Sports Stadium Management Elites" to provide systematic training integrating theories and practice for university students, social workers and ex-service athletes, in order to enhance the practical skills of the personnel in the industry, cater for the demands for cultivation of compound talents in the field of operation management, marketing and public relations, cultivate the stadium management talent teams with the international vision and capabilities of business analysis, market operation, operation, development and industrial management of sports stadiums, and adapt to and promote the development of China's sports industry.

北體集團與北京體育大學卓越培訓攜手，正式啟動「體育場館管理精英人才培訓」，旨在面向在校大學生、社會在職人員及退役運動員開展理論與實踐結合的系統化培訓，提升產業從業人員的實操技能，迎合經營管理、市場營銷、公關等全面複合型人才培養需求，培育出具有體育場館商業分析、市場運作、經營開發、產業管理能力及國際視野的場館管理人才隊伍，適應並推進中國體育產業的發展。

## 2 關於我們 (續)

### 2.3 2017年度大事記 (續)

### 3 CHAIRMAN'S STATEMENT

The Group has been always viewing social responsibility as a significant integral part of its corporate development strategy. Upholding the value of "Sincerity, Honesty, Health and Happiness", the Group hopes to create comfortable and clean sports environments for more and more communities in China and pursue development beyond just profits. The

Group together with its stakeholders is and will continue to be committed to making a better tomorrow for all the citizens.

As a leading company in the development of sports and culture of the new era, for years, the Group has been making continuous efforts to improve its corporate management system and expand its operation scope. In this golden age for the development of sports, the Group closely adhere to domestic policies and international trends to introduce new systems and explore new business. Through fully utilizing state-owned platform, listed platform and private platform; making use of the leverage and multiplication effects of capital operation and conducting adjustments and optimization, mergers and acquisitions, shareholding reorganization, strategic cooperation, the Group has improved both its overall corporate size and operating results, contributing to the development of the Group into a larger, greater and better corporation. During the past year, the Group has gradually accomplished the goal of establishing presence through the whole industry chain and has successfully entered the industry of winter sports which is completely new to us. We have made active efforts in constructing cross-sector collaboration and initiated professional talent training projects, continuing to move forward on the way of becoming a comprehensively developed outstanding corporate in the sports and cultural industry.



### 3 主席寄語

北體集團始終將履行社會責任作為企業發展戰略的重要組成部分，秉持「誠心、正意、健康、快樂」的價值觀，期待為億萬國人創造舒適清潔的體育運動環境，追求超越利益之上的發展，致力於與利益相關方攜手共創美好生活。

北體集團作為新時代體育文化事業發展的重要領航者之一，多年來不斷完善公司管理機制與拓寬企業業務範疇。在體育事業發展的黃金時代，北體集團緊跟國家政策與國際趨勢進行制度創新和業務拓展，充分利用國資平台、上市平台、社會化平台，發揮資本營運的槓桿作用和乘法效應，通過調整優化、兼併收購、股權重組、戰略合作，實現企業整體規模和經營效益上台階，推動企業做大做強做優。在過去的一年裡，北體集團逐布完成全產業鏈佈局模式，成功落實冰雪全新產業，積極搭建跨界合作平台，開發專業人才培訓項目，成為一家全方位廣度發展的卓越體育文化企業。

### 3 CHAIRMAN'S STATEMENT (Cont'd)

The Group attaches importance to incorporating the concept of sustainable development into its project development and corporate operation; strives to promote the implementation of ESG guidance in the operation practice and management of the Group and through measures including green office, energy saving and emission reduction and standardized construction process, to minimize the adverse impacts of the corporate operation on the environment. As for social aspect, the Group has made significant efforts to prevent corruption, promote the obligation performance of the industry chain, protect intellectual property rights, respect customer privacy, promote community development, protect staff's interests and help in their development. The Group believes that greater social benefits and better corporate results can only be achieved by combining commercial and social needs together.

Looking ahead into 2018, the Group will strictly adhere to the guiding principles set in the 19th National Congress of the CPC and promote the integration of social responsibility with corporate culture. The Group will focus on the needs of the market while implementing sports industry supply-side structural reform and meeting the diversified body building needs of the citizens in respect of the existing and increased sports space so as to create more sports and entertainment added value, promote the development of public sports and physical fitness of the citizens. The Group will listen more carefully to the voices from various sectors of the society and continue to improve its awareness for social responsibility, enhance social responsibility management and promote the fulfillment of social responsibilities so as to establish a good public image and take the leadership in promoting the sustainable development of sports and cultural industry.

### 3 主席寄語 (續)

集團注重將可持續發展的理念融入項目開發及企業營運的過程中，通過綠色辦公、節能減排、規範建造等舉措，最大程度降低企業營運行為對環境的不利影響，推動ESG指引在集團實際營運和管理體系當中的貫徹落實。在社會方面，集團亦十分重視防範貪腐現象，推動供應鏈履責，保護知識產權，尊重客戶私隱，推動社區發展，以及維護員工權益，促進員工成長。北體集團相信，商業和社會需求的結合才能產生更大的社會效應，創造更大的效益。

展望2018年，北體集團將認真貫徹「十九大」之精神，推動責任與企業文化密切融合。從市場出發，實現體育產業供給側結構改革，實現健身場地的存量和增量上滿足全民健身多元化精細化的要求，增加更多的體育娛樂體驗附加值，更好的推動群眾運動發展，提高國民身體素質。北體集團在未來會更加認真地傾聽來自社會各界的意見與呼聲，不斷增強社會責任意識，深化社會責任管理、推動社會責任踐行，數量良好公眾形象，引領體育文化事業可持續長久進步。

## FEATURE TOPIC: MOVING TOWARDS WHOLE INDUSTRIAL CHAIN

Based on the current situations, the Group has always taken a long-term perspective towards its development. While focusing on providing venues and outstanding solutions, we have also strengthened multi-lateral strategic cooperation and multi-dimensional business development, not only in the depth of vertical development across the industrial chain, but also in keeping up with the national policies of China and international trends in the sports sector. We have successfully developed winter sports operations, taken lead in promoting vigorous progression of the sports culture, explored new models of edge cooperation in the sports sector, and laid the foundation for a thriving, all-round development of whole industrial chain.

- Through acquisition of MetaSpace Air Dome, we have integrated air dome venue construction into our own portfolio, complementing our “Construction + Operation” industrial chain and defining new concepts for venue construction.
- We have established Shanxi Zhong Hu Dingfeng Sports Culture Limited (山西中互鼎烽體育文化有限公司), to focus on the investment and construction for sports culture in Shanxi Province. Its investment project include the Interactive Air Dome Stadium (互動氣場) and Taiyuan Tianji Badminton Court (太原天際羽毛球館).
- The merger with Shenzhen Haizhou has allowed us to enter the winter sports market, with industrial venues at Huizhou, Fuzhou, etc. for construction of ice themed parks.
- We entered into a strategic cooperation agreement with Xintian Group, a leading real estate company, to explore beyond the industry boundary with a new development model of “Sports + Property”.
- We reached a memorandum of understanding in respect of proposed capital injection into Heilongjiang Province Ice Acrobatics Dance & Arts Production Co., Limited (黑龍江省冰尚雜技舞蹈演藝製作有限公司), aiming to join efforts to lead a new trend in winter sports and culture industry.

## 專題解讀：全產業鏈佈局

立足當下，北體集團始終放遠未來，在專注提供場地及優秀解決方案的同時，加強多方戰略合作，拓展業務立體發展，不僅保持產業鏈深度縱向發展，而且緊循國家政策與國際體育事業發展趨勢，開發打造新型冰雪業務，領航推進體育文化蓬勃發展，努力探索體育事業邊際合作新模式，開創企業全面發展、欣欣向榮的全產業鏈佈局模式。

- 併購約頓氣膜，將氣膜場館製造納入到自有業態體系中，完善「建設+運營」的產業鏈條，定義場館建設新理念。
- 創立山西中互鼎烽體育文化有限公司，致力於山西省體育文化投資與建設。投資建設有互動氣場、太原天際羽毛球館等。
- 合併深圳海州佈局冰雪產業，產業實體落子惠州、福州等地，打造冰雪主題樂園。
- 與房地產龍頭企業新田集團簽署戰略合作協議，突破產業邊際，探索「體育+地產」的發展新路徑。
- 與黑龍江省冰尚雜技舞蹈演藝製作有限公司達成增資併購意向，攜手共創冰雪產業體育文化新風尚。

## FEATURE TOPIC: “PLAN FOR 1,000 STADIUMS”

The Company launched its “Plan for 1,000 Stadiums” with the objective of investing and constructing 1,000 new stadiums — with air dome-based architecture as the major carrier — across the nation within the next 3 to 5 years. It aims to build a unique nationwide chain of sports and culture operations and to facilitate the upgrading of traditional stadiums to develop thousands of stadiums nationwide.

We will join hands with MetaSpace Air Dome to leverage on such features of its air-dome architectures as easy construction, low operating cost, high efficiency and energy conservation while giving full play to the Group’s traditional advantages in such areas as capital resources and sports trainings. The implementation of the plan will take into consideration the interests of both the operators and builders, guarantee the effective provision of each newly built stadium with hardware to software such as internal training and bring stadiums back to their original roles for promoting physical activities to prevent the presence of vacant and idle ones. The Plan for 1,000 Stadiums will increment the number of stadiums, substantially increasing the per capita stadium area of China. For the existing stadiums, the Company will improve stadium utilisation efficiency, create more comfortable and environmentally friendly sports environment and improve the use experience of sports enthusiasts by introducing the advantage of market operation. Gathering elites from all segments including health technologies to endeavour for the fitness cause of the general public, the Plan for 1,000 stadiums manifests the Group’s determination and mission to serve sports enthusiasts.

## 專題解讀：「千館計劃」



北體集團「千館計劃」意在通過3—5年的時間，以投資建設等方式，在全國範圍內打造以氣膜建築為主要載體的新型體育場館，形成獨有的全國連鎖的體育文化營運模式，並以此帶動傳統體育場館的體驗升級，在國內實現數以千計的場館覆蓋。

我們攜手約頓氣膜，利用約頓氣膜建築的建設便捷、運營成本低、高效節能等特點，充分發揮北體集團自身資金和體育培訓等方面的傳統優勢，計劃推行中兼顧營運、建設雙方利益，保證每所新建場館從硬件到內部培訓軟件的有效填充，讓場館本身回歸到全民健身的本原，有效杜絕空館、閒置場館的出現。「千館計劃」從增量上提高了場館數量，大大提升了中國人均場館使用面積；在存量上，北體集團也將引入市場運營的優勢，提高運動場館的使用效率，創造更為舒適環保的運動環境，提升體育愛好者的使用體驗。健康科技等各環節業內翹楚集結，各方共同為全民健身事業而努力，1000家場館，彰顯著北體集團為體育愛好者服務的決心和使命。

## FEATURE TOPIC: “INTERACTIVE STADIUM”

We encourage a healthy and active lifestyle and expect to bring more positive energy to community development by promoting a positive sports culture. In this regard, we keep moving on the way to promote sports culture and enhance active interaction with people through sports performance enhancement and interest development. We have introduced

quality services from stadiums and contracted stadiums under the Company, such as vocational training, youth training, coach training, sports tournaments and parent-child entertainment and built a good cooperative relationship with a variety of sports training institutes and sports-related clubs to establish a professional sports stadium operation and management platform encompassing sports fitness (such as football, basketball, tennis and badminton), training, and recreation and parent-child interaction. By irregularly organizing various sports tournaments, national fitness programs and creative recreational activities, we have also contributed to arouse public awareness of health and culture and develop a lifestyle of sports and fitness. All activities are available for subscription and query through the WeChat public platform. We also launched “Interactive Stadium Applet” for online booking, achieving real-time management of stadiums by using new media technology and providing the general public with efficient and convenient remote booking services, which marks an important step for us to build a comprehensive Interactive Stadium.



## 專題解讀：「互動氣場」

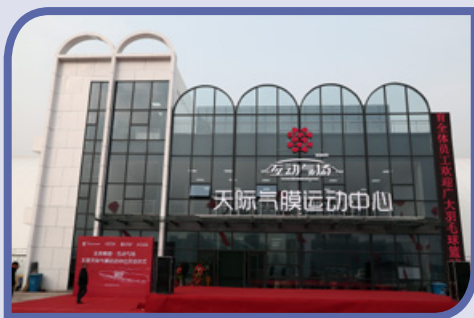
北體集團推崇健康積極生活模式，希望推廣陽光向上的體育文化，同時為社區發展帶來更多正能量。為此，以運動表現提升和興趣培養為出發點，北體集團在推廣體育文化、增強民眾互動性的道路上不斷前行。我們從北體集團旗下體育場館及簽約場館導入優質的職業培訓、青少年

培訓、教練員培訓、體育賽事、親子娛樂等服務，並與各類體育培訓學校及俱樂部構建良好合作關係，創立足球、籃球、網球、羽毛球等相關運動健身、培訓、休閒娛樂、親子互動的專業化體育場館運營管理平台。另通過不定期舉辦各類體育賽事、全民健身活動及文娛創意活動，培養起大眾健康文化意識與運動健身的生活習慣。所有活動均可在微信公眾平台預告與查詢。另設「互動氣場小程序」線上預定功能，運用新媒體技術實現場館即時管理，為廣大市民提供高效便捷的遠程訂票服務，是打造全方位互動氣場的重要舉措。

**CASE 案例** Teenager Trainings During Winter Vacation in the Tianji Air Dome Sports Stadium (天際氣膜運動中心) in Shanxi province 山西省天際氣膜運動中心寒假青少年培訓

To enrich teenagers' life during the winter vacation, develop people's interests in physical exercise, and cultivate the habit of physical exercise in the community, Tianji Air Dome Sports Stadium in Shanxi provided training programs for teenagers' sports training during the winter vacation. The courses included drone training, TANC international Taekwondo training, cheerleading exercise training and basketball training, etc., which allowed people to enjoy sports in the comfortable environment of the stadium.

為豐富廣大青少年寒假生活，提升群眾體育鍛煉興趣，培養起社區強身健體的運動習慣，山西天際氣膜運動中心傾力打造針對青少年體育訓練的寒假培訓項目。種類豐富的課程包括無人機培訓、TANC國際跆拳道、啦啦操培訓、籃球培訓等諸多項目，讓社群在體驗舒適場館環境的同時，也能享受到體育事業的參與樂趣。



CASE  
案例

“Bengkou Creative Park for Modern Sports ( 蹦酷時尚運動創意園 )” in Beijing Taiyanggong to be Established by Baiyue Changfeng and Bengkou  
百悅長峰 × 蹦酷打造北京太陽宮「蹦酷時尚運動創意園」

Baiyue Changfeng, a subsidiary of the Company, signed a strategic cooperation agreement with Bengkou Operation Sports and Entertainment Development Limited ( 蹦酷體育文化發展有限公司 ) in Beijing, pursuant to which, both parties will jointly establish a creative sports park with new concept. The first project, namely, the “Bengkou Creative Park for Modern Sports”, will start construction in Taiyanggong Area. Featuring with “sports + fashion + creativity”, it will provide people with up-to-date recreational and fitness experience and convey the idea of pursuing quality life. People can enjoy professional and diversified fitness and recreational services in the Park.

北體集團旗下子公司百悅長峰與蹦酷體育文化發展有限公司在北京簽署戰略合作協議，雙方將共同打造新概念創意體育公園，其中首個項目「蹦酷時尚運動創意園」將在太陽宮地區投建。它將承載體育+時尚+創意的品牌理念，把最新潮的休閒健身體驗和追求品質生活的理念傳遞給廣大市民，使每一位市民享受到專業化、多元化的健身休閒服務。



Signing Ceremony  
簽約現場

CASE  
案例

Online Booking Service of the “Air Dome Interactive Mini Program ( 互動氣場小程序 )”  
「互動氣場小程序」線上預訂功能

The “Air Dome Interactive Mini Program” is a new media product developed by the Company for online booking service of Tianji Air Dome Sports Stadium in Taiyuan. Users can check venues available in the stadium on WeChat public platform, and purchase tickets in advance for specific time and sports categories. The concise and clear operation interface provides users with convenient and practical experience. Thus, it has been well received by users since its launch.

「互動氣場小程序」是北體集團太原天際氣膜運動中心開發的一款線上遠程訂票的新媒體產品。用戶可以在微信公眾平台上查詢場館的空餘票位，根據時間與體育項目提前購票。操作界面簡潔明瞭，用戶體驗方便實用。該程序一經推出便受到了用戶普遍的正面評價。



Air Dome Interactive Mini Program  
互動氣場小程序

## 4 GOVERNANCE RESPONSIBILITY

The Company is headquartered in Beijing with business distributing in other major cities in China. As an enterprise at its business expansion stage, the Company is still committed to fulfill its environment and social responsibilities by better managing the related ESG risks and implementing corresponding measures, thereby setting its own operational objectives after taking into account of the ESG risks and assuming environment and social responsibilities.

Through this report, we hope to share with the public and our stakeholders about our ESG performance and obtain more feedback for creating greater common value in future.

### 4.1 Effective governance

Our management team is highly experienced and has been operating in accordance with international industry best practices and strong corporate governance standards. The Group has consistently complied with the Code on Corporate Governance Practices as set out in Appendix 14 of the Listing Rules by establishing a sound corporate social responsibility management system and actively implementing various ESG measures in line with the corporate social responsibilities of all levels and functions. The Group has specially set up the Audit Committee to assist the work of the Board and ensure a strict and independent review of related work. The Group has also set up the Remuneration Committee and the Nomination Committee to continue to strengthen its commitment to good corporate governance.

## 4 責任管治

北體集團植根於北京，業務分佈於中國其他主要城市。作為一家正處於業務擴張階段的企業，北體集團依舊堅持恪守對環境與社會的責任，對相應的ESG風險採取妥善的措施，並落實相應措施，從而在兼顧ESG方面風險、承擔環境與社會責任的基礎上，設立自身的運營目標。

我們希望通過此份報告，與社會大眾及利益相關方一同分享我們在環境、社會及管治方面的表現，獲得更多的反饋意見，引領我們創造更大的共同價值。

### 4.1 高效管治

我們的管理隊伍資歷豐富，一直按照國際行業最佳實踐及健全的企業管治標準運作。本集團一直遵守上市規則附錄14所載之企業管治常規守則，建立完善的企業社會責任管理體系，結合各職級和職能的企業社會責任角色積極落實各項環境、社會及管治措施。本集團特設審計委員會，以協助董事會的工作，並確保董事會的工作得到嚴格及獨立的審查。同時成立薪酬委員會及提名委員會，繼續加強對良好企業管治的承諾。

## 4 GOVERNANCE RESPONSIBILITY (Cont'd)

### 4.1 Effective governance (Cont'd)

The management structure of the Group is separated into three levels: the Board is responsible for reviewing and approving the ESG decisions and strategies, meanwhile overseeing and reviewing the execution and performance of each strategy; the company secretary and responsible persons of each division are responsible for coordinating each measure according to instructions as well as designating the personnel of the working group to perform specific work; while employees of each division are responsible for the implementation of corporate social responsibilities policies and objectives, as well as the collection of data and preparation of their respective report. The employees of the Group work together to promote the smooth and efficient operation of the ESG management mechanism and ensure the performing of corporate social responsibilities and taking into account of the ESG risk management and considerations.

### 4.2 Stakeholder engagement

The Company has always attached great importance to the full communication with all stakeholders. By conducting a wide range of communication activities, the Company could identify all major ESG issues and continue to improve its performance, thereby further improving its business. At the same time, we share common results, pursue value integration and work hand in hand with stakeholders.

The Company has a wide range of stakeholders, including customers, employees, shareholders, investors, government departments and suppliers. We have adopted diversified communication channels in terms of different stakeholders to communicate efficiently by category, thus achieving a high level of integration in terms of information exchange.

## 4 責任管治 (續)

### 4.1 高效管治 (續)

集團的管理架構為三層：董事會負責審批ESG決策與戰略，同時監督與審視各項策略的執行與績效；公司秘書與各部門負責人根據指示統籌措施，委派工作小組人員執行具體工作；最後由各部門人員負責落實企業社會責任政策、目標，同時收集匯數據與編寫各自報告內容。集團員工通力合作，推進ESG管理機制平穩高效運行，確保踐行企業社會責任，兼顧ESG風險處置與考慮。

### 4.2 利益相關方溝通

北體集團始終重視與各利益相關方進行充分溝通，通過開展多位廣角度的交流，全方面識別公司重要ESG議題並持續改善其表現，力求自身業務更加完善。同時分享共同成果，追求價值互融，攜手並進。

北體集團的利益相關方覆蓋層面廣泛，包括客戶、員工、股東、投資者、政府部門和供貨商。針對不同受眾，我們採用多元化的溝通方式，分類別進行高效溝通，實現信息交互層面的高度融合。

#### 4 GOVERNANCE RESPONSIBILITY (Cont'd)

##### 4.2 Stakeholder engagement (Cont'd)

Stakeholders 利益相關者	Aspiration and views 利益訴求	Modes of communication 溝通方式
Customers 客戶	Product quality 產品質量  After-sales services 售後服務  Health and safety 健康與安全  Right to know 知情權	Customer interview hotline 客戶訪談熱線電話  After-sales views collection 售後意見收集  Customer satisfaction survey 客戶滿意度調查  Customer communication meeting 客戶溝通會議
Employees 員工	Salary and welfare 薪酬福利  Corporate culture 企業文化  Superior and subordinate relationships 上下級關係  Career development 職業發展  Occupational health and safety 職業健康與安全	Training events 培訓活動  Staff mailbox 員工信箱  Online opinion survey 網上意見調查  Staff events 員工活動
Shareholders and investors 股東及投資者	Enhance company value 提升公司價值  Standardize management of investor relations 規範投資者關係管理  Achieve information transparency and efficient communication 實現信息透明與高效溝通	Daily talks 日常會談  General meeting of shareholders 股東大會  Annual report and interim report 年報及中期報告  Email 電郵
Government departments 政府部門	Compliance with the state industrial policy 遵守國家產業政策  Promotion of employment 促進就業  Full and timely payment of taxes 按時足額納稅  Law-abiding operation 守法經營	Public consultation 公眾諮詢  Online opinion survey 網上意見調查  Visits 訪問  On-site survey 現場調查
Suppliers 供貨商	Operation with integrity 誠信經營  Fair competition 公平競爭  Performance of contracts 履行合同  Mutual benefits and win-win relationship 互利共贏	Audit and evaluation 審核和評估  Enhancement of information sharing 增加信息共享  Online opinion survey 網上意見調查  Visits 訪問

#### 4 責任管治 (續)

##### 4.2 利益相關方溝通 (續)

#### 4 GOVERNANCE RESPONSIBILITY (Cont'd)

##### 4.2 Stakeholder engagement (Cont'd)

#### 4 責任管治 (續)

##### 4.2 利益相關方溝通 (續)

### CASE 案例

### Leaders of Taiyuan inspected the Tianji Air dome Sports Center (天際氣膜運動中心) 太原市領導視察天際氣膜運動中心

On 13 December 2017, Zhang Aiqin (張愛琴), vice mayor of Taiyuan; Gao Bo (高波), director of the Sports Bureau of Taiyuan; and Li Yongqiang (李永強), head of Jinyuan District visited the Tianji Air dome Sports Center (天際氣膜運動中心) in Taiyuan to guide the work. They spoke highly of that venue and made positive suggestions on the next step of promoting national fitness and national health.

2017年12月13日，太原市副市長張愛琴、太原市體育局局長高波、晉源區區長李永強蒞臨太原天際氣膜運動中心指導工作，給予場館高度評價，並對下一步全民健身、全民健康提出積極建議。



On-site inspection  
視察現場

4 GOVERNANCE RESPONSIBILITY (Cont'd)

4.3 ESG material issues

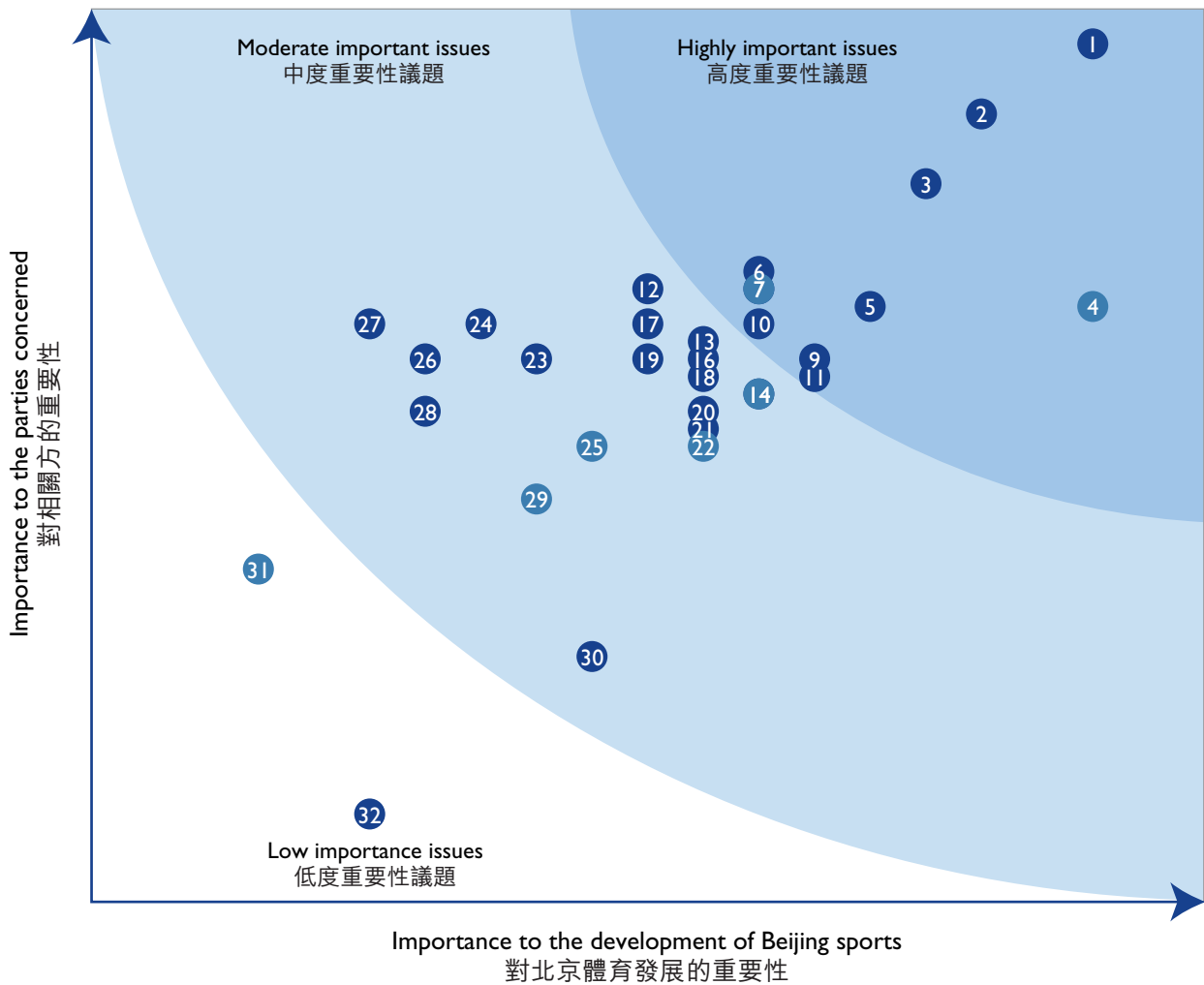
We had conducted assessment on material issues, with the purpose of identifying issues of concern to all stakeholders and understanding the stakeholders' evaluation and expectation on the fulfillment of social responsibilities of the Group in the past year. A series of material issues has been sorted out and analyzed according to our current operational condition, industry characteristics and the stakeholders' expectations and opinions.

4 責任管治 (續)

4.3 ESG重要性議題

為深刻識別各利益相關方所關注的議題，了解各利益相關方對北體集團過去一年在履行社會責任方面的評價以及期望，我們對公司進行重大性評估，按照現時的營運狀況、行業特點、利益相關方的期望與意見，整理分析出系列重要議題。

Beijing sports ESG Issues importance analysis matrix diagram  
北京體育ESG議題重要性分析矩陣圖



#### 4 GOVERNANCE RESPONSIBILITY (Cont'd)

##### 4.3 ESG material issues (Cont'd)

Level 程度	No. 序號	Issues 議題	Range 範圍
Highly important issues 高度重要性議題	1	Strategy on research and development and innovation, management measures, inputs and outcomes 研發創新的戰略、管理措施、投入及成果	Social 社會
	2	Compliance with laws and regulations, which is embodied in the construction of the company's internal control system and the implementation of monitoring and other aspects, including compliance related to operation, environment and tax 守法合規，體現在公司內控體系建設及監察落實情況等，涵蓋經營、環境、納稅等方面的合規	Social 社會
	3	The transparency of disclosure, that is the enforcement of disclosure requirements imposed by regulators such as government and stock exchanges 信息披露透明度，即應對監管機構如政府、交易所所規定的信息披露執行力度	Social 社會
	4	The data of environmental pollutant emission (such as sewage, waste gas, greenhouse gases and solid waste) 環境污染物排放數據（如廢水、廢氣、溫室氣體、固體廢棄物等）	Environment 環境
	5	Policies to protect consumer information security and privacy, and relevant implementation and monitoring methods 保護消費者信息安全及私隱的政策，以及相關的執行及監察方法	Social 社會
	6	Occupational health and safety measures adopted, and relevant implementation and monitoring methods 採取的職業健康與安全措施，以及相關的執行及監察方法	Social 社會
	7	Resource consumption data (such as the energy consumption, water consumption and product packaging material usage) 資源消耗數據（如能源消耗量、用水量和產品包裝材料使用量等）	Environment 環境

#### 4 責任管治 (續)

##### 4.3 ESG重要性議題 (續)

#### 4 GOVERNANCE RESPONSIBILITY (Cont'd)

##### 4.3 ESG material issues (Cont'd)

Level 程度	No. 序號	Issues 議題	Range 範圍
	8	The measures taken in the event of above violations 在發現上述違規情況時所採取的措施	Social 社會
	9	Recruitment principles and related measures on avoiding child labor and forced labor 避免使用童工及強制勞動的招聘原則及相關措施	Social 社會
	10	Information security, representing the management system, IT system and security certification established by the enterprise to protect the overall information security 信息安全，即企業在保護整體信息安全所建立的管理體系、IT系統以及獲得的安全認證等	Social 社會
	11	Government relations, including activities to support national policy implementation and cooperation with the government 政府關係，包括支持國家政策落實、與政府合作推行的活動等	Social 社會
Moderate importance issues 中度重要性 議題	12	The data of product recovered for the health and safety reasons 產品因健康與安全理由而收回的數據	Social 社會
	13	Relevant provisions for the protection of intellectual property rights 保護知識產權的相關規定	Social 社會
	14	The impact of operational activities on the environment and natural resources (such as forest, land and biodiversity) and the actions already taken 業務活動對環境及天然資源的影響及已經採取的行動 (如森林、土地、生物多樣性等)	Environment 環境
	15	The types of social issues in which the Group involved (such as education, environmental protection, labor, health and culture) 北京體育所參與的社會議題類型(如教育、環保、勞工、健康、文化等)	Social 社會

#### 4 責任管治 (續)

##### 4.3 ESG重要性議題 (續)

#### 4 GOVERNANCE RESPONSIBILITY (Cont'd)

##### 4.3 ESG material issues (Cont'd)

Level 程度	No. 序號	Issues 議題	Range 範圍
	16	The status of training (such as the number and proportion of employees receiving training, types and the timing of training) 培訓情況 (如接受培訓的員工人數及比例、類別、培訓時長等)	Social 社會
	17	The related provisions of product quality inspection procedures and product recovery procedures 產品質量檢測流程及產品回收程序的相關規定	Social 社會
	18	The prevention measures against corruption and whistleblowing procedures, and the relevant implementation and monitoring methods 預防貪污的措施及舉報程序, 以及相關的執行及監察方法	Social 社會
	19	The supplier hiring principles, the number of suppliers adopting this principle, and the relevant implementation and monitoring methods 供應商聘用的原則, 採用該原則的供應商數目, 以及相關的執行及監察方法	Social 社會
	20	The inputs of social issues in which the Group involved (such as funds and time) 北京體育所參與的社會議題的投入 (如資金、時間等)	Social 社會
	21	Green supply chain management (such as the green procurement to reduce energy consumption of supply chain and environmental burden) 綠色供應鏈管理 (如綠色採購, 減少供應鏈能耗及環境負擔)	Social 社會
	22	Measures and results of reducing pollutant production or emissions 減低污染物產生量或排放量的措施及成果	Social 社會
	23	Measures to care for employees (such as the employees welfare guarantee and the cultural construction of employee group) 對員工關愛的措施 (如員工福利的保障、職工群體文化建設等)	Environment 環境
	24	The data of product and service complaint, and related coping approach 產品及服務投訴的數據, 以及相關的應對方法	Social 社會

#### 4 責任管治 (續)

##### 4.3 ESG重要性議題 (續)

#### 4 GOVERNANCE RESPONSIBILITY (Cont'd)

##### 4.3 ESG material issues (Cont'd)

Level 程度	No. 序號	Issues 議題	Range 範圍
	25	Plans and results of energy use 使用能源的計劃及成果	Environmental 環境
	26	The corruption (such as the number and outcome of corruption cases) 貪污情況 (如貪污訴訟案件數目及訴訟結果等)	Social 社會
	27	Personal safety of employees (such as the number and percentage of deaths, the number of lost working days due to work-related injuries) 員工人身安全情況 (如因工死亡人數及比例、因工傷損失的工作日數)	Social 社會
	28	The supplier condition (such as the number and geographical distribution of suppliers) 供應商情況 (如供應商數目及地區分佈等)	Social 社會
	29	Plans and results of water use; and the problems that may arise in access to water 使用水資源的計劃及成果; 及在獲取水資源時可能造成的問題	Environmental 環境
	30	Employment status (such as the total number, gender ratio and age group of employees) 僱傭情況 (如員工總數、性別比例、年齡層等)	Social 社會
Low importance issues 低度重要性 議題	31	Treatment of hazardous and non-hazardous solid waste (hazardous as pharmaceutical wastes and non-hazardous as discarded packages) 處理有害及無害固體廢棄物方法 (有害如醫藥廢物、無害如廢棄包裝物)	Environmental 環境
	32	staff turnover 員工流失率	Social 社會

#### 4 責任管治 (續)

##### 4.3 ESG重要性議題 (續)

## 4 GOVERNANCE RESPONSIBILITY (Cont'd)

### 4.4 Anti-corruption

The Group attaches great importance to internal construction of anti-corruption. In order to promote the broad and in-depth development of an integrity governance establishment and focus on core work, we have constantly improved various rules and regulations to fight against corruption and nurture talents in an honest and clean culture. Pursuant to relevant laws and regulations such as the Company Law of the People's Republic of China (《中華人民共和國公司法》) promulgated by the Chinese government and the Group's various rules and regulations, the Company has formulated Administrative Measures on Project Evaluation (Trial Implementation) (《項目評估管理辦法(試行)》), Measures on Contract Management (《合同管理辦法》), Interim Regulations on the Establishment of Subsidiaries by Subsidiaries of Beijing Sports and 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》), Regulations on Integrity and Self-Discipline Management (《廉潔自律管理規定》) and other regulations, which constitute the Group's internal control system. In case of any violation, the related staff may report to the legal department or the general department. We have strictly investigated malpractices and corruptions and improved the whistle-blowing system, and no corruption shall be allowed.

## 4 責任管治(續)

### 4.4 反腐倡廉

北體集團高度重視內部反腐倡廉建設。為推動企業黨風廉政建設向縱深發展，更好地服務於中心工作，我們不斷完善各項規章制度，堅決抵制貪污腐敗現象的發生，以廉潔正氣養賢才能士，根據中國政府《中華人民共和國公司法》等相關法律法規和本集團各項制度規定，北體集團制定有《項目評估管理辦法(試行)》、《合同管理辦法》、《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》、《廉潔自律管理規定》等廉政規範，構成北體集團的內控制度體系。如有違規，有關人員可向法務部或者綜合部進行舉報。我們嚴格查處違反不正之風與腐敗現象，完善作風建設情況通報機制，對任何貪腐現象絕不姑息。

#### 4 GOVERNANCE RESPONSIBILITY (Cont'd)

##### 4.5 Social honours

Award 獎項名稱	Awarded by 頒獎單位	Date 獲獎日期
The Most Valuable NEEQ Sports Company in 2016 2016最具價值新三板體育公司	Chinese Sports Industry Carnival 中國體育產業嘉年華	2017.1
The 10th Silver Award of Space Structure 第十屆空間結構獎施工銀獎	Prevention and Control Project on Residuals of the Coal To Liquid Branch of Shenhua Group in Ordos 神華集團鄂爾多斯煤制油分公司殘渣三防治理項目	2017.1
Two for level 1, level 2 and level 3, respectively 2個一級、2個二級、2個三級	Rating for Project Managers of the Membrane Structure Construction Phase IV 第四期膜結構工程項目經理評級	2017.3
Top Ten Suppliers for School Building Materials and Facilities 十佳學校建材及設施供應商	"BE-TECH-The Most Popular School Partner" [必達·最受歡迎的學校合作夥伴]	2017.4
WWF Climate Solver China Best Low-Carbon Practitioner WWF氣候創行者最具成長力低碳技術獎	WWF 世界自然基金會	2017.6
		
the Expert of Committee of Experts CSCS Space Structure Branch Association – Tan Ning 中國鋼結構協會空間結構分會 專家委員會專家 – 譚寧	China Steel Construction Society 中國鋼結構協會	2017.6

#### 4 責任管治 (續)

##### 4.5 社會榮耀

## 5 ENVIRONMENTAL BENEFITS

The Group adheres to pursue green development and promote environmental protection for its sustainable development. We are committed to creating environmental benefits in the process of construction, operation and management by fully practicing green development with the concept of low-carbon development. The Group pays close attention to the impact of its business operations on climate change and natural environment. The Group has specially formulated the "Environmental Protection and Energy Conservation Regulation (《環保節能管理規定》)" to minimize its carbon emissions and resource consumption as well as its impact on the environment, which fully contribute to its sustainable development.

### 5.1 Environmental and low-carbon air dome stadium

The gas film stadium with unique characteristics is not only a significant symbol of the Group to develop new sports business and pursue modern technological progress, but also an outstanding model of the Group in the field of environmental protection and low carbon. The modern gas film stadium uses building fiber film materials with high quality and is supported by the wind generated from automatic mechanical and electrical equipment without other frames or beams to support and can be controlled through intelligent operating system. This stadium has been recognized as the new type of building that saves most construction materials and operation energy and are widely recognized in the global market with its features such as safe and healthy, energy conservation and environmental protection and recyclable in demolition.

## 5 環境效益

追求綠色發展，助力環保事業，是北體集團在可持續發展道路上始終堅持的方向。我們致力於在施工、營運、管理過程中創造環境效益，充分融入低碳發展理念，深刻踐行綠色發展之路。集團密切關注業務營運對氣候變化及自然環境的影響。集團專門制定《環保節能管理規定》，盡量減少碳排放及資源消耗，最大限度地降低對環境的干擾，全面助力可持續發展進程。

### 5.1 環保低碳氣膜場館

獨具特色的氣膜體育場館，不僅是北體集團開發新型體育事業、謀求現代化技術進步的重要象徵，更是集團在低碳環保領域做出的傑出表率。現代化氣膜場館採用優質的建築纖維膜材，由自動機電設備送風支撐，無需另外框架或樑柱支撐，同時輔以智能化操作系統，被譽為最節省建築材料和運營能耗的新型建築，安全健康，節能環保，遷拆時能夠被重複利用，在世界市場被廣泛認可。

## 5 ENVIRONMENTAL BENEFITS (Cont'd)

### 5.1 Environmental and low-carbon air dome stadium (Cont'd)

- **Energy Conservation**

The unique material of gas film can ensure its excellent properties of constant temperature and humidity. Compared with traditional buildings, the stadium covered with gas film can substantially save the air conditioning and heating costs, with significant reduction in the annual energy consumption.

		Wind Turbine 風機	Air Conditioner 空調	Heating 暖氣	Total Annual Cost 總費用 (全年)
Traditional Buildings	傳統建築	6KW/H	275W/H	¥60/m <sup>3</sup>	612226
Gas Film Buildings	氣膜建築	10KW/H	62W/H	¥20/m <sup>3</sup>	214278

Source: Yuedun Gas Film Tennis Stadium of Chaoyang Park Tennis Center (朝陽公園網球中心約盾氣膜網球場館)

- **Security**

- The design, selection, manufacturing and installation of gas film has strictly complied with ASCE17-96 and CANSI87-12 as well as the domestic prevailing relevant standards;

- All membrane materials have achieved the Fire Protection Standard B;

## 5 環境效益 (續)

### 5.1 環保低碳氣膜場館 (續)

- **節能**

氣膜獨特的材質保證其優秀的恆溫、恆濕特性。與傳統建築相比，氣膜覆蓋的體育場館在空調與暖氣費用上大幅降低，全年能源節省十分明顯。

數據來源：朝陽公園網球中心約盾氣膜網球場館

- **安全**

- 氣膜的設計、選型、製造安裝，嚴格遵循美國空氣支撐建築規範 (ASCE17-96)、加拿大空氣支撐結構規範 (CANSI87-12)，且同時滿足並遵循國內現行相關規範；

- 膜材均達到B級防火標準；

## 5 ENVIRONMENTAL BENEFITS (Cont'd)

### 5.1 Environmental and low-carbon air dome stadium (Cont'd)

- *Security (Cont'd)*
  - Intelligent management system can realize intelligent and independent operation, remote management, real-time control for operational dynamics and precaution for all kinds of emergencies.
- *Environmental Protection*
  - The stadium uses environmental materials and the air quality in membrane will meet Control Standard of Indoor Environmental Pollution for Civil Architecture (《民用建築室內環境污染控制規範》) after its completion;
  - With factory prefabrication, the site work is minimal and there is no damage to surrounding environment;
  - Low energy consumption for refrigeration and heating, low carbon and energy-saving.

## 5 環境效益 (續)

### 5.1 環保低碳氣膜場館 (續)

- *安全 (續)*
  - 智能管理系統，可以智能獨立運行、遠程管理，實時掌握運行動態及預防各種突發情況。
- *環保*
  - 均選用環保材料，建成後膜內空氣質量滿足《民用建築室內環境污染控制規範》；
  - 工廠預製，現場作業量極小，對周邊環境沒有任何損壞；
  - 冷、暖能耗低，低碳節能。

## 5 ENVIRONMENTAL BENEFITS (Cont'd)

### 5.1 Environmental and low-carbon air dome stadium (Cont'd)

- Environmental Protection (Cont'd)

## 5 環境效益 (續)

### 5.1 環保低碳氣膜場館 (續)

- 環保 (續)

#### CASE 案例

#### Tianji Air Dome Sports Center 天際氣膜運動中心系統

##### Tianji Air Dome Sports Center in Taiyuan 太原天際氣膜運動中心

Tianji Air Dome Sports Center in Taiyuan is the main stadium in Shanxi for the "Plan for 1,000 Stadiums" of the Group. It is a stadium with the biggest area in Taiyuan City and functioned with haze filter and constant temperature, constant humidity and constant oxygen. It covers an area of 7300 m<sup>2</sup>, among which, 2800 m<sup>2</sup> are attributable to a badminton gym comprised of 20 standard badminton courts, 2000 m<sup>2</sup> are attributable to a basketball gym comprised of 3 standard basketball courts. All gyms are built of new air dome materials. It is known that the air dome stadium is equipped with new air filtration system. Haze can be filtered by the multiple filtration of outside air before it is delivered to the inside of stadium. Its construction cost is 30% of the traditional concrete stadium with 50% energy saved and its construction period is only 3 months while maintaining a useful life of approximately 30 years. All of these make it a technology leader in sports facility across the globe. Its technology has been awarded several low-carbon environmental awards by the WWF.

太原天際氣膜運動中心是北體集團「千館計劃」的山西主體場館，也是太原市面積最大的具有過濾霧霾功能、四季恆溫恆濕恆氧的體育館。場館總面積7300平方米，其中羽毛球館2800平方米，擁有20個標準羽毛球場地，籃球館2000平方米，佈置有3個標準籃球場。球館採用全新氣膜材料充氣而成。據了解，氣膜體育館配備新風過濾系統，外界空氣經過多層過濾後送入場館，可以將霧霾隔絕在外；建設成本是傳統混凝土建築體育館的30%，節約能源50%，建設週期僅3個月，壽命一般在30年左右，是目前全球技術領先的體育設施，其技術曾多次榮獲WWF世界自然基金會所頒發的低碳環保類獎項。

##### Technical Highlights :

##### 該項目技術亮點如下：

Intelligent Stadium Operation Management System: it can achieve, among others, indoor air quality detection, indoor temperature and humidity detection, indoor pressure detection, automatic pressure adjustment, recording data in real time, drawing data curve, work log and log query, sound alarm function and flexible remote monitoring operation.

智能場館運營管理系統：可實現室內空氣質量檢測、室內濕度檢測、室內壓力檢測、壓力自動調節、實時記錄數據、繪製數據變化曲線、工作日誌及日誌查詢、完善的報警功能及靈活的遠程監視操作等功能。

General Lighting System: the unique lighting system of the air dome building. The light from the light source projects obliquely on the curved inner membrane, therefore, the light reflected by membrane material is evenly scattered to the lighting area, which can maintain sufficient lighting on the lighting area while avoiding the adverse effect caused by the glare from direct lighting.

泛光照明系統：氣膜建築所特有的照明系統，光源發出的光線向斜上方投射在氣膜弧形內膜上，因此經膜材反射後的光線均勻地散射至照明區域，使得照明區域在獲得足夠照度的同時還避免了燈具直射時產生眩光的不利影響。



Tianji Air Dome Sports Center  
天際氣膜運動中心系統

## 5 ENVIRONMENTAL BENEFITS (Cont'd)

### 5.2 Energy conservation and carbon emission reduction

The Group focuses on the environmental protection, energy conservation and emission reduction. We formulated the Environmental Protection and Energy Conservation Regulation (《環保節能管理規定》), and established the internal environment management system, in order to protect the environment, minimize consumption of energy and relevant materials, guarantee the sustainable, stable and sound development, and promote the sustainable development.

- *Environment Management System*

- *General Department*

1. formulates, releases, publicizes and improves the environment management regulations;
2. carries out publicity of environmental protection and energy conservation, and popularizing relevant knowledge;
3. guides employees to put environmental protection and energy conservation into practice, and supervising the daily implementation;
4. promptly rectifies and deals with any violations of the Environmental Protection and Energy Conservation Regulation.

## 5 環境效益 (續)

### 5.2 節能減碳

北體集團重視環境保護和節能減排工作。我們制定《環保節能管理規定》，建設集團內部環境管理體系，力求保護環境，降低能耗及相關物資的非必要消耗，保障企業持續、穩定、健康發展，為推進可持續發展之路而努力。

- *環境管理體系*

- *綜合部*

1. 制度、發佈、宣傳與完善環保規定；
2. 開展環保節能宣傳，普及環保節能知識；
3. 引導員工踐行環保節約精神，日常監管實施情況；
4. 及時糾正、處理違反《環保節能管理規定》的行為。

## 5 ENVIRONMENTAL BENEFITS (Cont'd)

### 5.2 Energy conservation and carbon emission reduction (Cont'd)

- *Environment Management System (Cont'd)*

- *Each department and subordinate company of the Group*

1. actively respond to the initiative of environmental protection and energy conservation of the Group, and strictly implement the Environmental Protection and Energy Conservation Regulation;
2. guide employees to put environmental protection and energy conservation into practice, and supervising the daily implementation;
3. promptly rectify and deal with any violations of the Environmental Protection and Energy Conservation Regulation;
4. responsible for the environmental protection and energy conservation of the operation entities engaged in stadiums and cultural and sports entertainment projects.

## 5 環境效益 (續)

### 5.2 節能減碳 (續)

- *環境管理體系 (續)*

- *集團各部門、各下屬公司*

1. 積極響應集團環保節能倡議，嚴格執行《環保節能管理規定》
2. 引導員工踐行環保節約精神，日常監管實施情況；
3. 及時糾正、處理違反《環保節能管理規定》的行為；
4. 體育場館、文體娛樂項目等經營實體的環保節能工作。

## 5 ENVIRONMENTAL BENEFITS (Cont'd)

### 5.2 Energy conservation and carbon emission reduction (Cont'd)

- *Specific measures*

We advocate the concept of green office, and require that employees should keep quiet in the office to prevent noise pollution. Smoking is prohibited in any places in the office building, in order to keep the indoor air clean. We encourage the printing in black, white and grey. The Group has implemented paperless office, and encouraged its employees to use emails instead of printed documents unless there is need for line printing. Since the acid-base electrolytes of batteries may cause severe pollution to the soil and water, we established a waste battery recycling tank at the front desk, and the recycled batteries will be handed over to the professional treatment organization by the General Department. No batteries should be discarded.

In addition, the Group also requires that employees should turn off lights after work, and actively turn off unnecessary lighting facilities. As air-conditioners are high energy-consumption appliances in the office, employees may use the air-conditioner at intervals when the indoor temperature is appropriate. Doors and windows should not be opened while the air-conditioner is used in order to reduce the energy consumption. It is hoped that employees can always have the awareness of resource conservation. It is forbidden to use the high-power electrical appliances without approval, in order to prevent waste and safety accidents.

## 5 環境效益 (續)

### 5.2 節能減碳 (續)

- *具體措施*

我們大力推崇綠色辦公的理念，要求辦公區域內必須保持安靜，避免噪聲污染。本集團寫字樓內任何位置嚴禁吸煙，保障室內空氣清新。員工使用打印機應盡量設置黑白灰，如無打印需要，應盡量利用電子郵件等網絡辦公方式處理公務，推行「無紙化辦公」。由於電池酸鹼電解質會對土壤、水流造成嚴重污染，我們在前台特設廢舊電池回收筒，安排綜合部統一回收至專業處理機構，嚴禁丟棄。

此外，北體集團要求員工養成隨手關燈、人走燈滅的習慣，對於不必要的照明設施，應及時主動關閉。空調是耗電的主要設備，室內溫度適宜時，員工可間歇使用，並注意不得開放門窗，以免空調外洩造成能耗浪費。我們希望員工能時刻將資源節約意識貫徹落實，未經批准，嚴禁使用大功率電器，以免浪費及引發安全事故。

## 5 ENVIRONMENTAL BENEFITS (Cont'd)

### 5.3 Water conservation

Water is an important resource for life and development. The Group actively encourages employees to save water and to conserve water resources. By posting signs, we require employees to turn off taps consciously and encourage smaller and intermittent water consumption. Meanwhile, we closely monitor the operational status of water equipment and will promptly notify the maintenance department for follow-up repair once abnormal situation, such as leakage and spilling, is spotted. During the operation of stadiums and sports and recreational projects, we also implement the water reuse strategy on the basis of actual situations, adhere to the principles of "multiple use of water" and "grey water reuse", and facilitate water recycling.

### 5.4 Making the best use of resources

Using various resources rationally in our production process can reduce cost and resources consumption. The Group has developed relevant conservation measures for paper, electrical appliances, stationeries and other materials in offices to ensure making the best use of all resources.

**Duplex printing** Except for paper with confidential information, duplex printing is required to be applied to all paper. Ordinary documents of the Company are required to be printed on recycled paper instead of blank paper.

**Reusing paper bags** To prevent "white pollution" caused by disposable plastic bags, we require paper garbage bags to be used in our offices. Employees shall keep the garbage bags as dry as possible so that the cleaners can reuse the bags after the garbage is disposed of.

## 5 環境效益 (續)

### 5.3 珍惜用水

水是生存與發展的重要資源。北體集團積極號召員工節約用水，珍惜水資源。我們貼示標語，培養員工隨手關閉水龍頭的習慣，並鼓勵小水量用水與間歇用水。同時密切關注各用水裝置的運行狀況，一經發現「跑冒滴漏」等異常現象，會及時通知維修部門跟進修理。在體育場館、文體娛樂項目等經營實體的運營過程中，我們亦結合實際情況，實施「二次用水」的策略，遵循「一水多用」與「中水回用」的原則，循環使用水資源。

### 5.4 物盡其用

合理使用生產過程中的各項物資，能夠達到節省資金與節約資源的雙重效益。北體集團對於辦公環境中的紙張、電器、文具等物資出台了相關的節約措施，確保各項資源能夠發揮最大用途。

**紙盡其用**除載有保密信息的紙張外，所有紙張應盡量正反面使用。公司內部常用表單，一律使用二次用紙黑白灰打印，嚴禁使用雙面潔淨白紙。

**紙袋再用**為避免塑料袋隨意丟棄造成「白色污染」，我們規定辦公室內使用紙簍垃圾袋。員工應盡量保持垃圾袋乾燥，以便保潔人員倒出垃圾袋後能重複使用。

## 5 ENVIRONMENTAL BENEFITS (Cont'd)

### 5.4 Making the best use of resources (Cont'd)

Reasonable procurement The Group adopts the basic principles of “applicability, durability, and high cost-effectiveness” in its resource procurement and considers indicators in respect of material, energy consumption, noise and emission of the products, so as to mitigate environmental pollution and waste of energy. For low-value daily consumables such as stationeries, we will set optimal inventory level and make bulk buying based on it, with a view to avoiding transportation cost generated by frequent deliveries.

### 5.5 Environment and natural resources

Construction of air domes by the Group may have an impact on the environment and natural resources. We pay much attention to the influence of our construction on the surrounding residents and the ecological environment. We set up an environmental protection team at construction sites, develop environmental management systems, and adopt environmental protection and energy saving practices for the noise, sewage and air pollution that may be caused during our construction, with an aim to ensure safe production and civilized construction.

- *Air*

Perform road surface hardening and landscape management in the construction site;

Partly implement closed construction to avoid raising dusts of the construction wastes;

## 5 環境效益 (續)

### 5.4 物盡其用 (續)

合理選購集團在採購物資時，以「適用、耐用、性價比高」為基本原則，充分考慮產品材質、能耗、噪音、排放等指標要素，以免產生環境污染及能耗浪費。採購文具等常用低值易耗品時，應制定並依據最佳庫存量進行批量採購，避免頻繁單次構面增加運費支出。

### 5.5 環境及天然資源

北體集團在氣膜佈置施工過程中，可能存在對環境及天然資源的影響。我們高度重視施工過程對周邊居民與生態環境的干擾，在施工現場成立環境保護小組，制定環境管理體系規定，針對施工過程中可能產生的噪音、污水及大氣污染作環保節能實用措施，確保安全生產，文明施工。

- *大氣*

對施工現場道路實施硬化處理與綠化管理；

部分封閉操作避免建築垃圾揚塵；

## 5 ENVIRONMENTAL BENEFITS (Cont'd)

### 5.5 Environment and natural resources (Cont'd)

- *Air (Cont'd)*

Spray water on the roads daily to improve dust control;

Use liquefied gas as fuel and electric water heater for water supply to reduce soot emissions from the kitchen of the site;

Overloading vehicles with materials which drop out easily or can be lifted by the wind easily is strictly prohibited and the container should be covered.

- *Water*

Connect sewage pipelines to the pipeline networks of the city;

Discharge waste water that conforms to standards after removing oil and deposition;

Install anti-seepage devices to prevent seepage contaminating groundwater and the soil;

Invite district environmental protection department to carry out waste water tests on a quarterly basis.

## 5 環境效益 (續)

### 5.5 環境及天然資源 (續)

- *大氣 (續)*

日常道路灑水降塵；

使用液化氣作燃料，電熱水器供水，確現場廚無煙塵排放；

對運輸易散落、易飛揚的材料，嚴禁超載運輸，並對車廂進行覆蓋。

- *水體*

建立與市政管網相連接的污水管網；

生活污水隔油沉澱達標排放；

佈施防滲裝置防止洩露污染地下水和土壤；

每季度委託區環保局進行污水排放檢測。

## 5 ENVIRONMENTAL BENEFITS (Cont'd)

### 5.5 Environment and natural resources (Cont'd)

- *Light and sound environment*

Apply for noise control and post public notice in residential areas in advance;

Select construction machineries reasonably, strictly control construction process, strengthen mechanical maintenance and reduce noises from equipment;

Pay attention to the number of works performed and operation procedures, and control the noises manually during construction;

Unify lightings in the construction site with directional and removable lampshades provided to avoid construction light pollution at night.

## 6 STAFF-ORIENTED SPIRIT

Employees have always been critical to the success of the Group, which has always adhered to the "staff-oriented" spirit and strove to create harmonious and warm working atmosphere. Besides, the Group has provided employees with safe and healthy working environment, handsome remuneration, and all-round development training so as to build a team full of openness, efficiency, passion, and dynamism.

## 5 環境效益 (續)

### 5.5 環境及天然資源 (續)

- *光與聲環境*

申報噪聲控制，在居民區提前張貼「安民告示」；

合理選用施工機械，嚴格控制施工過程，加強機械維修保養，減少設備噪音；

注意施工次數與操作過程，人為控制作業時產生噪音；

統一現場施工燈具，配備定向式可拆除燈罩，避免夜間施工光污染現象。

## 6 以人為本

員工一直是集團業務賴以成功的關鍵。北體集團始終貫徹「以人為本」之精神，傾力營造和諧溫馨的工作氛圍，為員工提供安全健康的工作環境、合理豐厚的待遇保障，以及積極全面的發展培訓，打造開放、高效、充滿激情和活力的團隊。

## 6 STAFF-ORIENTED SPIRIT (Cont'd)

### 6.1 Staff overview

Employment relationship management policies, total annual employee number (total number of employees and staff turnover classified by categories), and compliance with laws and regulations related to prevention of child labor or forced labor, etc.

### 6.2 Employment management

The Group has attached great importance to its employee management. It not only established a sound policy system to protect the basic rights and interests of employees, but also commits itself to creating equal and diversified employment policies and labor standards with the purpose of conducting fair and objective evaluation for employees' performance. Besides, the Group also absorbed elites with outstanding overall strength through an efficient model of recruitment management.

We adhered to the principle of legitimacy, practicality and operability, and earnestly safeguarded the basic rights of employees in accordance with laws and regulations, such as Labor Law of the People's Republic of China, Law on Protection of Minors, and Provisions on the Prohibition of Using Child Labor. In addition, we also carried out human resource management systems, like Attendance Management Regulations, Travel Management Regulations, and Labor Contracts/Non-disclosure Agreement/Job Description, which covered employee recruitment, promotion, dismissal, remuneration, benefits, training, and performance appraisal.

## 6 以人為本 (續)

### 6.1 員工概覽

僱傭關係管理政策，年度僱傭數量（按類別劃分的僱員總數，以及員工流失數量），防止童工或強制勞工等法律法規遵守情況。

### 6.2 僱傭管理

北體集團高度重視企業員工的僱傭管理工作，在制定完善的政策體系保護員工基本權益的同時，致力於打造平等多元化的僱傭政策與勞工準則，公正客觀評價員工的工作表現，並通過高效的招募管理模式為企業吸納綜合實力突出的精英人才。

我們堅持以合法性、實用性與可操作性為原則，切實維護員工的各項基本權利，根據《中華人民共和國勞動法》、《未成年人保護法》以及《禁止使用童工規定》等法律法規，編製《考勤管理規定》、《出差管理規定》、《勞動合同／保密協議／職位說明書》等系列人力資源管理制度，內容全面涵蓋對員工的招聘、晉陞、解僱、薪酬、福利、培養、績效考核等方面。

## 6 STAFF-ORIENTED SPIRIT (Cont'd)

### 6.2 Employment management (Cont'd)

The Group upheld the philosophy of "legal employment" and firmly resisted the use of child labor or forced labor. There was no discrimination in all aspects of employment and labor dispatch was in line with the relevant national regulations.

#### 6.2.1 Remuneration and Benefits

- *Performance Management*

The Group took into account employees' social identities, such as race, nationality, religion, gender, age, etc. in formulating an annual plan for performance appraisal. We also fully recognized the hard work of employees to ensure objective and accurate assessment results. In 2017, the Group completed the design and signing of performance contracts with a performance management coverage rate of 100%.

## 6 以人為本 (續)

### 6.2 僱傭管理 (續)

北體集團秉持「合規僱傭」的理念，堅決抵制使用童工或強制勞動的情況出現，在各用工環節均無歧視，勞務派遣情況亦符合國家有關規定。

#### 6.2.1 薪酬和福利

- *績效管理*

北體集團考慮員工的社會身份如種族、國籍、宗教、性別、年齡等訂立年度績效考核計劃，對員工的辛勤貢獻予以充分肯定，確保考核結果客觀準確。2017年，北體集團組織完成績效合同的設計與簽署，績效管理覆蓋率達100%。

## 6 STAFF-ORIENTED SPIRIT (Cont'd)

### 6.2 Employment management (Cont'd)

#### 6.2.1 Remuneration and Benefits (Cont'd)

- *Remuneration Management*

Staff salaries were composed of fixed salary, performance bonus and floating salary paid based on their performance. The Group's allowance covered housing, transportation, communications, catering, and clothing, all of which were detailed in the remuneration and benefits system so as to ensure timely and accurate implementation. In order to create a harmonious and friendly environment for working and living, we also had birthday benefits, Women's Day benefits, holiday allowances, etc. to improve employees' experience in work and life.

In 2017, the Group further improved its remuneration and benefits system, and initially achieved competence-based remuneration after taking into account the internal and external equity research.

## 6 以人為本 (續)

### 6.2 僱傭管理 (續)

#### 6.2.1 薪酬和福利 (續)

- 薪酬管理

集團員工的工資由固定工資、績效獎金及浮動工資組成，嚴格根據員工表現給予報酬。集團津貼涵蓋住房、交通、通訊、餐飲、服裝等俱明細於薪酬和福利制度中，力求政策詳實完備與執行及時準確。為打造和諧友愛的工作生活環境，我們另設生日福利、婦女節福利、節假日津貼等，提升員工的工作生活體驗。

2017年，北體集團進一步完善薪酬架構梳理，兼顧薪酬內部與外部進行公平性調查，初步完成能力／薪酬匹配度評估。

## 6 STAFF-ORIENTED SPIRIT (Cont'd)

### 6.2 Employment management (Cont'd)

#### 6.2.2 Talent Attraction

The Group was committed to attracting enthusiastic employees and working together to create a brilliant future. Therefore, we have broadened recruitment channels for professionals, detailed clear and explicit procedures for attracting talents, and built professional elite teams.

The Group has broadened recruitment channels and expanded selection scope for the year. The five main channels for talent recruitment included signing up with websites and public websites, internal recommendation, recruitment from we-media, and headhunting recommendation. The diversified recruitment channels built a bridge of bilateral communication between the Group and its talents.

### 6.3 Care for staff

We have always given staff's well-being a high priority in human resources management. While respecting staff, we also care for staff's work and life, support staff in difficulties, enrich the corporate life of staff and endeavor to enhance staff's sense of belonging.

## 6 以人為本 (續)

### 6.2 僱傭管理 (續)

#### 6.2.2 吸納人才

北體集團致力於吸納充滿熱忱的員工，攜手創集團輝煌。為此，我們拓寬專業性人才的招聘渠道，詳實制定明晰的人才吸納程序，助力專業精英團隊的打造。

本年度集團拓寬招募渠道，擴大揀選範圍，人才招聘的渠道主要包括：簽約網站、公共網站、內部推薦、自媒體自招、獵頭推薦等五大途徑。多元化的招募途徑為集團與人才搭建起雙向溝通的橋樑。

### 6.3 員工關愛

我們始終把員工福祉放在人事管理的重要位置，在尊重員工的同時，關愛員工的工作與生活，幫扶困難員工，豐富員工的業餘生活，努力提升員工對公司的歸屬感。

## 6 STAFF-ORIENTED SPIRIT (Cont'd)

### 6.3 Care for staff (Cont'd)

- *A Work-Life Balance*

The Group cares for staff's well-being by organizing diversified and various cultural and social activities in addition to work to promote healthy lifestyle.

## 6 以人為本 (續)

### 6.3 員工關愛 (續)

- 平衡工作生活

北體集團心繫員工身心健康，工作之餘開展豐富多彩、種類繁多的文體社交活動，向員工推廣健康生活模式。

#### CASE 案例

#### Establishing Book Sharing Corner to create a learning-oriented enterprise 搭建圖書角，打造學習型企業

In order to enrich the life of our staff and make them enjoy pleasant leisure time after work as well as enrich their inner spirit world, the Group has proposed to establish a Book Sharing Corner. We provide staff various kinds of book by bookcrossing between themselves and book purchasing by the Group, which has greatly cultivated their reading and thinking habit. Such effort has been generally praised by our staff.

為豐富員工生活，在工作之餘既能享有舒適的休息時光，又能充實內心精神世界，北體提出設置圖書角的舉措，通過員工圖書漂流與集團購書等途徑，為員工提供不同類別的書籍，極大培養了閱讀與思考的習慣，受到了員工的普遍好評。



Silhouette of Book Sharing Corner  
圖書角剪影

## 6 STAFF-ORIENTED SPIRIT (Cont'd)

### 6.3 Care for staff (Cont'd)

- **Support for staff in difficulties**

The Group regards the understanding of staff's difficulties, dedicating to solve issues reported by staff and creating comfortable and convenient working and living environment are the major parts of its personnel care. The Group endeavors to improve its staff's happiness index so as to create the well-being of the people's livelihood.

### 6.4 Health and safety

We place great importance to the health and safety of our staff. Upholding the management guidelines of "putting safety first and stressing prevention", the Group strictly implements relevant requirements of *the Work Safety Law of the People's Republic of China* (《中華人民共和國安全生產法》) and *the Labour Law of the People's Republic of China* (《中華人民勞動法》) to ensure physical and mental health of every staff of the Group. Our workplaces and the nature of business do not involve substantial safety risks. The Group has formulated policies, such as *Safety Administration Regulations on Office Area* (《辦公區域安全管理規定》) to effectively control business risks, adhered to recruit experienced and qualified staff, regularly organized fire drills and arranged comprehensive health check for all staff every year as well as provided comfortable and safety working environment for staff.

## 6 以人為本 (續)

### 6.3 員工關愛 (續)

- **幫扶困難員工**

體恤員工困難，努力解決員工的反饋問題，創建舒適便捷的工作生活環境，是北體集團人事關懷工作中的重要環節。北體集團努力提升員工的幸福指數，力求打造「幸福民生」。

### 6.4 健康與安全

我們重視員工的健康與安全，為保證員工的生命安全，北體集團秉持「安全第一、預防為主」的管理方針，嚴格執行《中華人民共和國安全生產法》與《中華人民勞動法》的相關規定，確保每一位集團員工的身心健康。我們的工作場所及業務性質並沒有重大的安全風險，集團制定有《辦公區域安全管理規定》等文件控制業務風險，堅持聘用經驗豐富的合格員工，定期開展消防安全演戲，同時每年組織安排全體人員接受詳細的身體檢查，為員工提供舒適、安全的工作環境。

## 6 STAFF-ORIENTED SPIRIT (Cont'd)

### 6.4 Health and safety (Cont'd)

## 6 以人為本 (續)

### 6.4 健康與安全 (續)

#### CASE 案例

#### Fire drills 消防安全演練

To further protect the personal and property safety and corporate goods and materials, the Group has organized fire drills to promote relevant knowledge of fire safety to its staff and also taught them the using method of fire service installation to help them master basic skill of survival.

為進一步保障員工人身財產安全與企業物質安全，北體集團組織開展消防安全演練，為集團員工科普消防安全的相關知識，教學消防裝置的使用方法，幫助員工掌握基本求生技能。



Field Exercise  
演練現場

## 6 STAFF-ORIENTED SPIRIT (Cont'd)

### 6.5 Development and training

The Group is committed to broadening the career development path for staff, helping them achieve successes for the Company and themselves. Adhering to the management ideology of "people-oriented", the Group builds a multi-level, all rounded and three-dimensional talent team with its characteristics to assist staff's growth and implement human resource strategy with a view to achieve long-term sustainable development.

## 6 以人為本 (續)

### 6.5 發展與培訓

北體集團致力於拓寬員工職業發展通道，在成就公司的同時成就自我。我們堅持「以人為本」的管理理念，建設具有北體集團特色的多層次、全方位、立體化的人才梯隊，助力員工成長，貫徹人才戰略，實現長遠可持續發展。

#### CASE 案例

#### Stadium management talent training 體育場館管理人才培訓

Currently, China's sports industry is entering golden era while there is still a shortage of professional talented in this industry. In order to overcome the difficulties abovementioned, The Group leads the project cooperation of "Stadium management talent training" with Beijing Sport University. The training team is comprised by senior professors, lecturers, experts from Beijing Sport University and other industry veterans. A comprehensive tutorial system for the export of research achievements over years has been established. It strives to cultivate stadium management talent team equipped with capacities of business analysis, market operation, operation development and industry management as well as international vision so as to adapt the rapid development of China's sport industry. 現時，中國體育產業正在步入黃金時代，但領域內專業人才仍舊處於缺口狀態。為突破以上困境，北體集團牽頭，與北體大合作研發「體育場館管理人才培訓」項目。培訓擁有北體大的資深教授、講師及專家等行業資深人士組成的教師團隊組成，形成多年研究成果輸出的完整教程體系，致力於培育具有體育場館商業分析、市場運作、經營開發、產業管理能力及國際視野的場館管理人才隊伍，以適應中國體育產業的高速發展。

With the launching of the Group's "Plan for 1,000 Stadiums" (千館計劃), stadium management talent will be an important talent pool and platform for this plan in the future and it also could assist retired athletes in re-employment skill training to realize different value of their life in commercial field.

隨著北體集團「千館計劃」的啟動，未來在體育場館管理精英人才將成為千館重要的人才儲備與輸出平台，同時也能幫助退役運動員進行再就業技能培訓，在商業領域實現人生不同的價值。



## 6 STAFF-ORIENTED SPIRIT (Cont'd)

### 6.6 Giving back to community

The Group is always committed to creating a prosperous and harmonious environment in the community. The Company is devoted to the promotion of the nationwide physical fitness program and cultural activities. Based on the community's demand for physical and cultural facilities, we make allocation rationally and spare no effort in improving the environment of the community. We proactively contribute to a thriving community by supporting sports facilities construction, environmental protection, and active community services, with an aim to create mutually beneficial relationship between to community and our company. We endeavor to achieve the goal of sustainable development and a win-win situation.

#### 6.6.1 Poverty Alleviation

The Company has always laid emphasis on the practice of corporate social responsibility. We care for the unprivileged groups in the community and carry out poverty alleviation work, so as to give back to the community and create a prosperous society.

## 6 以人為本 (續)

### 6.6 回饋社會

創建美好和諧的社區環境，始終是本集團致力的重要方向。北京體育以推動全民健身及文化事業為己任，根據社區對體育文化設施的需求合理配置，傾力改善社區環境，通過支持運動設施建設、環境保護、積極服務社區等多方位措施並行，積極打造社區共榮嶄新局面，讓社會與企業兩者相輔相成，為實現可持續發展與互利共贏的奮鬥目標而不懈努力。

#### 6.6.1 扶貧關愛

北京體育一直注重履行企業社會責任，關愛社會弱勢群體，努力開展扶貧工作，積極回饋社會，創建美好社區。

## 6 STAFF-ORIENTED SPIRIT (Cont'd)

### 6.6 Giving back to community (Cont'd)

#### 6.6.1 Poverty Alleviation (Cont'd)

## 6 以人為本 (續)

### 6.6 回饋社會 (續)

#### 6.6.1 扶貧關愛 (續)

#### CASE 案例

#### Cause Campaign of “Donating Winter Clothes to poverty-stricken Areas” 「給貧困地區捐冬衣」公益活動

In view of a sudden drop of temperature in December, Beijing Zhonghu Fund Management Co., Ltd. (北京中互基金管理有限公司), a subsidiary of the Group, encouraged all the employees to participate in a “Warm Clothes for a Warm Winter” campaign. Used clothes were collected and donated to people in poverty-stricken areas with joint signatures, protecting them against the cold. The warm-hearted activity attracted many participants and was highly recognized and widely discussed within the Company.

氣溫驟降的12月，北京體育集團旗下北京中互基金管理有限公司發動全體員工開展「冬衣送溫暖」活動，號召將舊衣收集起來，聯名簽署捐贈給貧困地區的群眾，為遠方的受凍群眾送去真切的祝願。活動溫暖人心，公司員工踴躍參與，並在公司內部引起廣泛熱議，好評如潮。



Employees actively responded to the clothes donation  
積極參與捐衣的公司員工

## 6 STAFF-ORIENTED SPIRIT (Cont'd)

### 6.6 Giving back to community (Cont'd)

#### 6.6.2 Community Involvement

The Company is always dedicated to promoting the development of community causes in order to create a harmonious community and humanistic environment for the people. We strive for a sound and stable development of the Company with more value brought to the local community.

#### 6.6.3 Volunteer Service

The Group always cares about the livelihood in the community and carries out various volunteer services regularly, with a view to solve problems for surrounding residents. Its efficient, convenient and considerate services were highly praised by the people.

## 6 以人為本 (續)

### 6.6 回饋社會 (續)

#### 6.6.2 社區公益

北京體育始終堅持推進社區公益事業的發展，為社區人民群眾打造良好的社區環境與和諧的人文氣氛。在幫助公司健康穩定發展的同時，為當地社區創造更高的價值。

#### 6.6.3 志願服務

北京體育集團始終關懷社區群眾的生活質量，定時定期開展種類豐富的志願服務，為周邊群眾排憂解惑。高效便捷、體貼人心的服務活動收到群眾的一致讚賞。

## 7 OPERATION MANAGEMENT

Sustainable development of the Group depends on efficient and rigorous operation and management. We adhere to the management philosophy of “win-win cooperation and mutual development”, put forward strict and explicit requirements for suppliers in supply chain management, and actively encourage all parties in the supply chain to practice social responsibility together with the Group. Meanwhile, we uphold the principles of high quality service and technological innovation, actively fulfill our product responsibilities, and develop diversified sports interactive project with providing better experience in sports stadiums as a goal. Moreover, we will continue to provide services for our customers with caring.

### 7.1 Supply chain management

In the Group's value chain, suppliers constitute an indispensable part. The Group boasts a comprehensive supply chain management mechanism that conducts effective inspections and assessments of various supply chains and comprehensively considers the interests of stakeholders in the areas of product service quality and business ethics. We value and hope to maintain a sustainable maternity relationship with suppliers and look forward to achieving win-win layout of mutual benefit and common prosperity.

## 7 運營管理

高效嚴謹的運營管理是保障集團可持續發展的重要前提。我們秉持「合作共贏、攜手共進」的管理理念，在供應鏈管理中明確提出對供應商的嚴格要求，積極鼓勵各供應環節與集團共同履行社會責任。同時堅持高質量的服務與科技創新的原則，積極履行產品責任，以提供更優質的體育場館體驗為目標，發展多元化的體育互動項目，繼續延續對客戶的服務與關懷。

### 7.1 供應鏈管理

在集團的價值鏈中，供應商是不可或缺的部分。北體集團具有全面的供應鏈管理機制，針對各供應環節進行有效檢查與評估，同時綜合考慮利益相關方訴求，仔細考察其在產品服務質量和商業操守等範疇的表現。我們重視並希望維繫與供應商的可持續產期合作關係，期待達到互惠共利、價值共榮的雙贏局面。

## 7 OPERATION MANAGEMENT (Cont'd)

### 7.1 Supply chain management (Cont'd)

On 20 April 2017, the Group released the Project Evaluation Management Method (Trial), which required that the projects related to the gas film to be invested by the Group and its subsidiaries should be reviewed by the project evaluation committee. Only approved projects can have investment. The members of the project evaluation committee are composed of professional experts in the Group, financial department, legal department, and chairman of the board of directors of listed companies, in order to evaluate and control project risks from various aspects, so as to ensure that the entire project will have legal investment in the supply chain.

## 7 運營管理(續)

### 7.1 供應鏈管理(續)

北體集團於2017年4月20日發佈《項目評估管理辦法(試行)》，要求我集團及所屬企業擬投資的與氣膜相關的項目必須經過項目評估委員會評審，經評審通過的項目方可進行投資。項目評估委員會委員由集團內行業專家、財務部、法務部以及上市公司董事局主席等專業人員組成，以期從各個方面對項目風險進行評估與把控，確保整個項目在供應鏈環節的投資合法合規。

## 7 OPERATION MANAGEMENT (Cont'd)

### 7.2 Product responsibility

- *Quality assurance*

In order to obtain more practical guarantees for its own service quality and operational results, the Group conducts comprehensive and strict quality control over the operation and management of venues and strives to improve the level of safety at every stage to ensure the quality of delivered products and to make every client enjoy a pleasant and comfortable user experience.

- *R&D and innovation*

Technological innovation is the source of sustainable development of the Group's products and services. The Group attaches great importance to the introduction of scientific and technological talents, emphasizing the deepening of the thinking mode of scientific and technological innovation in the process of stadium operation and solution design and promoting the use of scientific and technological strength to bring a higher level of service experience to clients.

## 7 運營管理(續)

### 7.2 產品責任

- *質量保證*

為讓自身服務質量與運行成果得到更切實的保證，北體集團對場館營運管理進行全面、嚴格的質量把控，在每一個環節追求安全水平的完善，確保交付產品的質量，讓每一位客戶享受到愉悅、舒適的用戶體驗。

- *研發創新*

科技創新是集團產品與服務可持續發展的源泉。北體集團重視科技人才的引進，強調在場館營運與解決方案構想的過程中，深入貫徹科技創新的思維模式，推崇以科技力量為客戶帶來更高水準的服務體驗。

## 7 OPERATION MANAGEMENT (Cont'd)

### 7.2 Product responsibility (Cont'd)

- R&D and innovation (Cont'd)

## 7 運營管理 (續)

### 7.2 產品責任 (續)

- 研發創新 (續)

#### CASE 案例

The Group investigated Tsinghua Unigroup and introduced new technologies for the sports industry  
北體集團調研清華紫光，為體育產業引入新科技

In November 2017, Liu Xueheng, the chairman of the Board of the Group and other staffs came to Tsinghua Unigroup for study.

2017年11月，北體集團董事會主席劉學恒等北體集團工作人員來到清華紫光調考察。

During this period, the advanced technologies and research progress of Tsinghua Unigroup in the visual interface of deformed LED screen was learned in details.  
期間深入了解清華紫光在變形LED平視化界面的先進技術和研究進度。

The Group was very impressed with the technology of Tsinghua Unigroup and stated that it would implement the thinking and technology of technological innovation in the operation of the stadium.

北體集團對於清華紫光的技術等歎為觀止，並表示未來將在在體育場館運營過程中踐行科技創新的思維與技術。



Survey site  
考察現場

## 7 OPERATION MANAGEMENT (Cont'd)

### 7.2 Product responsibility (Cont'd)

- *Customer relations*

According to the relevant provisions of the “Consumer Rights and Interests Protection Law”, the Group strictly abides by its client’s privacy protection duties to prevent leakage and loss of client personal information. At the same time, the Group’s client information security management is strengthened, client information access procedures and user access rights as well as the environment for carrying out customer information are standardized to reduce the risk of the illegal use and dissemination of client information.

In order to ensure the provision of quality services for our clients, we use the “Complaint Handling Procedures” to handle complaints quickly and promptly, and actively. We also pay attention to experience summaries, regularly review customer complaints files and take practical measures against common complaints to prevent the reoccurrence.

## 7 運營管理 (續)

### 7.2 產品責任 (續)

- *客戶關係*

根據《消費者權益保護法》的相關規定，北體集團恪守客戶隱私保護職責，防止消費者個人信息的洩漏和丟失。同時加強全集團客戶信息安全，規範客戶信息訪問的流程和用戶訪問權限以及規範承載客戶信息的環境，降低客戶信息被違法使用和傳播的風險。

為確保向客戶提供優質服務，我們依據《投訴處理程序》，對客戶投訴採取迅速快捷、積極溝通的處理方式，並注重經驗總結，定期整理客戶投訴檔案，對常見投訴文圖採取實在措施，防止問題再次出現。

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT

### 8.1 List of policies

ESG Indicator ESG指標	Compliance with National Policy 遵守國家政策
A Environment 環境	Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste 《中華人民共和國固體廢物污染環境防治法》
B1. Employment 僱傭	Labour Law of the People's Republic of China 《中華人民共和國勞動法》 Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 Employment Promotion Law of the People's Republic of China 《中華人民共和國就業促進法》 Social Insurance Law of the People's Republic of China 《中華人民共和國社會保險法》 Provisions on the Prohibition of Using Child Labor 《禁止使用童工規定》
B2. Health and Safety 健康與安全	Law on the Protection of Rights and Interests of Labor 《勞動者權益保護法》 Labour Law of the People's Republic of China 《中華人民共和國勞動法》 Fire Prevention Law of the People's Republic of China 《中華人民共和國消防法》 Safe Production Law of the People's Republic of China 《中華人民共和國安全生產法》

## 8 可持續發展綜述

### 8.1 政策列表

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.1 List of policies (Cont'd)

ESG Indicator	Compliance with National Policy
ESG指標	遵守國家政策

---

Law of the People's Republic of China on the Prevention  
and Control of Occupational Diseases

《中華人民共和國職業病防治法》

Regulations on Occupational Injury Insurance

《工傷保險條例》

Regulations on Production Safety License

《安全生產許可證條例》

OHSAS 18001 (Health and Safety)

OHSAS 18001 (健康及安全)

Measures on the Supervision and Administration on

Occupational Hygiene of Workplace

《工作場所職業衛生監督管理規定》

Regulations on the Reporting, Investigation and Disposition

of Work Safety Accidents

《生產安全事故報告和調查處理條例》

---

B3. Development

and Training

發展及培訓

---

B5. Supply Chain

Management

供應鏈管理

---

Tender and Bidding Law of the People's Republic of China

《中華人民共和國招投標法》

---

## 8 可持續發展綜述 (續)

### 8.1 政策列表 (續)

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.1 List of policies (Cont'd)

ESG Indicator	Compliance with National Policy
ESG指標	遵守國家政策
B6.Product Liability 產品責任	Trademark Law of the People's Republic of China 《中華人民共和國商標法》 Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 Patent Law of the People's Republic of China 《中華人民共和國專利法》 Product Quality Law of the People's Republic of China 《中華人民共和國產品質量法》 The Consumer Protection Law of the PRC 《中華人民共和國消費者權益保護法》
B7.Anti-Corruption 反貪腐	Company Law of the People's Republic of China 《中華人民共和國公司法》 Anti-Money-Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》 Anti-Monopoly Law of the People's Republic of China 《中華人民共和國反壟斷法》 Anti-Unfair Competition Law of the PRC 《中華人民共和國反不正當競爭法》 Interim Provisions on Prohibiting Commercial Bribery 《關於禁止商業賄賂行為的暫行規定》

## 8 可持續發展綜述(續)

### 8.1 政策列表(續)

8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

8.2 Tables of key performance

Indicator no. 指標編號	Performance Indicator 所需指標	Unit 單位	2017 Full Year Data 2017年全年
-----------------------	-------------------------------	------------	--------------------------------

A Environment

環境

Aspect A1: Emissions

層面A1：排放物

AI.2	<b>Total emissions and density of greenhouse gas</b> <b>溫室氣體總排放量及密度</b>		
	Scope 1 greenhouse gas emissions 範疇一溫室氣體排放量	tCO <sub>2</sub> e 噸二氧化碳當量	66.65
	Scope 2 greenhouse gas emissions 範疇二溫室氣體排放量	tCO <sub>2</sub> e 噸二氧化碳當量	182.20
	Total GHG emission 溫室氣體排放總量	tCO <sub>2</sub> e 噸二氧化碳當量	248.85
AI.3	<b>Total hazardous waste produced</b> <b>所產生有害廢棄物總量</b>		
	Printer toners 打印機硒鼓	piece 個	14
	Cell 電池	piece 個	25
	Large scale electrical and electronic equipment that is out of service but not recyclable or reusable 報廢大型電子電器設備(不可再回收利用)	unit 部	2
AI.4	<b>Total non-hazardous waste produced</b> <b>所產生無害廢棄物總量</b>		
	Waste paper/waste paper skin 廢紙/廢包裝紙皮	kg 千克	200

8 可持續發展綜述(續)

8.2 關鍵績效列表

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.2 Tables of key performance (Cont'd)

Indicator no. 指標編號	Performance Indicator 所需指標	Unit 單位	2017 Full Year Data 2017年全年
-----------------------	-------------------------------	------------	--------------------------------

#### A Environment (Cont'd)

##### 環境 (續)

#### Aspect A1: Emissions (Cont'd)

##### 層面A1：排放物 (續)

	Waste plastic bottle 廢塑料瓶	kg 千克	149.24
	Waste badminton 廢羽毛球	kg 千克	11
	Waste disposal filter screen 廢一次性濾網	kg 千克	1
	Construction wastes (including but not limited to concrete residue, bricks, rebar and batten) 建築廢物 (包括但不限於混凝土渣、磚塊、 鋼筋、木方等)	ton 噸	10
A1.6	<b>Total hazardous wastes recycled</b> <b>所回收有害廢棄物總量</b>		
	Electrical and electronic equipment that is out of service and recyclable 報廢電子電器設備 (可再回收利用)	unit 部	2
A1.6	<b>Total non-hazardous waste recycled</b> <b>所回收無害廢棄物總量</b>		
	Recycled waste paper/waste paper skin 廢紙/廢包裝紙皮回收	kg 千克	200
	Plastic bottle 塑料瓶	kg 千克	149.24
	Badminton 羽毛球	kg 千克	11

## 8 可持續發展綜述 (續)

### 8.2 關鍵績效列表 (續)

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.2 Tables of key performance (Cont'd)

Indicator no. 指標編號	Performance Indicator 所需指標	Unit 單位	2017 Full Year Data 2017年全年
-----------------------	-------------------------------	------------	--------------------------------

#### A Environment (Cont'd)

##### 環境 (續)

#### Aspect A2: Use of Resources

##### 層面A2：資源使用

A2.1	<b>Direct and/or indirect energy consumption by type</b> 按類型劃分的直接及／或間接能源總耗量		
	Gasoline 汽油	litre 升	22002
	Natural gas 天然氣	m <sup>3</sup> 立方米	18210
	Electricity consumption of our headquarter office 總部辦公用電	kwh 千瓦時	122475
	Electricity consumption of our subsidiaries/project companies 子公司／項目公司辦公用電	kwh 千瓦時	1000
	Electricity consumption for operation of stadiums 場館運營用電	kwh 千瓦時	117328
A2.2	<b>Total water consumption</b> 總耗水量		
	Water consumption of our headquarter 總部辦公耗水	m <sup>3</sup> 立方米	276
	Water consumption for operation of stadiums 場館運營耗水	m <sup>3</sup> 立方米	104

## 8 可持續發展綜述 (續)

### 8.2 關鍵績效列表 (續)

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.2 Tables of key performance (Cont'd)

Indicator no. 指標編號	Performance Indicator 所需	Unit 單位	2017 Full Year Data 2017年全年
-----------------------	-----------------------------	------------	--------------------------------

#### B Society 社會

##### Aspect B1: Employment

##### 層面B1：僱傭

##### B1.1 Total workforce by gender, employment type, age group and geographical region 按性別劃分、僱傭類型、年齡組別及地區劃分的僱員總數

Total number of staff 員工總人數	person 人	115
<b>By gender</b> 按性別劃分		
Male 男性員工數	person 人	68
Female 女性員工數	person 人	47
<b>By employment type</b> 按僱員類別劃分		
Senior management 高級管理層數	person 人	20
Middle management 中層管理層數	person 人	31
Grass-roots employees 基層員工數	person 人	62

## 8 可持續發展綜述(續)

### 8.2 關鍵績效列表(續)

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.2 Tables of key performance (Cont'd)

Indicator no. 指標編號	Performance Indicator 所需	Unit 單位	2017 Full Year Data 2017年全年
-----------------------	-----------------------------	------------	--------------------------------

#### B Society (Cont'd)

##### 社會 (續)

#### Aspect B1: Employment (Cont'd)

##### 層面B1：僱傭 (續)

###### By age

###### 按年齡劃分

Below 29 29歲以下	person 人	42
29-49 29-49歲	person 人	71
50 or above 50歲或以上	person 人	2

###### By geographical region

###### 按地區劃分

Mainland China 中國內地	person 人	114
Hong Kong, Macau & Taiwan 港澳台	person 人	0
Overseas 海外	person 人	1

#### B1.2 Number of employee turnover and turnover rate by gender, age group and geographical region

##### 按性別、年齡組別及地區劃分的僱員

##### 流失人數及比率

Total number of employee turnover 員工流失總數	person 人	32
---	-------------	----

###### By gender

###### 按性別劃分

## 8 可持續發展綜述 (續)

### 8.2 關鍵績效列表 (續)

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.2 Tables of key performance (Cont'd)

Indicator no. 指標編號	Performance Indicator 所需	Unit 單位	2017 Full Year Data 2017年全年
-----------------------	-----------------------------	------------	--------------------------------

#### B Society (Cont'd)

##### 社會 (續)

#### Aspect B1: Employment (Cont'd)

##### 層面B1：僱傭 (續)

Male 男性員工數	person 人	17
Female 女性員工數	person 人	15
<b>By age</b> <b>按年齡劃分</b>		
Below 29 29歲及以下	person 人	16
29-49	person	15
30-49歲	人	
50 or above 50歲或以上	person 人	1
<b>By geographical region</b> <b>按地區劃分</b>		
Mainland China 中國內地	person 人	32
Hong Kong, Macau & Taiwan 港澳台	person 人	0
Overseas 海外	person 人	0

## 8 可持續發展綜述 (續)

### 8.2 關鍵績效列表 (續)

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.2 Tables of key performance (Cont'd)

Indicator no. 指標編號	Performance Indicator 所需	Unit 單位	2017 Full Year Data 2017年全年
-----------------------	-----------------------------	------------	--------------------------------

#### B Society (Cont'd)

##### 社會 (續)

#### Aspect B2: Health and Safety

##### 層面B2：健康與安全

B2.1	<b>Work-related deaths (person)</b> 因工作關係而死亡的人數		
	Work-related deaths (person) 因工作關係死亡人數	person 人	0
	Work-related death rate 因工作關係死亡比率	% 百分比	0
B2.2	<b>Weekdays lost due to work injuries</b> 因工傷損失工作日數		
	Frequency of work injuries 工傷發生次數	case 次	0
	Weekdays lost due to work injuries 因工傷損失工作日數	day 天	0

## 8 可持續發展綜述 (續)

### 8.2 關鍵績效列表 (續)

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.2 Tables of key performance (Cont'd)

Indicator no. 指標編號	Performance Indicator 所需	Unit 單位	2017 Full Year Data 2017年全年
-----------------------	-----------------------------	------------	--------------------------------

### B Society (Cont'd)

#### 社會 (續)

#### Aspect B3: Development and Training

#### 層面B3：發展與培訓

B3.1	<b>Employees trained by gender and employee category</b> <b>按性別及僱員類別劃分受訓僱員</b>		
	Total number of employees trained 受訓總人數	person 人	132
	<b>By gender</b> <b>按性別劃分</b>		
	Male 男性員工數	person 人	75
	Female 女性員工數	person 人	57
	<b>By employee category</b> <b>按僱員類別劃分</b>		
	Senior management 高層管理人員	person 人	41
	Middle management 中層管理人員	person 人	57
	Grass-roots employees 基層人員	person 人	34

## 8 可持續發展綜述 (續)

### 8.2 關鍵績效列表 (續)

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.2 Tables of key performance (Cont'd)

Indicator no. 指標編號	Performance Indicator 所需	Unit 單位	2017 Full Year Data 2017年全年
-----------------------	-----------------------------	------------	--------------------------------

#### B Society (Cont'd)

##### 社會 (續)

#### Aspect B3: Development and Training

##### 層面B3：發展與培訓

B3.2	<b>Training hours of employees by gender and employee category</b> <b>按性別及僱員類別劃分僱員的受訓時數</b>		
	Total staff training duration 全體員工總受訓時長	hour 小時	199.5
	<b>By gender</b> <b>按性別劃分</b>		
	Male 男性員工數	hour 小時	99.75
	Female 女性員工數	hour 小時	99.75
	<b>By employee category</b> <b>按僱員類別劃分</b>		
	Total training hours of senior management 高層管理人員受訓總時長	hour 小時	61
	Total training hours of middle management 中層管理人員受訓總時長	hour 小時	72.5
	Total training hours of grass-roots employees 基層人員受訓總時長	hour 小時	66

## 8 可持續發展綜述 (續)

### 8.2 關鍵績效列表 (續)

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.2 Tables of key performance (Cont'd)

Indicator no. 指標編號	Performance Indicator 所需	Unit 單位	2017 Full Year Data 2017年全年
-----------------------	-----------------------------	------------	--------------------------------

#### B Society (Cont'd)

##### 社會 (續)

#### Aspect B5:Supplier Management

##### 層面B5：供應商管理

B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目		
	Geographical distribution of major suppliers 主要供應商地區分佈		
	Southern china 華南	supplier 家	0
	Eastern China 華東	supplier 家	6
	Northern China 華北	supplier 家	7
	Central China 華中	supplier 家	1
	Northeast China 東北	supplier 家	1
	Northwest China 西北	supplier 家	0
	Southwest China 西南	supplier 家	0
	Overseas 海外	supplier 家	0

## 8 可持續發展綜述 (續)

### 8.2 關鍵績效列表 (續)

## 8 AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### 8.2 Tables of key performance (Cont'd)

Indicator no. 指標編號	Performance Indicator 所需	Unit 單位	2017 Full Year Data 2017年全年
-----------------------	-----------------------------	------------	--------------------------------

#### B Society (Cont'd)

##### 社會 (續)

#### Aspect B6: Product Responsibility

##### 層面B6：產品責任

B6.2	Number of products and service related complaints received 接獲關於產品及服務的投訴數目	case 次	0
------	--	-----------	---

#### Aspect B7: Anti-corruption

##### 層面B7：反貪污

B7.1	Number of concluded litigation cases regarding corrupt practices brought against the issuer or its employees during the reporting period 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		
	Number of proposed or concluded corruption litigation cases 提出或已審結的貪污訴訟案件數目	case 件	0

#### Aspect B8: Community Investment

##### 層面B8：社區投資

B8.2	Resources contributed to the focus areas 在專注範疇所動用資源		
	Health care 醫療	RMB 元	10,858
	Statistics – employees' participation in public benefit/ voluntary events 旗下員工參與公益／義工活動統計	person-time 人次	17

## 8 可持續發展綜述 (續)

### 8.2 關鍵績效列表 (續)

9 APPENDIX: ENVIRONMENTAL, SOCIAL AND GOVERNANCE 9 附錄：環境·社會及管治內容索引  
CONTENT INDEX

Indicators 指標	Description 指標描述	Section 報告章節
<b>A Environment</b>		
<b>環境</b>		
<i>Emissions</i>		
<i>排放物</i>		
General disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous wastes, etc. 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政策及遵守對發行人有重大影響的相關法律及規例的資料	Environmental benefits 環境效益
AI.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	As gas emission is not material to our Group's operations, AI.1 is not applicable 氣體排放對集團的營運而言並非重要範疇，故AI.1不適用
AI.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）	Environmental benefits 環境效益
AI.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）	Environmental benefits 環境效益

9 APPENDIX: ENVIRONMENTAL, SOCIAL AND GOVERNANCE 9 附錄：環境·社會及管治內容索引(續)  
 CONTENT INDEX (Cont'd)

Indicators 指標	Description 指標描述	Section 報告章節
<b>A Environment (Cont'd)</b>		
<b>環境 (續)</b>		
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	Environmental benefits 環境效益
A1.5	Description of measures to mitigate emissions and results achieved 描述減輕排放量的措施及所得成果	Environmental benefits 環境效益
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives, and results achieved 描述處理有害及無害廢棄物的方法、減輕產生量的措施及所得成果	Environmental benefits 環境效益
<i>Use of Resources</i>		
<i>資源使用</i>		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials 有效使用資源(包括能源、水及其他原材料)的政策	Environmental benefits 環境效益
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility) 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千瓦時計算)及密度(如以每產量單位、每項設施計算)	Environmental benefits 環境效益
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility) 總耗水量及密度(如以每產量、每項設施計算)	Environmental benefits 環境效益
A2.3	Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果	Environmental benefits 環境效益
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題, 以及提升用水效益計劃及所得成果	Environmental benefits 環境效益

9 APPENDIX: ENVIRONMENTAL, SOCIAL AND GOVERNANCE 9 附錄：環境·社會及管治內容索引(續)  
 CONTENT INDEX (Cont'd)

Indicators 指標	Description 指標描述	Section 報告章節
<b>A Environment (Cont'd)</b> <b>環境 (續)</b>		
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量	As product of the company's business requires no packaging material, A2.5 is not applicable 公司業務的產品不需使用包裝材料，故A2.5不適用
<i>The Environment and Natural Resources</i> 環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策	Environmental benefits 環境效益
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	Environmental benefits 環境效益

9 APPENDIX: ENVIRONMENTAL, SOCIAL AND GOVERNANCE 9 附錄：環境·社會及管治內容索引(續)  
 CONTENT INDEX (Cont'd)

Indicators 指標	Description 指標描述	Section 報告章節
General Disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare 有關薪酬及解雇、招聘及晉陞、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政策及遵守對發行人有重大影響的相關法律及規例的資料	People-oriented 以人為本
B1.1	Total workforce by gender, employment type, age group, and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	People-oriented 以人為本
B1.2	Employee turnover rate by gender, age group and geographical regions 按性別、年齡組別及地區劃分的僱員流失比率	People-oriented 以人為本
General Disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards 有關提供安全工作環境及保障僱員避免職業化危害的政策及遵守對發行人有重大影響的相關法律及規例的資料	People-oriented 以人為本
B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	People-oriented 以人為本
B2.2	Lost days due to work injury 因工傷損失工作日數	People-oriented 以人為本
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	People-oriented 以人為本

9 APPENDIX: ENVIRONMENTAL, SOCIAL AND GOVERNANCE 9 附錄：環境·社會及管治內容索引(續)  
 CONTENT INDEX (Cont'd)

Indicators 指標	Description 指標描述	Section 報告章節
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	People-oriented 以人為本
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management) 按性別及僱員類別(如高級管理層、中級管理層等)劃分的 受訓僱員百分比	People-oriented 以人為本
B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	People-oriented 以人為本
General Disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour 有關防止童工或強制勞工的政策及遵守對發行人有重大影響的相關法律及規例的資料	People-oriented 以人為本
B4.1	Description of measures to review employment practices to avoid child and forced labour 描述檢討招聘慣例的措施以避免童工及強制勞工	People-oriented 以人為本
B4.2	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟	People-oriented 以人為本

Indicators 指標	Description 指標描述	Section 報告章節
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策	People-oriented 以人為本
B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目	People-oriented 以人為本
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法	People-oriented 以人為本
General Disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress 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政策及遵守對發行人有重大影響的相關法律及規例的資料	Operations management 運營管理
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比	Operations management 運營管理
B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	Operations management 運營管理

9 APPENDIX: ENVIRONMENTAL, SOCIAL AND GOVERNANCE 9 附錄：環境·社會及管治內容索引(續)  
 CONTENT INDEX (Cont'd)

Indicators 指標	Description 指標描述	Section 報告章節
B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	Operations management 運營管理
B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	Operations management 運營管理
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored 描述消費者資料保障及私隱政策，以及相關執行及監察方法	Operations management 運營管理
General Disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering 有關防止賄賂、勒索、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料	Operations management 運營管理
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	Operations management 運營管理
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法	Operations management 運營管理

Indicators 指標	Description 指標描述	Section 報告章節
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策	Giving back to society 回饋社會
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport) 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)	Giving back to society 回饋社會
B8.2	Resources contributed (e.g. money or time) to the focus area 在專注範疇所動用資源(如金錢或時間)	Giving back to society 回饋社會



HK01803

**北京體育文化產業集團有限公司**  
BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED