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DIT Group Limited
築友智造科技集團有限公司
(Incorporated in Bermuda with limited liability)
(於百慕達註冊成立之有限公司)

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

環境、社會及管治報告

2022

A LEADING INTEGRATED
SERVICE PROVIDER IN
SMART BUILDING

領袖型智慧建築整體
方案服務商



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ABOUT THIS REPORT 關於本報告

DIT Group Limited (hereinafter referred to as the “Company”, “we” or “our”) is proud to present the annual environmental, social, and governance (“ESG”) report (the “Report”) of 2022, which demonstrates our continued dedication to sustainable business practices. Instilling corporate social responsibility (“CSR”) in our corporate fabric is a strategic focus which is underpinned by our tagline, “Create a Promising Life with Intelligence”. We take pride in our ability to continually offer urban families with both complete solutions and green structures. With our dedication to developing the largest modern operating platform for the construction sector in China, we strive to shape a new construction sector that is efficient and environmentally friendly through the process of informatisation and the seamless integration of technology and construction.

REPORTING SCOPE

The Report shows our ESG management approaches and the corresponding performance within our operational boundary, which includes the Company’s Changsha headquarters as well as the nine prefabricated construction (“PC”) factories that significantly contribute to our revenue for the financial year ended 31 December 2022 (the “Reporting Period” or “2022”). These factories are located in Changsha, Huizhou, Nanjing, Hefei, Foshan, Jiaozuo, Xiangtan, Zhoukou, and Jiaozhou (collectively, the “Group”)¹. The key performance indicators (“KPIs”) disclosed in the Report relate solely to the nine PC factories, unless otherwise stated.

REPORTING STANDARD

The Group has reported the information cited in the Global Reporting Initiative (“GRI”) content index attached to the Appendices during the Reporting Period with reference to the GRI Standards. The Report was also prepared in accordance with the “ESG Reporting Guide” (“ESG Reporting Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (“HKEx”). It complies with the “Mandatory Disclosure Requirements” and “Comply or Explain” provisions thereof, and adopts the recommendations on reporting practices by the Task Force on Climate-Related Financial Disclosures (“TCFD”).

築友智造科技集團有限公司(以下簡稱「本公司」、「我們」或「我們的」)欣然提呈二零二二年度的環境、社會及管治(「ESG」)報告(「報告」)，以證明我們對可持續業務常規之持續承諾。在我們的企業結構中灌輸企業社會責任(「CSR」)是我們的戰略重點，我們的口號是「智造美好生活」。我們為能夠不斷為城市家庭提供完整的解決方案和綠色結構而感到自豪。我們致力於打造中國最大的建築業現代化運營平台，通過信息化進程、科技與施工的無縫融合，打造高效環保的新型建築業態。

報告範疇

本報告顯示了我們的ESG管理方針及運營範圍內的相應績效，其中包括本公司長沙總部以及對截至2022年12月31日止財政年度(「報告期」或「2022年度」)的收入做出重大貢獻的九家裝配式建築(「PC」)工廠。這些工廠位於長沙、惠州、南京、合肥、佛山、焦作、湘潭、周口及膠州(統稱「本集團」)¹。除非另有說明，否則報告中披露的關鍵績效指標(「KPIs」)僅與這九家PC工廠有關。

報告準則

報告期內，本集團已參照附錄所附的全球報告倡議組織(「GRI」)標準報告了GRI內容索引中引用的信息。本報告亦根據香港聯合交易所有限公司(「香港聯交所」)證券上市規則附錄二十七所載的《環境、社會及管治報告指引》(「ESG報告指引」)編制。本報告符合其中的「強制披露規定」和「不遵守就解釋」條文，並採納了氣候相關財務資訊披露工作組(「TCFD」)關於報告實踐的建議。

¹ In 2021, the reporting scope covered eleven PC factories. During the Reporting Period, the Hengyang and Shanghai (Kunshan) factories were out of operation, and are excluded from the scope of the Report.

2021年報告範圍涵蓋十一家PC工廠。報告期內，衡陽和上海(崑山)工廠已停產，故不在報告範圍內。

ABOUT THIS REPORT 關於本報告

REPORTING PRINCIPLES

報告原則

We adhere to the fundamental reporting principles of the GRI Standards and the ESG Reporting Guide throughout the preparation process, including the following:

在整個編制過程中，我們秉持GRI標準和ESG報告指引中的基本彙報原則，包括以下內容：

| Materiality 重要性 | Clarity and Quantitative 明確及量化 |
|--|---|
| <p>To identify the ESG factors that are important to us and to establish the direction of the Report, we conducted a materiality assessment. The Report also includes a materiality matrix and information on stakeholder engagement.</p> <p>為了確定對我們重要的ESG因素，並確定本報告的方向，我們進行了重要性評估。本報告還包括重要性矩陣和持份者參與的信息。</p> | <p>A range of standardised procedures was adopted to organise the policy disclosures, and evaluate our environmental KPIs and social KPIs.</p> <p>我們採用了一系列標準化程序來組織政策披露，並評估我們的環境KPI和社會KPI。</p> |
| Accuracy, Balance and Completeness 準確性、平衡性和完整性 | Comparability and Consistency 可比性和一致性 |
| <p>The board of directors (the "Board") has recognised its obligation to manage the Company's sustainable development and to examine the Report's truthfulness, accuracy, and completeness. The Report has been meticulously compiled with a balanced viewpoint.</p> <p>董事會(以下簡稱「董事會」)認可其對本公司可持續發展的管理以及對報告內容的真實性、準確性、完整性進行審核的義務。本報告以平衡的觀點精心編寫而成。</p> | <p>Unless otherwise specified, the same methodologies, standard and reporting scope have been adopted for the Report, as compared to the previous year. To enable a fair comparison of our performance over time, we devised a standardised strategy to manage environmental and social data.</p> <p>除特別說明外，本報告採用與上年度相同的編制方法、準則和報告範疇。為了能夠隨著時間的推移公平地比較我們歷來的表現，我們設計了標準化的策略來管理環境及社會資料。</p> |
| Stakeholder Inclusiveness 持份者包容性 | Sustainability Context 可持續發展背景 |
| <p>In the Report, the Group's stakeholders have been identified, along with an explanation of how the Group has addressed their expectations and interests.</p> <p>本報告中確定了本集團的持份者，並解釋了本集團如何滿足他們的期望和利益。</p> | <p>The Report examines the Group's performance in the context of long-term sustainability. It outlines how the Group is contributing today and how we will contribute in the future, regardless of how economic, environmental and social situations change over time.</p> <p>本報告審視了本集團在長期可持續發展方面的表現。本報告概述了本集團今天的貢獻以及我們未來將如何做出貢獻，無論經濟、環境和社會狀況如何隨時間變化。</p> |

ABOUT THIS REPORT 關於本報告

| Reliability 可靠性 | Timeliness 時效性 |
|---|--|
| <p>The preparation of the Report was aided by the expertise of an independent consultant. To ensure the accuracy and relevance of the information, the procedure for collecting, recording, assembling, analysing and reporting data used to prepare the Report have been reviewed from time to time.</p> <p>本報告的編寫獲得了獨立顧問專業知識的幫助。為確保信息的準確性和相關性，我們會不時審查用於編寫報告的數據收集、記錄、匯集、分析和報告程序。</p> | <p>Standardised approaches were utilised to ensure the data collected were up to date. The Report was issued in a timely manner to ensure that stakeholders have enough time to make informed decisions.</p> <p>我們使用了標準化方法來確保收集的數據是最新的。本報告應及時刊發，以確保持份者有足夠的時間做出明智的決定。</p> |

CONTACT AND FEEDBACK

The Group aims to develop long-term connections with key stakeholders and the community. We develop our ESG strategies with the best interests of our stakeholders. Hence, we appreciate your feedback on the Report and our sustainability performance. If you have any comments or suggestions, please feel free to send your written enquiries or feedback to the Group through email at ir@cmdrawin.com.

聯絡及回饋

本集團旨在與主要持份者和社區建立長期聯繫。我們以持份者的最大利益為出發點制定ESG戰略。因此，我們感謝您對本報告及我們的可持續發展表現的回饋。如果您有任何意見或建議，請隨時通過請透過電子郵箱電子郵件ir@cmdrawin.com將您的書面查詢或回饋發送至本集團。

CHAIRMAN FOREWORD 主席前言

Dear Shareholders,

On behalf of the Board, I am pleased to report the consolidated results of the Group and present a business review for the Reporting Period.

In 2022, China's economic and social development was hit by multiple unexpected factors, with GDP growing by 3%, well below the official target. Throughout the Year, the domestic real estate industry saw a year-on-year decline in sales, investment, financing and other core operating data due to the COVID-19 pandemic and adjustment of the industry cycle. Since the second half of 2022, various ministries and commissions and governments at all levels have released various relief measures and policies to promote the steady and healthy development of the real estate market. As China's anti-pandemic policy was gradually eased at the end of 2022, production and consumption have gradually recovered, and the real estate market has shown a momentum of recovery.

Under many challenges, the Group's operating results in 2022 were inevitably affected. For the 12 months ended 31 December 2022, the Group recorded sales revenue of approximately HK\$1.574 billion, a year-on-year decrease of approximately 24.5%; the gross margin fell approximately 50.0% from a year earlier to approximately HK\$262 million; the net profit attributable to the parent company was approximately HK\$148 million. In the face of pressure and difficulties, the Group persevered, made active responses, and proactively carried out self-innovation. New achievements have been made in scientific and technological research and development, operation and management, and brand influence and market reputation have been improved.

Taking multiple measures simultaneously and enhancing quality and effectiveness of operation and management. Focusing on the "Improvement of Organisational Efficiency" and centring on the goal of "Fine Management and Profit Maximisation", the Group carried out efficient adjustment with "Refinement at Headquarters, Specialty of Companies and Solidness in Projects/Plants" in 2022. It gave full play to the advantages of the whole industrial chain and made breakthroughs in diversified operations. Active efforts were made to revitalise assets and measures were taken simultaneously to generate revenue and

尊敬的各位股東：

本人謹代表董事會向各位股東提呈本集團報告期的綜合業績及業務回顧。

二零二二年，我國經濟社會發展遭遇多重超預期因素衝擊，國內生產總值增長3%，低於預期目標。縱觀全年，國內房地產受疫情及行業週期調整影響，銷售、投資、融資等各項核心經營數據同比繼續下滑。自二零二二年下半年開始，國家各部委、各級政府密集出台各類救助措施及紓困政策，全力促進房地產市場的平穩健康發展。二零二二年底，國內新冠防疫政策逐步放開，國內生產、消費逐步恢復，房地產市場亦呈現回升勢頭。

在重重挑戰下，本集團二零二二年的經營業績不可避免地受到影響。截至二零二二年十二月三十一日止十二個月，本集團實現銷售收入約15.74億港元，同比減少約24.5%；毛利約2.62億港元，同比減少約50.0%；歸屬母公司淨利潤約1.48億港元。在壓力和困難面前，本集團堅忍圖成、積極應對，主動進行自我革新，科技研發、經營管理取得新的成效，品牌影響力、市場美譽度得到新的提高。

堅持多措並舉，增強運營管理質效。聚焦「組織效率提升」，圍繞「管理精細化、利潤最大化」的目標，本集團於二零二二年進行了「總部做精、專業公司做專、項目／工廠做實」的高效調整；充分發揮全產業鏈優勢，多種經營實現破局；積極開展資產盤活工作，多措並舉實現創收增效；著力提

CHAIRMAN FOREWORD

主席前言

increase benefits. It concentrated on enhancing the ability to develop new businesses, forged partnerships with state-owned enterprises like Second Construction Engineering Company Ltd., CSCEC, and strove to achieve the stability of orders and payments. Priorities were given to collect debts throughout the Year. Customer satisfaction surveys were conducted on a regular basis to listen to the voice of customers and smoothen communication channels. The supplier credit evaluation system was established to classify and manage suppliers, and the supplier management mechanism of survival of the fittest was improved continuously, so as to ensure that suppliers meet the requirements in quality, technology, delivery, service and other aspects.

Solidifying strength in scientific and technological research and striving for research and development ("R&D") breakthroughs The Group, which has always adhered to the development strategy of "Being a Leader in Science and Technology", won multiple honours in 2022, including an expert workstation of Changsha in 2022, a model enterprise moving to the cloud or industrial Internet platform in Hunan and a leading talent in scientific and technological innovation in Changsha. It received from the central government the guidance fund for scientific and technological development at the local level. The Group completed the acceptance check for three demonstration projects under the Science and Technology to Boost Economy 2020, a national key research and development programme, and technological achievements were highly appraised by experts. The national-level postdoctoral research station has attracted two doctors to carry out postdoctoral research. The Group independently developed "Digitalisation for Construction Project Management" and adopted digital intelligence in the entire process, from project initiation to delivery, creating a digitally-intelligent closed-loop management model for "Online Construction Standards, Automated Progress Management, Visualisation Of Construction Quality, and Remote Monitoring and Management" of projects. All-round efforts were made to push forward with the research and development of eight new products, including an eccentric member called self-aligning equalizing beam spreader, a nonrotary table tie electrical-heating curing system and a high ductility concrete spreader, so as to enable the intelligentisation and automation of equipment in PC plants. It prepared three CECS technical specifications, one out of which was unveiled. The overall scientific and technological achievements reached the international advanced level.

高新業務開拓能力，與中建二局二公司等國央企展開合作，努力實現訂單及回款的穩定；將清收清欠工作作為工作重點，狠抓不懈，貫穿全年；堅持定期開展客戶滿意度調研，傾聽客戶聲音，暢通溝通渠道；通過建立供應商信用評價體系，實施供應商分類分級管理，持續完善優勝劣汰的供應商管理機制，確保供應商在質量、技術、交付、服務等方面符合要求。

夯實科研實力，著力研發突破。本集團始終堅持「科技領先」的發展戰略，二零二二年獲評長沙市專家工作站、湖南省「上雲上平台」標桿企業、長沙市科技創新領軍人才等多項榮譽，並獲得中央引導地方科技發展專項資金支持；完成國家重點研發計劃「科技助力2020」重大專項3個示範項目驗收，技術成果獲得評審專家高度評價；國家級博士後科研工作已吸引2名博士入站，開展博士後課題研究工作；自主研發「工程項目管理數字化」，從立項到交付全過程採用數智化管理，形成「施工標準在線化，進度管理自動化，施工質量可視化，監查管理遠程化」，實現數智化的全閉環管理；全面推進偏心構件自動調心平衡梁吊具、固定台模電加熱養護系統、高延性混凝土布料機等8項新產品研發工作，實現PC工廠裝備的智能化管理、自動化升級；開展了3項CECS技術規程編製，並已發佈1項，課題整體科技成果達到國際先進水平。

CHAIRMAN FOREWORD 主席前言

Actively participating in professional certification and striving for various rewards and subsidies. In 2022, its Foshan plant and Nantong plant were recognised as 'New High-Tech enterprises', plants in Zhoukou, Zhuangbei, Foshan, Xiangtan were rated as SMEs characterised by specialty, refinement, uniqueness and novelty, and plants in Huaian and Queshan were named as technology-based SMEs. Plants in Huaian, Zhoukou and Queshan were recognised as engineering research centres. The Group actively applied for government rewards and subsidies. Its 'Machine-replacing-human' demonstration project in the decoration industrial park received the fund for high-quality development of the manufacturing industry in Henan, the plant in Dongli, Tianjin received government investment rewards and subsidies, DIT was funded for expanding the use of foreign capital in Changsha, and its Hefei plant won research and development subsidies for technology-based SMEs.

Deepening cooperation with Glodon and focusing on digital development. On 28 July 2022, the Group entered into a commercial promotion cooperation agreement with Glodon Company Limited. The two parties will give play to their advantages to jointly develop products, expand markets and strengthen cooperation. By giving full play to their unique advantages in their respective fields, they will better explore the way of digital transformation of the construction industry, and promote the development of industry information technology and deepen the application of fine project management, in a bid to empower the technological and digital development of the construction industry.

Enhancing brand influence and establishing a new industry benchmark. The Group obtained certification in Hong Kong for its product quality and manufacturing practice. It was honoured as the "Most Valuable Investment Brand of the Year" in Guangdong-Hong Kong-Macao Greater Bay Area. The Group actively teamed up with the Department of Housing and Urban-Rural Development of Henan Province and other departments to hold a competition for construction workers of prefabricated buildings in Henan. As a member of the panel of the Department of Housing and Urban-Rural Development of Henan Province, the Group participated in the research on the implementation of prefabricated building policies and the standardisation of prefabricated buildings in Henan.

積極參與專業認證，努力爭取各項獎補。二零二二年，新增佛山、南通2家「高新技術企業」，新增周口、裝備、佛山、湘潭4家省市級專精特新中小企業，新增淮安、確山2家省市級科技型中小企業；新增淮安、周口、確山3家市級工程技術研究中心。本集團積極參與申報各項政府獎補，成果包括裝飾產業園「機器換人」示範項目獲河南省製造業高質量發展專項資金、天津東麗工廠獲政府投資獎補、築友科技獲長沙市擴大利用外資專項資金、合肥工廠獲科技型中小企業研發費用補貼等。

深化與廣聯達合作，聚焦數字化發展。二零二二年七月二十八日，本集團與廣聯達科技股份有限公司正式簽訂商業推廣合作協議，發揮雙方聯合優勢，共研產品，共拓市場，加強合作深度，通過發揮雙方在各自領域的獨有優勢，更好地探索建築行業數字化轉型之道，共同推動行業信息化技術發展和項目精細化管理深化應用，為建築業科技化、數字化發展賦能。

提升品牌影響力，樹立行業新標桿。產品質量及生產規範獲得香港「英標體系認證」；獲評粵港澳大灣區「年度最具投資價值品牌」；積極聯合河南省住房和城鄉建設廳等部門共同舉辦河南省裝配式建築施工員競賽；以河南省住房和城鄉建設廳專家組成員身份，積極參與河南省裝配式建築政策落地調研、河南省裝配式建築標準化發展研討。

CHAIRMAN FOREWORD

主席前言

The Chinese economy has strong resilience, great potential and vitality. Long-term sound economic fundamentals won't change. We have full confidence in the future. Real estate is the pillar industry of the national economy. The construction industry generates large output, has broad coverage and employs many workers. Although the industry still faces a correction in the short term, with the real estate market gradually getting better under the support of favourable policies, the construction units that are exposed to many risks due to blind expansion in the early stage accelerated clearing, the policies related to prefabricated buildings were implemented in various regions, and the prefabricated construction market will have a promising prospect.

The Group will insist on its positioning as a provider of "Integrated Smart Building Solutions" and mission of "Developing Brilliant Living". Based on the industry, the Group will give full play to the advantages of the whole industrial chain, dig deep into the construction industrialisation scenes, roll out key finished housing projects in key cities, enrich the business types of PC components, create new business growth points, and strengthen the strategic cooperation with state-owned enterprises and leading enterprises, striving to maintain growth in size. Breakthroughs have been made in research and development in key fields and progress has been made in the new building structural system, research on green and low-carbon prefabricated buildings, digitalisation of the whole industrial chain, and research and development of intelligent PC equipment, allowing the Group to stay ahead of the industry. Actions were taken to deepen fine management, ensure the good performance of engineering projects and plant supply, strengthen staff skills' improvement and cost control, increase the order conversion rate, fully implement the operation responsibility system in plants, establish a cooperative combat mechanism, promote operation via evaluation, give incentives to help meet standards, and improve per capita efficiency by increasing the production efficiency and automation level of PC plants.

我國經濟韌性強、潛力大、活力足，長期向好的基本面不變，我們對未來充滿信心。房地產是國民經濟的支柱產業，建築業量大、面廣、用工多，雖然行業短期依然面臨調整，但隨著房地產市場在利好政策加持下逐步轉好，前期因盲目擴張積累大量風險的承建單位加速出清，各地裝配式建築相關政策的加速落地，裝配式建築市場前景可期。

本集團將繼續堅持「智慧建築整體解決方案服務商」的定位和「智造美好生活」的願景，立足行業，充分發揮全產業鏈優勢，深入挖掘建築工業化場景，通過深耕重點城市落地重點成品房項目、豐富PC構件業務類型、培育新業務增長點、加強與國央企及頭部企業的戰略合作，努力保持規模增長；實現重大關鍵領域研發突破，在新型建築結構體系、裝配式建築綠色低碳研究、全產業鏈數字化、智能化PC裝備研發等方面取得進展，保持行業領先；深耕精細化管理，保障工程項目以及工廠供應優質履約，強化員工技能提升和成本管控，提升訂單轉化率，全力落實工廠經營責任制，建立協同作戰機制，以考評促經營、以激勵促達標，通過提升PC工廠生產效率及自動化水平等措施實現人均效能持續提升。

CHAIRMAN FOREWORD 主席前言

On behalf of the Board, I would like to take this opportunity to express my sincere gratitude to the staff for their hard work and dedication in the past year. I would also like to express our gratitude to all shareholders, investors and other business partners for their continuing support and trust.

本人謹藉此機會代表董事會對全體員工過去一年的辛苦付出及所做的貢獻致謝，並對所有股東、投資者及其他業務夥伴一貫的支持與信賴表示衷心的感謝。

DIT Group Limited
Liu Weixing
Chairman

Hong Kong, 30 March 2023

築友智造科技集團有限公司
主席
劉衛星

香港，二零二三年三月三十日

ESG STRATEGY

ESG 戰略

The Group is aware that the core of its environmental and social responsibility lies in ESG issues that affect our operations and stakeholders. We aim to align with the most recent developments in the global sustainability agenda, risk assessment outcomes, and the materiality and applicability of identified ESG issues that have been assessed through independent reviews.

本集團知悉，其環境和社會責任的核心在於影響我們運營和持份者的ESG議題。我們的目標是與全球可持續發展議程的最新發展、風險評估結果以及已通過獨立審查評估的已確定ESG議題的重要性和適用性保持一致。

Based on the findings of our evaluations, the emphasis areas identified are categorised into the three cornerstones of our ESG strategy, with reference to the Sustainability Accounting Standards Board (“SASB”) framework and the United Nations Sustainable Development Goals (“SDGs” or “SDG”):

根據評估結果，參考可持續會計準則委員會（「SASB」）框架與聯合國可持續發展目標（「SDG」），我們確定的重點領域被劃分為ESG戰略的三大基石：



ABOUT US 關於我們

The Group has evolved into a leading service provider of holistic solutions and cutting-edge technology in the ecological chain construction of intelligent buildings. Our core business activities include R&D, design, production, sales, licensing of PC components, decoration and landscaping services and property investment in China.

本集團已成長為智能樓宇生態鏈建設的整體解決方案和前沿技術的頂尖服務供應商。我們的核心業務活動包括在中國從事PC構件的研發、設計、生產、銷售、許可、裝飾及園林綠化服務，以及物業投資。

UTILISING PC AS A SUSTAINABLE CONSTRUCTION SOLUTION

採用預製建築作為一種可持續的建築解決方案

Related goal(s):

SDG 11: Sustainable Cities and Communities

To make cities and human settlements inclusive, safe, resilient and sustainable

相關目標：

SDG 11：可持續城市和社區

建設共融、安全、能抵禦災害及可持續的城市和人類居所



The Group is well-positioned to promote PC as a more efficient and environmentally-friendly alternative to conventional construction given its extensive national network of smart digitalised plants scattered across more than 20 provinces and municipalities, which effectively addresses the SDG of “Sustainable Cities and Communities”.

憑藉其遍佈二十多個省市的廣泛全國智慧數字化工廠網絡，本集團有能力推廣PC作為傳統建築的更高效、更環保的替代方案，有效地實現了「可持續城市和社區」的可持續發展目標。

We have a specific focus on Target 11.3, which seeks to enhance inclusive and sustainable urbanisation and capacity for participatory, integrated and sustainable human settlement planning and management. The Group invests heavily in sustainable industrialisation of communities it is based in. To this point, 48 zero-emission green building science and technology parks have been developed in 16 provinces and cities across the country.

我們特別關注目標 11.3，該目標旨在加強包容性和可持續的城市化，以及參與性、綜合性和可持續人類居所規劃及管理的能力。本集團大力投資所在社區可持續工業化，目前已在全國十六個省市建設了四十八個零排放綠色建築科技園。

PC is a more sustainable option than the conventional on-site construction techniques. The amount of materials required for the prefabricated components may be estimated and managed more efficiently with the implementation of a modular design. Materials left aside may be recycled and repurposed for different projects. Contrarily, materials used in conventional construction are likely to end up as construction waste due to difficulty in transportation. Huge transportation costs usually deter contractors from gathering and transporting the remaining materials of the site back to the inventory.

與傳統的現場施工技術相比，PC是一種更具可持續性的選擇。通過使用模組化設計，可以更有效地估算和管理生產預製構件所需的材料量。剩下的材料可以回收並重新用於不同的項目。相比之下，由於運輸困難，傳統建築中使用的材料很可能最終成為建築垃圾。巨大的運輸成本通常會阻止承包商收集現場剩餘材料並將其運回庫存。

ABOUT US 關於我們

Given the fact that prefabricated components are manufactured in the plant, it minimises energy consumption as well as air emissions of greenhouse gas (“GHG”) and particulate matter (“PM”) derived from transportation to and from construction sites. By deploying permanent emission control devices and comprehensive treatment facilities at our plants, we also outperform conventional construction sites in mitigating environmental impacts.

鑑於預製構件是在工廠製造的，因而最大限度地減少了能源消耗以及溫室氣體（「GHG」）和來自建築工地的運輸產生的顆粒物（「PM」）的廢氣排放。通過在工廠部署永久性排放物控制裝置和綜合處理設施，我們在減輕環境影響方面也優於傳統建築工地。

VISION, MISSION AND VALUES

We leverage on our vision, mission, and values to express our ambition for sustainability. Our parent company, Central China Group, shares many of our core values, including the desire to establish roots in Central China and give back to the community. We reaffirm our corporate culture and values in the handbook provided to all of our employees by Central China’s brand management department, which also contains information about our standards, principles, and conventions.

願景、使命和價值觀

我們通過願景、使命和價值觀來表達我們對可持續發展的渴望。母公司築友集團與我們有許多共同的核心價值觀，包括紮根華中、回饋社會的願望。我們在築友集團品牌管理部提供給所有員工的手冊中重申了我們的企業文化和價值觀，其中還包含有關我們的準則、原則和慣例等信息。

| | |
|---|---|
|  | Vision: 願景： To innovate technology and intelligent products for construction 創新建築科技 創造智慧產品 |
|  | Mission: 使命： Create a Promising Life with Intelligence 智造美好生活 |
|  | Core Values: 核心價值觀： To ensure product quality, maintain integrity, encourage contribution to development and share the fruit of growth 精品立業 正道致遠 尊重貢獻 共享成長 |

ABOUT US 關於我們

INDUSTRIAL PARTICIPATION

The Group actively contributes to developing the local and national PC standards and guidelines as an industry forerunner. We are involved in a range of industry bodies, national and international advocacy groups, as well as other organisations to promote communication and exchange with our industry peers, including among others:

- Anhui Construction Industry Association;
- Foshan Prefabricated Building Association;
- Guangdong Prefabricated Building Branch;
- Guangdong Province Construction Engineering Green and Prefabricated Development Association;
- Hefei New Wallboard Materials Association;
- Henan Province Prefabricated Construction Industry Development Association;
- Nanjing Construction Industry Association;
- Shanghai Construction Engineering Quality Management Association;
- Shanghai Testing Association; and
- Shenzhen Construction Industrialization Association.

行業參與

作為行業的先行者，本集團積極參與制定國家和地區的PC標準和指南。我們參與了一系列行業機構、國家和國際宣傳團體以及其他組織，以促進與業內同行的溝通和交流，其中包括：

- 安徽省建築業協會；
- 佛山市裝配式建築協會；
- 廣東省裝配式建築分會；
- 廣東省建設工程綠色與裝配式發展協會；
- 合肥市新型牆體材料協會；
- 河南省裝配式建築產業發展協會；
- 南京建築業協會；
- 上海市工程建設品質管制協會；
- 上海市分析測試協會；及
- 深圳市建築產業化協會。

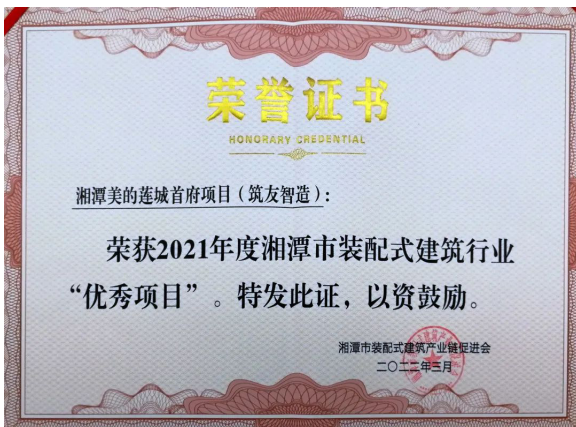
ABOUT US 關於我們

AWARDS

獎項

In January 2022, the Group was awarded with the “Most Valuable Industrial Manufacturing Company” at the Sixth Golden Hong Kong Stocks Awards Presentation Ceremony held in Shenzhen. The award seeks to honour Hong Kong-listed industrial manufacturing firms that have strong corporate governance frameworks, command significant market share, exhibit strong core business performance, and can deliver investors with stable and sustainable value returns. The fact that the Group received such honour for two consecutive years reflects the continuous recognition of the Group by the professional community.

2022年1月，本集團在深圳舉行的第六屆金港股年度頒獎盛典上榮獲「最具價值工業製造公司」殊榮。該獎項旨在標注公司治理結構健康、行業地位顯著、主營業務良好，能為投資者提供持續、穩定價值回報的工業製造港股上市公司。本集團連續兩年獲此殊榮，體現了專業界對本集團的持續認可。



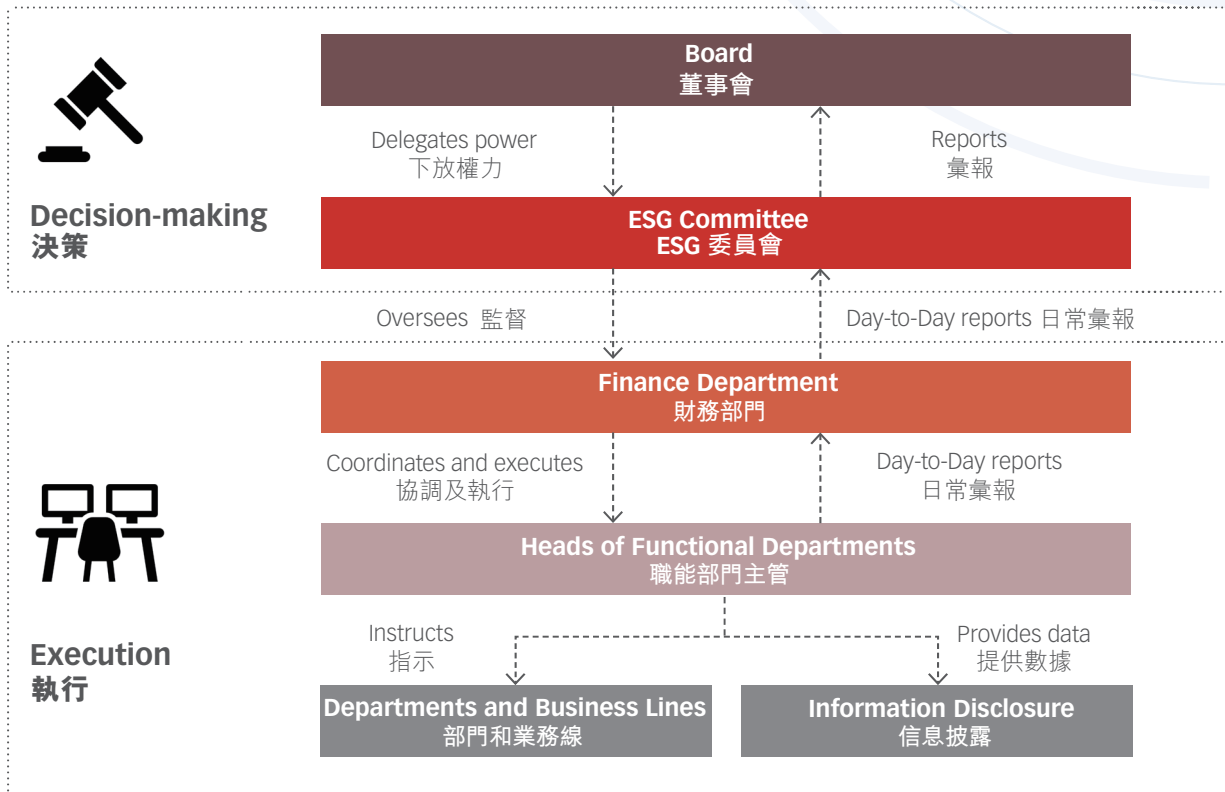
In March 2022, the Xiangtan factory was awarded with an honorary credential of “2021 Xiangtan City PC Industry Excellent Project”. Apart from this honorary credential, the Xiangtan factory had received appreciation from multiple reputable clients before.

2022年3月，湘潭工廠榮獲「2021年度湘潭市装配式建築行業優秀項目」榮譽證書。除此榮譽證書外，湘潭工廠此前還獲得了多家知名客戶的讚賞。

ESG GOVERNANCE ESG 管治

GOVERNANCE STRUCTURE

管治架構



The Board is ultimately accountable for the Group's ESG affairs. The ESG Committee meets at least twice a year, and is comprised of senior management, an independent non-executive director, and an executive director. Functional departments facilitate daily operations and the implementation of ESG plans and strategy, with the Finance Department acting as the coordinator. The ESG Committee's main duty is to advise and update the Board on the following matters:

董事會最終對本集團的 ESG 事務負責。ESG 委員會由高級管理層、一名獨立非執行董事和一名執行董事組成，每年至少召開兩次會議。職能部門負責日常運營和 ESG 計劃和戰略的實施，財務部則作為協調部門。ESG 委員會的主要職責是就以下事項向董事會提供建議及更新：

- Identify the pertinent issues that have a major impact on the Group's operations and/or the interests of other significant stakeholders with regard to the ESG aspects;
- 確定在環境、社會及管治方面顯著影響本集團運營和/或其他重要持份者利益的相關問題；

ESG GOVERNANCE

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- Implement and revise as appropriate the Group's policies on corporate governance, social responsibility management and environmental conservation;
- Review and approve the risk assessment on the Group's sustainability impacts;
- Follow up on the Group's performance in the areas of health, safety, environmental conservation and social responsibility; and
- Review the Report.
- 執行及適時修訂本集團有關企業管治、社會責任管理及環境保護的政策；
- 審議並批准有關本集團可持續發展影響的風險評估；
- 跟進本集團在健康、安全、環境保護和社會責任方面的表現；和
- 審閱本報告。

The Group's Nomination Committee provides nomination recommendations on Board membership in accordance with our Board Diversity Policy in order to maintain a balance of skills, expertise, experience and diversity of opinions on the Board. This encompasses both theoretical and practical ESG knowledge. We also keep such expertise up to date by providing necessary training. Furthermore, the remuneration committee examines the remuneration of the employees on an annual basis. Pay scales for Board members and top management are determined by a range of factors, including ESG-related performance.

RISK MANAGEMENT

ESG risks can have a major impact on a company's operations as well as the decisions made by stakeholders including clients, partners and investors. The Group is well aware of the significant risks that ESG issues pose to its business operations and the importance of incorporating ESG elements into its internal controls and risk management frameworks.

The Group has commissioned an independent consultant to perform an in-depth ESG risks analysis, which involved interviews with the Board and senior management. The outcome was analysed, and a selected list of ESG risks — most prominently those associated with climate change — was developed. The evaluation took into account the material topics making reference to the SASB standards. Peer research was utilised as a supplementary reference to the evaluation. The Board and the Audit Committee reviewed the findings as a reference of refining the Group's ESG strategies.

本集團提名委員會根據董事會多元化政策就董事會成員作出提名建議，以保持董事會內技能、知識、經驗和觀點多元化的平衡，其中包括 ESG 知識的理論和實踐。我們還通過提供必要的培訓來更新此類專業知識。此外，薪酬委員會每年檢查僱員的薪酬。董事會成員和高層管理人員的薪酬等級由一系列因素決定，包括與 ESG 相關的績效。

風險管理

ESG 風險會對任何公司的運營以及持份者（包括客戶、合作夥伴和投資者）的決策產生重大影響。本集團充分理解 ESG 議題會對其業務運營構成的重大風險，亦理解將 ESG 因素納入內部控制及風險管理框架的重要性。

本集團已委託獨立顧問進行深入的 ESG 風險分析，其中包括與董事會和高級管理層的面談。外部顧問對結果進行了分析並將其整合到 ESG 風險的優先列表中，尤其是與氣候相關的風險。該評估參照 SASB 標準，考慮了重要議題。同行研究對評估做了進一步補充。董事會及審核委員會審閱了評估結果，作為完善本集團 ESG 戰略的參考。

ESG GOVERNANCE ESG 管治

The following are some of the major ESG risks that are material for the Group:

以下是對本集團具有重大影響的一些主要 ESG 風險：

| Risks and Impacts 風險和影響 | Our Response 我們的回應 |
|--|--|
| <p>Climate physical risk (acute and chronic) 氣候物理風險(急性和慢性)</p> <p>The threat posed by climate change to our way of life is becoming clearer. Extreme climate catastrophes that cause major damage to property and lives are becoming more frequent and intense. 氣候變化對我們熟知的生活方式構成了非常現實的威脅。極端天氣事件的發生強度和頻率越來越高，對生命和財產造成重大損失。</p> <p>The Group’s commercial activities and assets are dispersed throughout Mainland China, and are subject to threats from both acute events like hurricanes, hail, and floods, as well as long-term phenomena such as increasing temperatures and sea levels. 本集團的業務活動和資產分散在中國大陸各地，既受到颶風、冰雹和洪水等突發事件的威脅，也受到氣溫和海平面上升等長期現象的威脅。</p> | <p>We have established a typhoon contingency plan and conducts annual drills to ensure that all of our workers are aware of it. 我們制定了颱風應急計劃並進行年度演習，以確保我們所有的僱員都知悉應急預案。</p> <p>The Group has been working to enhance structural robustness of its facilities by installing reinforced glass, among other improvement works. The capability of the drainage system will be assessed and enhanced if required. 本集團一直致力於通過安裝強化玻璃以及實施其他改進工程來增強其工廠的結構穩健性。必要時，本集團將對排水系統的容量進行評估和改進。</p> <p>We are committed to minimizing our carbon footprint and environmental impacts over the long term, and we will continue to refine and align with our ESG strategy and action plan. 從長遠來看，我們致力於最大限度地減少我們的碳足跡和環境影響，我們將繼續完善並與我們的 ESG 戰略和行動計劃保持一致。</p> |

ESG GOVERNANCE

ESG 管治

| Risks and Impacts 風險和影響 | Our Response 我們的回應 |
|---|---|
| <p>Climate transition risk 氣候轉型風險</p> <p>Policy and legal 政策和法律</p> <p>Addressing global climate change requires international action. The ultimate objective of keeping global warming below 2 degrees Celsius has been pledged by governments all around the world. China has also committed to pursuing the objective by announcing that its carbon emissions would peak by 2030 and that it will become carbon neutral by 2060. 全球氣候變化需要採取全球行動。世界各國政府已承諾努力實現將全球變暖控制在2攝氏度以下的最終目標。中國還承諾為實現這一目標而努力，宣佈力爭於二零三零年前碳排放達峰，並於二零六零年前實現碳中和。</p> <p>Market and reputation 市場和聲譽</p> <p>In light of this worldwide trend, the Group has seen that new legislation and norms are being imposed, and that customers are exhibiting a stronger preference for enterprises that are more environmentally and socially conscious. Any business that are unable to adapt to these new requirements and expectations may risk reputational damage as well as economic loss. 鑒於這一全球趨勢，本集團注意到了正在引入的新法規和要求，而客戶則對更具可持續性和社會責任感的業務表示了更高的偏好。任何無法適應這些新要求和期望的企業都可能面臨聲譽受損和經濟損失的風險。</p> <p>Technology 技術</p> <p>To achieve the universal objective of carbon neutrality, low-carbon technological advances are underway. The current trend, which may result in lower operational costs because of improved energy efficiency, should be followed. In addition, the introduction of a new low-carbon technology may bring us with new opportunities. 低碳技術正在發展以滿足全球碳中和目標。順應趨勢非常重要，因為提高能源效率可能會降低運營成本。此外，引入新的低碳技術時，可以帶來新的機遇。</p> | <p>To ensure that the Group's direction, operations, and performance stay in conformity with regulatory and social standards, the Group's ESG oversight structures, such as the Board and ESG Committee, closely monitor the latest developments and requirements. 本集團的ESG治理機構(例如董事會和ESG委員會)將監控最新發展和要求，以確保本集團的方向、運營和績效符合監管和社會標準。</p> <p>Besides, we will keep enhancing and refining our environmental management system in the interest of developing group-level policies such climate change policies, standardized ESG data collecting and management approach, and ESG risk control management by seeking professional support. To drive the Groups toward sustainable development and promote a culture of sustainable practices within the Group, appropriate KPIs and goals will be developed. 此外，我們將通過尋求專業支持，不斷加強並完善我們的環境管理體系，以制定集團層面的政策，如氣候變化政策、標準化的ESG數據收集和管理方針，以及ESG風險控制管理。為推動本集團實現可持續發展，並在本集團內推廣可持續實踐文化，我們將制定適當的KPI和目標。</p> <p>We proactively explore green finance and technology options to attract investment for carbon reduction as well as for facilitating transition to a low-carbon economy. 我們積極探索綠色金融和技術方案，以吸引碳減排投資，並促進向低碳經濟轉型。</p> |

ESG GOVERNANCE
ESG 管治

| Risks and Impacts 風險和影響 | Our Response 我們的回應 |
|---|--|
| <p>Quality risk 品質風險</p> <p>Customers’ trust in an enterprise is built on the quality of its products and services. This is especially relevant for us because our products will eventually be used for construction of homes and workplaces. The health and safety of the end users will be directly impacted by the quality of our products.</p> <p>客戶對企業的信任建立在其產品和服務的品質之上。這對我們來說尤其重要，因為我們的產品最終將用於建造房屋和工作場所。我們產品品質將直接影響用戶的健康和安全。</p> <p>We frequently introduce new products and technologies that draw interest and scrutiny from a broad range of consumers since we are a leader in intelligent manufacturing in the PC industry. As a result, any flaw in quality control can have a big impact on the Group. Not only can it affect the Group’s reputation and incur economic loss, but it will also have an impact on public well-being and safety.</p> <p>作為PC行業智慧生產的先行者，我們經常推出新產品或自主研發的技術，吸引廣大受眾的關注和推崇。因此，品質控制方面的任何不足都可能對本集團造成重大影響。這樣不僅會損害本集團的聲譽，並造成經濟損失，還會影響公眾健康和 safety。</p> | <p>The Group has implemented robust internal control procedures. We will continue to evaluate the effectiveness of the current quality assurance management system and apply new product design and life-cycle management practices to our procedures.</p> <p>本集團已實施穩健的內部控制程序。本集團將繼續評估現有品質保證管理體系的有效性，並將新產品設計和生命週期管理實踐應用於我們的程序。</p> |

ESG GOVERNANCE

ESG 管治

| Risks and Impacts 風險和影響 | Our Response 我們的回應 |
|--|---|
| <p>Health and safety risk 健康和安全管理風險</p> <p>The most essential objective in our administration of human resources is employee health and safety. Our frontline employees, like those in any organisation in the construction and manufacturing sectors, are exposed to health and safety risk.</p> <p>我們人力資源管理的最基本目標是僱員的健康和安全。我們的一線員工與建築和製造行業的任何組織中的員工一樣，都面臨著健康和安全管理風險。</p> <p>Based on our operations, the main sources of health and safety hazards are identified as follows: 根據我們的運營情況，健康和安全管理隱患的主要來源如下：</p> <ul style="list-style-type: none"> • Dust 灰塵 • Electricity failure 電力故障 • Fire 火災 • Gas and chemical poisoning 氣體和化學品中毒 • Heatstroke 中暑 • Noise 噪音 <p>The failure to address these problems and provide a safe and healthy workplace may put our employees under health and safety threat, which may damage our reputation or even lead to legal action against the Group.</p> <p>無法解決這些問題並創造安全健康的工作環境，可能會使本集團的聲譽受到損害，甚至面臨法律訴訟。</p> | <p>The Group will keep reviewing and enhancing the health and safety management practices, including reinforcing our training, undertaking regular risk assessment procedures and inspections, as well as ensuring provision of proper personal protective equipment.</p> <p>本集團將不斷審查並加強健康和安全管理實踐，包括加強培訓、進行定期風險評估程式和檢查，以及確保提供適當的個人防護設備。</p> <p>With a focus on expanding the business nationwide, the Group will organise training and further enhance and standardise our management guidelines in health and safety, so as to avoid any deviation in safety standards across our subsidiaries and factories.</p> <p>著眼於在全國範圍內拓展業務，本集團將組織培訓，進一步加強並規範在健康和安全管理方面的管理準則，以消除各子公司和工廠在安全標準上出現的任何差異。</p> |

STAKEHOLDER ENGAGEMENT 持份者參與

We are aware of the significance of stakeholders to the sustainable development of the Group. We are dedicated to developing a strong bond with our stakeholders and understanding what they think of our sustainability initiative. The key stakeholders that have been identified include customers, suppliers, employees, shareholders and investors. The Group adopts a range of communication methods for stakeholder participation as summarised in the table below:

我們深明持份者對本集團可持續發展的重要性。我們致力於與持份者建立牢固的聯繫，並了解他們對我們的可持續發展計劃的看法。確定的主要持份者包括客戶、供應商、僱員、股東及投資者。本集團採用了一系列持份者參與的溝通方式，如下表所示：

| Stakeholder Groups 持份者組別 | Concerned Topics 關注的議題 | Engagement Methods 參與方式 |
|--------------------------------------|---|--|
| Shareholders and investors 股東及投資者 | <ul style="list-style-type: none"> Economic performance 經濟績效 Health and safety 健康與安全 Investment in innovation 創新投資 | <ul style="list-style-type: none"> Monthly newsletter 每月通訊 Annual and interim reports 年度及中期報告 Conference and roadshows 會議及路演 Annual and special general meetings 年度及特別股東大會 |
| Customers 客戶 | <ul style="list-style-type: none"> Product quality and safety 產品品質及安全 Business ethics and integrity 商業道德及誠信 | <ul style="list-style-type: none"> Company website 公司網站 Annual and interim reports 年度及中期報告 Regular customer satisfaction review 定期客戶滿意度評估 Customer services 客戶服務 |
| Employees 僱員 | <ul style="list-style-type: none"> Remuneration and welfare 薪酬福利 Training and development 培訓與發展 Career development ladders 職業發展階梯 Workplace safety 工作場所安全 Environmental impact 對環境造成的影響 Customer satisfaction 客戶滿意度 | <ul style="list-style-type: none"> Training and orientation 培訓和入職培訓 Performance review 績效考核 Company activities 公司活動 Social network 社交網路 |

STAKEHOLDER ENGAGEMENT 持份者參與

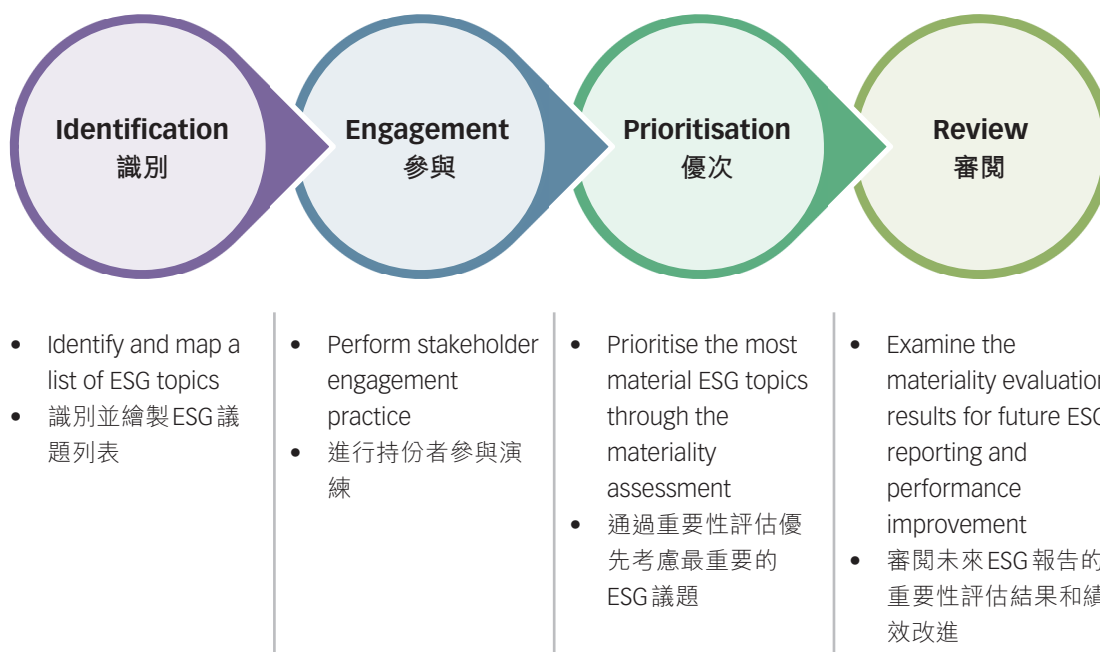
| Stakeholder Groups 持份者組別 | Concerned Topics 關注的議題 | Engagement Methods 參與方式 |
|--------------------------------------|--|--|
| Suppliers and contractors 供應商和承包商 | <ul style="list-style-type: none"> Environmental impact 對環境造成的影響 Business ethics and integrity 商業道德及誠信 | <ul style="list-style-type: none"> Selection assessment 選擇評估 Regular performance assessment 定期績效評估 Procurement process 採購流程 |

MATERIALITY ASSESSMENT

The Group has administered an online survey to identify the ESG issues that have the greatest impact on the Group's business operations. 27 ESG topics have been ranked by various stakeholder groups according to their impacts and relevancy to the Group's operations as well as the stakeholders. Based on the findings, a materiality assessment was performed in order to determine and rank the Group's most important ESG topics.

重要性評估

本集團進行了線上調查，以確定對本集團業務運營影響最大的ESG議題。不同的持份者被要求根據其對集團運營及其本身的影響和相關性對27個ESG議題進行了排名。我們根據獲得的結果，進行了重要性分析，以識別對本集團最重要的ESG議題，並對其進行排名。

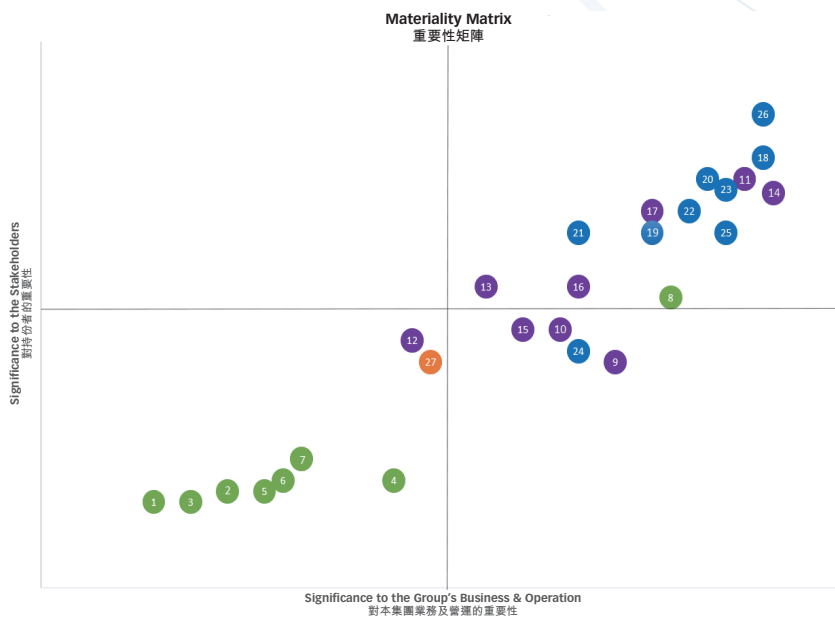


STAKEHOLDER ENGAGEMENT

持份者參與

Based on the assessment result, the material ESG issues are prioritised and shown in the materiality matrix below:

根據評估結果，釐定重要ESG議題的優次，並於下方重要性矩陣中列示：



| Environment 環境 | Social 社會 | |
|--|--|--|
| | Employment 僱傭 | Operation 營運 |
| 1. Air emission 廢氣排放 2. Greenhouse gas emission 溫室氣體排放 3. Climate change 氣候變化 4. Energy efficiency 能源效益 5. Water and effluents 食水和污水 6. Use of materials 材料使用 7. Waste management 廢物管理 8. Environmental compliance 環保法規遵循 | 9. Labour rights 勞工權益 10. Labour-management relations 勞資關係 11. Employee retention 挽留人才 12. Diversity and equal opportunity 多元化發展及平等機會 13. Non-discrimination 不歧視工作環境 14. Occupational health and safety 職業健康與安全 15. Employee training 僱員培訓 16. Employee development 僱員發展 17. Prevention of child labour and forced labour 禁止童工及強制勞工 | 18. Customer satisfaction 客戶滿意度 19. Product and service quality and complaints handling 客戶服務的質素與投訴處理 20. Customer health and safety 客戶健康與安全 21. Marketing and product and service labelling compliance 市場推廣及產品和服務標籤法規遵循 22. Intellectual property 智慧財產權 23. Customer privacy and data protection 保護客戶隱私及數據 24. Responsible supply chain management 負責任的供應鏈管理 25. Business ethics 商業操守 26. Socio-economic compliance 社會經濟法規遵循 Community 社區 27. Community investment 社區投資 |

STAKEHOLDER ENGAGEMENT

持份者參與

For comprehensive management planning and resource deployment, we classified the ESG issues into three categories: high, medium and low. The issues that matter the most to the Group's business operations and our stakeholders' concerns are the ones that fall in the upper right quadrant of the matrix. In order to achieve ongoing progress on sustainable development, we analysed the current corporate policies and procedures after thoroughly understanding the relevant topics. Below summarises our responses to stakeholders' concerns:

為了綜合管理規劃和資源部署，我們將ESG議題分為三個類別：高、中和低。處於矩陣右上方的事項為對本集團業務營運最重要且持份者關注的議題。為了在可持續發展方面取得持續進展，我們在深入了解相關議題後分析了當前的公司政策和程序。下面總結了我們對持份者關注的回應：

| Key Concern from Stakeholders 持份者的主要關注 | Our Response 我們的回應 | Section 章節 |
|--|---|---|
| Socio-economic Compliance 社會經濟法規遵循 | We comply with all regulatory requirements that are relevant to our business. The Group was not aware of any non-compliance with applicable laws and regulations in 2022. 我們遵守與本集團業務相關的所有監管要求。2022年，本集團未發現任何不遵守適用法律法規的情況。 | All relevant sections 所有相關章節 |
| Customer Satisfaction 客戶滿意度 | The key to raising the quality of our services and customer satisfaction is to maintain relationship with our customers. To adequately meet the changing requirements of our customers, we regularly conduct surveys about their satisfaction, and keep the lines of communication open with our customers. 提高我們的服務品質和客戶滿意度的關鍵是保持與客戶的關係。為充分滿足客戶不斷變化的需求，我們定期進行滿意度調查，並與客戶保持暢通的溝通渠道。 | Sustainable Business Strategy — Fulfilling Our Customers' Needs 可持續經營戰略— 滿足客戶的需求 |
| Occupational Health and Safety 職業健康與安全 | We aim to increase the capability for health and safety risk control and management. The workplace health and safety hazards to our workers are largely under control owing to the efficient management and proper care procedures we have in place. 我們的目標是提高健康安全風險管控能力。由於實施了有效的管理和適當的護理程式，對我們工人造成的工作場所健康和​​安全危害在很大程度上得到了控制。 | Mutual Growth — Employee Wellbeing 共同成長— 員工福利 |
| Employee Retention 挽留人才 | As a responsible employer, we believe it is our responsibility to promote a positive workplace culture. We have set guidelines for compensation and dismissal, recruiting and promotion, working hours, and rest periods to ensure that everyone is treated fairly and their legal rights are upheld. 作為負責任的僱主，我們認為促進積極的工作場所文化是我們的責任。我們制定了薪酬和解僱、招聘和晉升、工作時間和休息時間的準則，以確保每個人都得到公平對待，並維護其合法權利。 | Mutual Growth 共同成長 |

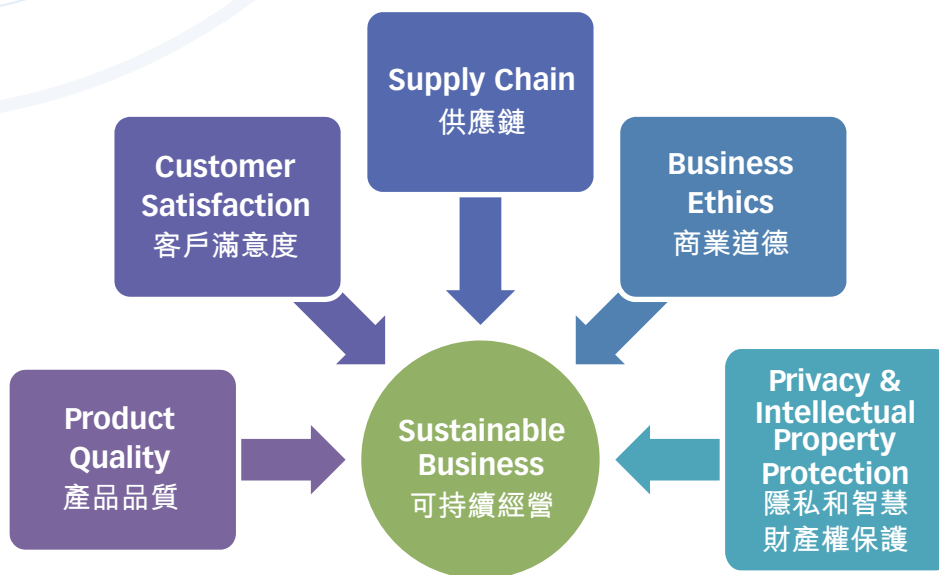
STAKEHOLDER ENGAGEMENT 持份者參與

| Key Concern from Stakeholders 持份者的主要關注 | Our Response 我們的回應 | Section 章節 |
|---|---|---|
| <p>Customer Privacy and Data Protection</p> <p>保護客戶隱私及數據</p> | <p>Customer data security is a top priority for us. A non-disclosure agreement has been signed by our employees. A sophisticated IT management system is in place to further control employee access to data.</p> <p>客戶數據安全是我們的工作的重中之重。我們的僱員已簽署保密協議。本集團採用複雜的IT管理系統，以進一步控制僱員對數據的訪問。</p> | <p>Sustainable Business Strategy — Data Privacy</p> <p>可持續經營戰略— 資料隱私</p> |
| <p>Customer Health and Safety</p> <p>客戶健康與安全</p> | <p>The quality of our products will have a direct impact on the health and safety of the end users. We have established effective internal control mechanisms. We will keep monitoring the efficiency of the current quality assurance management system and updating our processes to incorporate new product design and life-cycle management practices.</p> <p>我們產品的品質將直接影響最終用戶的健康和安全。我們建立了有效的內部控制機制。我們將繼續監控當前品質保證管理系統的效率，並更新我們的流程以納入新產品設計和生命週期管理實踐。</p> | <p>ESG Governance — Risk Management</p> <p>ESG管治— 風險管理</p> |
| <p>Business Ethics</p> <p>商業道德</p> | <p>We place a high value on business integrity. We have taken steps to avoid, identify, and eliminate all forms of corruption and bribery, as well as to promote the development of an efficient, credible, and transparent structure within our value chain. Employees are subject to anti-corruption guidance.</p> <p>我們高度重視商業誠信。我們已採取措施，以避免、識別和消除各種形式的貪污和賄賂，並促進我們價值鏈中高效、可信和透明結構的發展。我們的僱員須遵守反貪污指導。</p> | <p>Sustainable Business Strategy — Business Integrity</p> <p>可持續經營戰略— 商業誠信</p> |
| <p>Intellectual Property</p> <p>智慧財產權</p> | <p>We recognize the significance of protecting intellectual property (“IP”) rights. The Group has implemented the IP Management Method for addressing IP and patent-related issues. Any form of patent infringement is prohibited, and may be liable to legal consequences.</p> <p>我們認可保護智慧財產權(「IP」)的重要性。本集團已實施IP管理方法來解決IP和專利相關問題。禁止任何形式的專利侵權，否則可能承擔法律後果。</p> | <p>Sustainable Business Strategy — Sustainable Innovation</p> <p>可持續經營戰略— 可持續創新</p> |

SUSTAINABLE BUSINESS STRATEGY 可持續經營戰略

The Group believes that developing a sustainable business strategy is critical to our long-term development. The following are the five fundamental components of our sustainable business strategy:

本集團認為，制定可持續的經營戰略對我們的長期發展至關重要。以下是我們可持續經營戰略的五個基本組成部分：



| Sustainability Business Components 可持續經營的組成部分 | Importance to the Group 對本集團的重要性 |
|--|--|
| Business Ethics 商業道德 | Unethical business activities, including but not limited to corruption and fraud, may jeopardise our operations and endanger the safety of our employees and end-users. As a prominent PC supplier that serves the construction sector across the nation, the detrimental consequences of compromised integrity may bring significant negative impacts to our community and stakeholders. 不道德的商業活動，包括但不限於貪污和欺詐，可能會危及我們的運營，並危及我們僱員及最終用戶的安全。作為一家為全國建築行業提供服務的著名PC供應商，誠信受損可能會給我們的社區和持份者帶來重大的負面影響。 |

SUSTAINABLE BUSINESS STRATEGY 可持續經營戰略

| Sustainability Business Components 可持續經營的組成部分 | Importance to the Group 對本集團的重要性 |
|--|--|
| Customer Satisfaction 客戶滿意度 | <p>Top developers that construct high-quality development projects make up a large portion of our clientele. Since our business objective is to create brilliant life for the people, offering outstanding products, services and support would not only enhance our reputation, but it is also an essential factor of maintaining long-standing relationships with our customers.</p> <p>我們的很大一部分客戶都是建造高質量開發項目的頂級開發商。由於我們的經營目標是智造美好生活，提供卓越的產品、服務及支援，這不僅會提高我們的聲譽，也是與客戶保持長期關係的重要因素。</p> |
| Data Privacy and Intellectual Property Protection 資料隱私和智慧財產權保護 | <p>The Group strives to be a leader in PC innovation. We created and implemented sophisticated solutions across all aspects of our business, from cloud-based design platform to production output management. However, cyberattack is a prominent threat to businesses in the twenty-first century. Failure to mitigate the risks of data privacy breaches and intellectual property rights infringement may pose a substantial threat to the Group.</p> <p>本集團旨在成為PC行業的領先創新者。我們在經營的各個方面創建並實施了複雜的解決方案，從基於雲的設計平台到生產輸出管理。然而，網絡攻擊是二十一世紀企業面臨的突出威脅。如無法減輕數據隱私洩露和智慧財產權侵權的風險，則可能對本集團構成重大威脅。</p> |
| Product Quality 產品品質 | <p>The Group is mindful of the threat that improperly constructed buildings may pose to the health and safety of the public. As one of the top PC manufacturers and a socially responsible corporation, it is our responsibility to uphold the strictest safety and quality standards.</p> <p>本集團知悉，如果建築物構造不良，可能對公眾健康和 safety 構成威脅。作為一家具有社會責任感的企業和領先的PC製造商之一，我們有責任遵守最嚴格的安全和品質標準。</p> |
| Supply Chain 供應鏈 | <p>The quality management of our products and services is facilitated by solidifying our relationships with the business partners. The Group places a great emphasis on working with suppliers which share our values, and demonstrate professionalism and responsibility.</p> <p>我們通過鞏固與業務合作夥伴的關係促進了我們產品和服務的品質管理。本集團非常重視與認同我們價值觀、表現出專業精神和責任感的供應商合作。</p> |

SUSTAINABLE BUSINESS STRATEGY

可持續經營戰略

QUALITY MANAGEMENT

The Group's commitment to maintaining high standards for our products is validated by the internationally recognised ISO 9001:2015 Quality Management System certification issued to our Nanjing factory, as well as the Quality Scheme for the Production and Supply of Concrete issued to our Huizhou factory:

品質管理

南京工廠獲得國際認可的ISO 9001：2015質量管理體系認證，惠州工廠獲得混凝土生產和供應質量體系認證，證明了本集團對產品保持高標準的承諾：



We place a large emphasis on continuously monitoring and enhancing the quality of our products. To ensure the quality and safety of the products, a stringent quality management manual has been established. It specifies the guidelines and practices for quality assurance. Every stage of the inspection process has been clearly defined, from reviewing incoming material to verifying samples on a regular basis and inspecting the finished products. We hold product quality meetings from time to time to assess our performance and make ongoing improvements.

我們非常重視持續監控和提高我們的產品品質。為確保產品的品質和安全，我們編制了嚴格的品質管制手冊。該手冊規定了品質保證的指導方針和做法。該手冊對檢查過程的每個階段都已明確定義，從審查進料到定期驗證樣品和檢查成品。我們會不期召開產品品質會議，以評估我們的績效並不斷改進。

SUSTAINABLE BUSINESS STRATEGY 可持續經營戰略

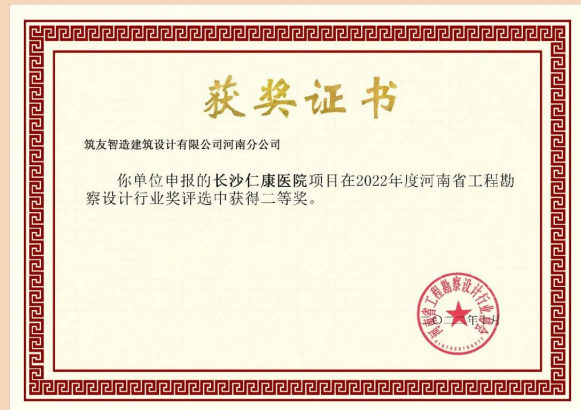
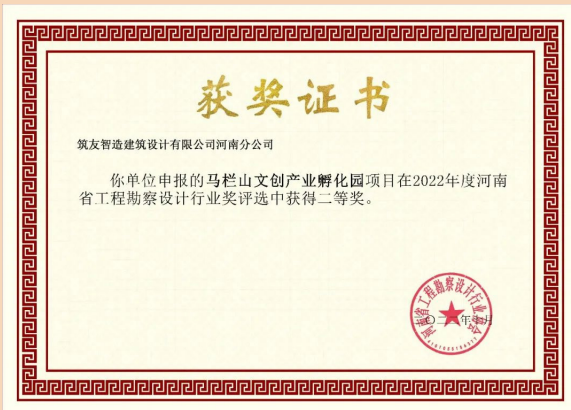
Industry Recognition 行業認可

In 2022, we won two second prizes and a third prize of Architectural Industrialisation Design of the Henan Engineering Surveying Design Industry Award offered by the Henan Engineering Surveying Design Industry Association. The award aims to continuously improve the quality and level of surveying in Henan Province, guide and encourage industry organisations and practitioners to create more projects with high quality and efficiency.

2022年，本集團河南分公司獲得河南省工程勘察設計行業協會頒發的河南省工程勘察行業設計獎二等獎兩項，及三等獎一項。該獎項旨在不斷提升河南省工程勘察品質和水準，引導並鼓勵行業組織及從業人員創造更多優質高效的項目。

This honour serves as yet another example of our innovative successes and a significant illustration of how the Group's influence within the sector and the region has been growing over time. We will keep advancing our innovation and quality excellence, so as to make greater contributions to the industry and the community.

這一榮譽是我們創新成功的又一例證，也是本集團在該行業和該地區的影響力如何隨著時間的推移而不斷增長的重要例證。我們將不斷推進創新和品質卓越，為行業和社會做出更大的貢獻。



Award Certificates
獲獎證書

SUSTAINABLE BUSINESS STRATEGY 可持續經營戰略

FULFILLING OUR CUSTOMERS' NEEDS

Maintaining communication with our clients is the key to enhancing the quality of our services and customer satisfaction. In order to satisfactorily address our customers' evolving demands, anticipations and challenges, we go above and beyond. To obtain feedback from our clients on our products and services, we regularly conduct surveys about their satisfaction. We also routinely undertake analyses and formulate action plans to identify opportunities for business development and enhancing customer experience.

滿足客戶的需求

與客戶保持溝通是提高我們服務品質和客戶滿意度的關鍵。為了圓滿地滿足客戶不斷變化的需求、期望和挑戰，我們不斷超越自我。為了獲得客戶對我們產品和服務的反饋，我們會定期進行有關他們滿意度的調查。我們還定期進行分析並制定行動計劃，以確定業務發展及增強客戶體驗的機會。

Customer Commendation

客戶表彰

In November 2022, the project team of Dongfang Jiayuan under the Group was commended by an owner unit, which is another good news since the project site became a Quality, Safety and Civilised Construction Standards Site of Dongfang City of Hainan Province in 2021.

2022年11月，本集團旗下東方嘉園項目團隊受到業主單位表彰，這是繼2021年該項目工地成為海南省東方市質量安全文明施工達標工地後的又一喜訊。

An owner unit commented that since the project's inception, the project management team had resolved various logistics, financing and project delivery issues. The stability of the labour team and the advancement of the construction period during the pandemic period were assured by the effective arrangement of the project through business coordination and human resources sharing.

某業主單位評價，自項目立項以來，項目管理團隊解決了各種物流、融資和項目交付等問題。通過業務協調和人力資源共用，我們有效安排了項目，確保了疫情期間勞動力隊伍的穩定和工期的推進。

With a total construction area of 149,000 square meters and a total of 11 buildings, the first phase of the shantytown redevelopment and relocation scheme of the Dongfang Jiayuan project is the first engineering procurement construction general contracting project of the Group in Hainan Province. It encompasses the entire process of main construction, interior decoration, landscape greening and other construction items. As the pandemic and other factors slowed down the progress of the project before we took over, special personnel were deployed to engage in active communication with the government, open up payment channels and ensure prompt payment of project funds, thereby establishing a foundation for the project's effective execution.

東方嘉園項目一期棚戶區改造回遷方案總建築面積14.9萬平方米，共11棟，是本集團在海南省的第一個工程採購施工總承包項目。該項目包括主體施工、室內裝修、景觀綠化等施工項目的全過程。在我們接手之前，由於疫情等因素拖慢了項目的進度，我們安排專人與政府積極溝通，暢通支付渠道，確保項目資金及時到位，為項目的有效實施奠定了基礎。



Dongfang Jiayuan
東方嘉園

SUSTAINABLE BUSINESS STRATEGY 可持續經營戰略

Customer complaint handling procedures

To efficiently resolve customer complaints, we established the Customer Complaint Handling Procedure. Within 24 hours of receiving a complaint, the Quality Assurance Department will hold cross-departmental meetings and investigations to identify the most viable remedial actions. Within this window, the complainant will get written feedback outlining the reasons and the follow-up procedures. The faulty products may be recalled or we may assign our professional team to perform repairs on site.

During the Reporting Period, we received two cases of product and service-related complaints. No products sold or shipped was subject to recalls for safety and health reasons. The Group was not aware of any material non-compliance with laws and regulations relating to health and safety, advertising and labelling matters of products and services in China during the Reporting Period.

SUPPLY CHAIN MANAGEMENT

The Group collaborated with 2,681 suppliers of material, equipment, engineering and other services from Mainland China during the Reporting Period. We have devised the Supplier Management System to provide guidance on the selection, assessment and management of suppliers in order to ensure their capability in providing high-quality materials for production.

We have established stringent eligibility requirements of business collaborations for each prospective supplier, so as to mitigate the ethical and environmental risks throughout our supply chain. Only qualified suppliers who go through our comprehensive evaluation procedure that includes credential review, technical review, information review and site review will be included in our supplier database.

We also carefully examine the credentials and standing of potential suppliers. All those who were deemed to have a negative impact on the community through their operations will be immediately banned.

Regular supplier assessments are conducted to assess the effectiveness of the existing suppliers. Areas being examined include competence in delivering the projects, coordination, safety management and quality control. We also evaluate every supplier we deal with on an annual basis.

客戶投訴處理程序

為有效解決客戶投訴，我們制定了客戶投訴處理程序。收到投訴時，質保部門將在接到投訴後24小時內召開跨部門會議並進行調查，以確定最可行的補救措施。在此時間內，投訴人將收到概述原因和後續程序的書面反饋。有缺陷的產品可能會被召回，或者我們會派出團隊到現場進行維修。

報告期內，我們共受理產品及服務類投訴兩件。並無售出或發運的產品因安全和健康原因而被召回。報告期內，本集團並不知悉存在任何嚴重違反中國有關健康和 safety、產品和服務的廣告和標籤事宜的法律和法規的情況。

供應鏈管理

報告期內，本集團與中國大陸2,681家材料、設備、工程及其他服務供應商合作。我們開發了供應商管理系統，為選擇、評估和管理供應商設定指導方針，以確保他們有能力為生產提供高質量的材料。

我們為每個潛在供應商制定了嚴格的業務合作資格要求，以減輕整個供應鏈中的道德和環境風險。只有通過我們的綜合評估程序（包括證書審查、技術審查、信息審查和現場審查）的合格供應商，才會被納入我們的供應商數據庫。

我們還仔細檢查潛在供應商的資歷和地位。經查明其經營活動曾造成重大社會影響的供應商，將立即被取締。

我們會定期進行供應商評估，以評估現有供應商的有效性。審查的領域包括項目交付、協調、安全管理和品質控制等方面的能力。我們還對與我們打交道的每家供應商進行了年度審查。

SUSTAINABLE BUSINESS STRATEGY 可持續經營戰略

We have enhanced our policies and procedures for identifying the impacts on the environment throughout the supply chain. In general, higher priority will be granted to prospective or existing suppliers that perform better in regard to achieving their CSR, given that their quality of service is in line with our standards.

Sunshine clauses, which serve as the standards that regulate the business conduct in engaging with suppliers, are also contained in the service agreements in order to safeguard the business integrity throughout our supply chain. It forbids all parties from engaging in any manner of bribery, gift-giving, insincerity, or concealing any conflict of interest. Suppliers who are unable to pass the evaluation or breach the terms of the contract will no longer be able to collaborate with us.

BUSINESS INTEGRITY

We place a strong focus on business integrity. In response to the SDG of Peace, Justice and Strong Institutions, we have taken actions to avoid, identify, and eliminate corruption and bribery of all kinds, along with promoting the creation of an efficient, credible and transparent structure within our value chain. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in China relating to bribery, extortion, fraud, and money laundering. There was no legal case regarding corrupt practices brought against the Group or our employees.

我們加強了我們的政策和程序，以識別整個供應鏈對環境的影響。一般來說，在履行企業社會責任方面表現更好的潛在或現有供應商將獲得更高優先權，前提是彼等的服務質量符合我們的標準。

服務協議中還包含陽光條款，作為規範與供應商交往的商業行為標準，以維護我們整個供應鏈的商業誠信。該條款禁止各締約方進行任何形式的賄賂、饋贈、不誠實和隱瞞利益衝突的行為。無法通過評估或違反合同條款的供應商將無法再與我們合作。

商業誠信

我們非常重視商業誠信。我們已採取措施預防、發現和減少一切形式的腐敗和賄賂，並支持在我們價值鏈的各個層面建立有效、負責和透明的機構，以回應和平、正義和強大機構的可持續發展目標。報告期內，本集團未發現任何重大違反中國有關賄賂、勒索、欺詐和洗錢的法律法規的情況。沒有針對集團本身或我們的僱員提起的腐敗行為的法律案件。

Related goal(s):

SDG 16: Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

相關目標：

SDG 16：和平、正義和強大機構

促進和平與包容社會的可持續發展，為所有人提供訴諸司法的機會，並在各級建立有效、負責任的機構。

The Group is committed to upholding business ethics by eliminating corruption. We have a specific focus on Target 16.5, which seeks to substantially reduce corruption and bribery in all forms. The Group has implemented a comprehensive anti-corruption policy to safeguard business integrity.

本集團致力於通過消除貪污來維護商業道德。我們特別關注目標 16.5，該目標旨在大幅減少各種形式的貪污賄賂。本集團已實施全面的反貪污政策以維護商業誠信。



SUSTAINABLE BUSINESS STRATEGY 可持續經營戰略

The Group has made its standards for ethical business known to all employees through a written pledge that each of them must sign at the start of their employment.

They are required to abide by anti-corruption guidance that have been set to regulate business operations and minimise the threats to corporate integrity. Money laundering, extortion, fraud, and other forms of corruption are not permitted in the Group's business practices. It is not permissible for any employee to request or accept gifts, benefits or advantages from an outside party.

Our anti-corruption policy also applies to our suppliers. Suppliers are required to disclose their integrity compliance status in addition to including the sunshine clauses in the service agreements.

According to the risk assessment on our business operations undertaken by an external consultant commissioned by the Group, it is indicated that there has been no substantial corruption risk during the Reporting Period, and the overall ethical risk to the Group's activities was perceived to be minimal.

Reporting channels

The Group has set up a reporting system that ensures every employee who engages in improper or criminal behaviour would be held accountable. We have formulated a procedure that enables staff members or suppliers to submit anonymous reports of any alleged misbehaviour to the Internal Audit Department by phone or mail. Upon receipt of the report, the Internal Audit Department will assess the severity of the issue and forward it to the respective department or management. The respective department is required to inform the internal audit department of the improvements and corrective measures taken.

本集團已通過書面承諾讓所有僱員了解其商業道德標準，每位僱員都必須在受僱之初簽署該承諾。

他們必須遵守反貪污指南，這些指南旨在規範業務運營並最大限度地減少對企業誠信的威脅。本集團的商業行為不允許洗錢、勒索、欺詐和其他形式的貪污。任何僱員均不得索取或接受來自外部方的禮物、利益或好處。

我們的反貪污政策亦適用於我們的供應商。除了在服務協議中納入陽光條款外，供應商還必須披露其誠信合規狀態。

本集團委託的外部顧問對我們的業務運營進行的風險評估表明，報告期內，本集團不存在重大貪污風險，並且集團活動的整體道德風險被認為是最小的。

舉報渠道

本集團建立了舉報制度，對任何有不當甚至違法行為的僱員，均須追究其責任。我們制定了一項程序，使僱員或供應商能夠通過電話或郵件向內部審計部門提交任何涉嫌不當行為的匿名舉報。接到舉報後，內審部門將確定案件的嚴重性，並將案件移交給相關部門或管理層。相關部門須將所採取的改進及糾正措施通報內審部門。

SUSTAINABLE BUSINESS STRATEGY

可持續經營戰略

Business integrity training

During the Reporting Period, our general and management personnel received a total of 149 hours of anti-corruption training.

商業誠信培訓

報告期內，本集團普通員工及管理人員共接受反貪污培訓149小時。

| Anti-corruption training | 反貪污培訓 | 2022 2022年度 | 2021 2021年度 |
|-----------------------------|--------|---------------------|----------------|
| Number of employees trained | 受訓僱員人數 | 175 | 208 |
| Total training hour | 總培訓時間 | 149.00 ¹ | 4,537.98 |
| Management | 管理層 | 47.00 | 307.80 |
| General staff | 普通員工 | 102.00 | 4,230.18 |

Creating a Faithful Value Chain

創建忠誠的價值鏈

The Group was given the title of “2022 China Real Estate Industry Chain Strategic Integrity Supplier” after passing through rounds of review. For both categories of Prefabricated Building Structure - PC Structure and Prefabricated Building Engineering-Procurement-Construction Project General Contracting, the Group’s rates of first choice of collaboration are among top three, which symbolises the role we have been playing in creating and maintaining integrity in our relationship with business partners. The Group will carry on creating value for our stakeholders, and contribute to the healthy and sound development of the construction and real estate industries.

經過多輪評審，本集團獲得了「2022中國房地產全產業鏈戰略誠信供應商」稱號。對於裝配式建築結構—PC結構和裝配式建築工程—採購—施工項目總承包兩類，本集團的首選合作率位列前三，這象徵著我們在與業務合作夥伴的關係中建立和維護誠信方面所發揮的作用。本集團將繼續為持份者創造價值，為建築業和房地產的健康發展貢獻力量。



2022 China Real Estate Industry Chain Strategic Integrity Supplier
2022中國房地產全產業鏈戰略誠信供應商

² The decrease in anti-corruption training hours can be attributed to the depletion in internal training due to the reduction of number of factories in operation within the reporting scope in 2022.

反貪污培訓時數減少是由於2022年報告範圍內開工工廠數量減少導致內部培訓耗盡所致。

SUSTAINABLE BUSINESS STRATEGY 可持續經營戰略

DATA PRIVACY

We always place a strong emphasis on data protection, ensuring the security of our customers' information, and avoiding any direct or indirect breach of privacy. The Group was not aware of any material non-compliance with laws and regulations of China relating to privacy matters of products and services during the Reporting Period.

Our employees have signed a non-disclosure agreement. To further manage employees' data access, we have established a sophisticated IT management system. A systematic structure of approval hierarchy and duties has been created to ensure that only authorised personnel may access the personal information of customers.

數據隱私

我們始終非常重視數據保護，確保客戶信息的安全，並避免任何直接或間接侵犯隱私的行為。報告期內，本集團並不知悉存在任何嚴重違反中國有關產品和服務的隱私事宜的法律和法規的情況。

我們的僱員均簽署了保密協議。為了進一步管理僱員的數據訪問，我們建立了完善的IT管理系統。我們建立了系統的審批層級和職責結構，以確保只有授權人員才能訪問客戶的個人信息。

SUSTAINABLE INNOVATION

可持續創新

Related goal(s):

SDG 9: Industry, Innovation and Infrastructure

To build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

相關目標：

SDG 9：產業、創新和基礎設施

建造具備抵禦災害能力的基礎設施，促進具有包容性的可持續工業化，推動創新

The Group keeps advancing towards sustainability by building on its experience with technological innovation. We have a specific focus on Target 9.5, which seeks to enhance scientific research, upgrade the technological capabilities of industrial sectors, encourage innovation, and increase the number of R&D personnel. To this point, we have 9 "Specialised and New" enterprises, 8 provincial-level PC industry bases, 13 National High-tech Enterprises, 7 provincial-level and municipal-level technology-based small and medium-sized enterprises, 7 municipal-level engineering technology research centres, a number of post-doctoral scientific research workstations and other scientific research platforms. The scale is unassailable within the industry.

本集團憑藉其在技術創新方面的經驗，不斷朝著可持續發展邁進。我們特別關注目標9.5，該目標旨在加強科學研究，提升產業部門的技術能力，鼓勵創新，並增加公共和私人研發支出。至此，我們擁有「專精特新」企業九家，省級PC產業基地八家，國家高新技術企業十三家，省、市級科技型中小企業七家，市級工程技術研究中心七家，以及一批博士後科研工作站等科研平台。我們的規模在業內是無懈可擊的。

In the future, the Group will continue to adhere to the development strategy of "leading through technology" and continuously improve our independent R&D and innovation capabilities, so as to enhance the core competitiveness of the Group.

未來，本集團將繼續堅持「科技領先」的發展戰略，不斷提升自主研發創新能力，以提升集團的核心競爭力。



SUSTAINABLE BUSINESS STRATEGY

可持續經營戰略

The Group has been actively engaged in the field of PC constructions for nearly a decade. We adhere to the strategy of leading science and technology, and continue to increase investment in scientific research. The number of patent applications has ranked first in the domestic industry for many years. Looking forward, we will continue to uphold the strategy of “Intelligent Manufacturing at Home”, actively implement innovation-driven development work, and constantly shape new development momentum and new advantages.

The Group takes great pride in being a sustainability pioneer in the construction sector. In 2022, our key special project, Application of the Technologies of High-efficiency Connection of Prefabricated Concrete Structures and Large-span Prestressed Laminated Concrete Floor Slabs on an Industrial Scale, which is led by Drawin Group, the parent company of the Group, had successfully passed the comprehensive evaluation and acceptance test conducted by The Administrative Centre for China’s Agenda 21 of the Ministry of Science and Technology under the National-level Key R&D Programme “Technology Helping the Economy 2020”.

近十年來，本集團積極投身PC建築領域。我們堅持科技領先戰略，不斷加大科研投入。我們的專利申請量連續多年位居國內同行業首位。展望未來，我們將繼續堅持「國內智造」戰略，積極實施創新驅動開發工作，並不斷塑造開發新動能新優勢。

本集團為其成為建築行業的可持續發展先驅而感到自豪。2022年，本集團母公司中民築友科技集團有限公司牽頭的重點專項「裝配式混凝土結構與大跨度預應力疊合混凝土樓板高效連接技術的產業化應用」，順利通過科技部中國21世紀議程管理中心在國家重點研發計劃「科技助力經濟2020」項目下的綜合評估驗收。



SUSTAINABLE BUSINESS STRATEGY 可持續經營戰略

An innovative large-span prestressed laminate was employed in the project. Based on the technology for effectively connecting laminated concrete floor slabs and the technology for semi-rigid connection of prefabricated concrete structures, concrete floor slabs and a series of products for the technology of combining the dry and wet high-efficiency prefabricated construction, which is known as RIFF system, have been developed. The initiative also led to the development of a software system which allows data exchange during the design, production and construction phases. Breakthroughs have been achieved in terms of the quantity of components produced and the cost and efficiency of construction while good mechanical properties of the materials are ensured. The products developed in the project have a strong market potential and substantial economic benefits to our stakeholders. Summarised in the table above are the results that have been achieved using long-span prestressed laminated floor products and RIFF system in projects such as Changsha Renkang Hospital, Hunan Modern Logistics Vocational and Technical College and Songshan Post Station.

The Group received a range of national and industry recognition for our innovation achievements in 2022. Our factories, including those located in Jiaozhou and Nanjing, were awarded with the annual National High-tech Enterprise Certification. So far, the Group owns 13 National High-tech Enterprises. The accreditation of our factories as National High-tech Enterprises not only recognises our achievements in the innovation of PC industry, but it also signals that the industry is getting growing attention and recognition for its achievements in scientific and technological research, development, as well as achievement transformation.

The awarding of the annual National High-tech Enterprise Certification to our factories also proves our ability to leverage on our core IP rights to enrich our R&D and technological advancement. Hence, we understand the importance of safeguarding IP rights. In order to address IP and patent-related matters, the Group devised the IP Management Method, which outlines the information of responsible departments and personnel.

We are committed to upholding our IP rights while also honouring those of others. Any type of patent infringement is not permissible, and anybody who is found to be violating or abusing IP rights will face relevant legal consequences. Furthermore, employees receive regular training to increase their awareness and proper procedures of dealing with IP rights. The Group was not aware of any material non-compliance with laws and regulations of China relating to IP rights during the Reporting Period.

該項目採用了創新的大跨度預應力層合板。基於疊合樓板有效連接技術和裝配式混凝土結構半剛性連接技術，本集團開發了混凝土樓板等乾濕結合高效裝配式建築技術系列產品，即RIFF系統。該項行動還促成了軟件系統的開發，該系統允許在設計、生產和施工階段進行數據交換。在確保材料良好力學性能的同時，我們在零部件生產數量、施工成本和效率等方面取得了突破。該項目開發的產品具有強大的市場潛力，可為我們的持份者帶來可觀的經濟效益。上表總結了長沙仁康醫院、湖南現代物流職業技術學院、松山郵局等項目使用大跨度預應力疊合板產品和RIFF系統取得的成果。

本集團於2022年的創新成果獲得了一系列國家級和行業級認可。我們的工廠，包括位於膠州和南京工廠，都獲得了年度國家高新技術企業認證。截至目前，本集團擁有國家高新技術企業十三家。我們的工廠被認定為國家高新技術企業，這不僅是對我們在PC行業創新成果的認可，也預示著該行業在科技研發、成果轉化等方面的成果越來越受到關注和認可。

我們工廠獲得的年度國家高新技術企業認證，也證明了我們有能力利用核心智慧財產權來豐富我們的研發和技術進步。因此，我們了解保護智慧財產權的重要性。為解決智慧財產權和專利相關事宜，本集團制定了智慧財產權管理辦法，其中概述了負責部門及人員的信息。

我們致力於維護我們的智慧財產權，同時也尊重他人的智慧財產權。任何類型的專利侵權行為都是不被允許的，任何人被發現侵犯或濫用智慧財產權，都將面臨相應的法律後果。此外，僱員定期接受培訓，以提高其處理智慧財產權的意識及正確程序。報告期內，本集團並不知悉存在任何嚴重違反中國有關智慧財產權的法律和法規的情況。

COMMUNITY ENGAGEMENT 社區參與

We are committed to supporting the community in which we are based, and this dedication is driven by our corporate mission to create brilliant living for people. We advocate employee volunteerism and offer financial support to local development. The Group caters the community's evolving needs and adapts its target area of community involvement accordingly.

The Group places a significant emphasis on talent as an innovator in adoption of smart technology. As such, building social capital is another essential element of our community engagement initiatives. We have been playing a major role in collaboratively creating, managing and sharing resources with the institutions within the community, which closely match with industrial and community needs.

我們致力於支持我們所在的社區，這種承諾源於我們智造美好生活的企業使命。我們提倡僱員志願服務，並為地方發展提供資金支援。本集團迎合社區不斷變化的需求，並相應地調整其社區參與的目標領域。

作為採用智能技術的創新者，本集團非常重視人才。因此，建立社會資本是我們社區參與計劃的另一個基本要素。我們一直在與社區內的機構協作創建、管理和共享資源方面發揮著重要作用，這些方面與行業和社區需求緊密匹配。

Promoting Institution-Enterprise Collaboration 促進校企合作

We are aware that collaborative relationship between educational institutions and corporations may present both parties with a variety of opportunities, foster synergy, and spur innovation, we are dedicated to encouraging school-enterprise cooperation. The Group and Henan University of Economics and Law had jointly established the Henan Province Construction Engineering Metaverse Applied Engineering Technology Research Centre ("Engineering Technology Research Centre").

我們意識到教育機構與企業之間的合作關係可以為雙方提供各種機會，促進協同效應並激發創新，因此，我們致力於鼓勵校企合作。本集團與河南財經政法大學共同成立了河南省建築工程元界應用工程技術研究中心（「工程技術研究中心」）。

The Engineering Technology Research Centre aims to integrate the resources of Henan University of Economics and Law and the Group, thereby bringing together the strength of high-level scientific research teams from both sides to overcome the key, prevalent, and challenging technical issues in the intelligent construction industry. It is a dynamic and ground-breaking platform that promote the integration of production, learning, research, transfer, creation and application, which is complementary and beneficial to both parties.

工程技術研究中心旨在整合河南財經政法大學和本集團的資源，從而匯聚雙方高水平科研團隊的力量，共同攻克智能建築行業關鍵、普遍、具有挑戰性的技術問題。這是一個充滿活力和突破性的平臺，促進產、學、研、轉、創、用一體化，對雙方來說都是相輔相成、互惠互利的。

In 2022, the Engineering Technology Research Centre was listed onto the Provincial Engineering Technology Research Centre Certificated Construction List of Henan, which is a recognition of our efforts in nurturing talents and building social capital. Looking forward, we seek to promote the industrialisation of intelligent construction while also raising the overall technological level of Henan Province in the field of intelligent construction through collaboration with institutions in R&D and innovation.

2022年，工程技術研究中心被列入河南省工程技術研究中心的認定建設名單，這是對我們在人才培養和社會資本建設方面努力的認可。展望未來，我們將通過與研發創新機構的合作，在推動智能建築產業化的同時，提升河南省在智能建築領域的整體技術水平。

MUTUAL GROWTH 共同成長

We adopt a structured employee hiring, development and reward system with a people-oriented strategy, which drives sustainable growth of the Group. Thus, we are able to provide a favourable atmosphere in which our employees can grow and thrive. The total number of workers as of the end of the Reporting Period was 866. All of them were full-time employees based in Mainland China. The following are the total workforce and turnover figures:

我們採用結構化的僱員招聘、發展和獎勵制度，以人為本的戰略推動本集團的可持續發展。因此，我們能夠提供良好的氛圍，讓我們的僱員能夠茁壯成長。報告期末，本集團在崗職工總數為866人。他們都是中國大陸的全職員工。以下是員工總數和營業額數字：

| Total Workforce | 員工總數 | 2022 2022 年度 | 2021 2021 年度 |
|-------------------------|------------------|------------------------|-----------------|
| By Gender (%) | 按性別 (%) | | |
| Male | 男性 | 667 (77.02%) | 947 (75.82%) |
| Female | 女性 | 199 (22.98%) | 302 (24.18%) |
| By Age Group (%) | 按年齡組別 (%) | | |
| Below 30 | 30歲以下 | 294 (33.95%) | 262 (20.98%) |
| 30-50 | 30至50歲 | 443 (51.15%) | 818 (65.49%) |
| Over 50 | 50歲以上 | 129 (14.90%) | 169 (13.53%) |
| By Position (%) | 按職位 (%) | | |
| Senior Management | 高層管理人員 | 26 (3.00%) | 20 (1.60%) |
| Management/Supervisor | 管理人員/主管 | 136 (15.70%) | 75 (6.00%) |
| General Staff | 普通員工 | 704 (81.29%) | 1,154 (92.40%) |
| Total | 總計 | 866³ | 1,249 |

| Employee Turnover Rate ⁴ | 員工流動率 ⁴ | 2022 2022 年度 | 2021 2021 年度 |
|-------------------------------------|--------------------|-----------------|-----------------|
| % By Gender | 按性別劃分的百分比 | | |
| Male | 男性 | 97.60% | 81.31% |
| Female | 女性 | 59.80% | 37.75% |
| % By Age Group | 按年齡組別劃分的百分比 | | |
| Below 30 | 30歲以下 | 110.88% | 108.02% |
| 30-50 | 30至50歲 | 88.26% | 65.16% |
| Over 50 | 50歲以上 | 41.09% | 40.24% |
| Overall Percentage | 總百分比 | 88.91% | 70.78% |

³ The total workforce had downsized compared with 2021 due to the reduction of number of factories in operation within the reporting scope in 2022.

由於2022年報告範圍內的運營工廠數量減少，因此與2021年相比，員工總數有所減少。

⁴ The turnover rate was calculated by dividing the number of employees in the specified category leaving employment in 2022 by the number of employees in the specified category at the end of 2022.

流動率乃按2022年度指定類別離職員工人數除以於2022年年末指定類別僱員人數計算而得。

MUTUAL GROWTH 共同成長

EMPLOYEE WELLBEING

One of the objectives of the SDGs of Good Health and Well-Being, and Decent Work and Economic Growth is to maintain a safe, healthy and secure working environment for all employees, and this has always been a great emphasis of the Group.

員工福利

良好健康與福祉、體面工作和經濟增長等可持續發展目標的目標之一是為所有員工維護一個安全、健康和有保障的工作環境，而且始終是本集團的首要任務。

Related goal(s):

SDG 3: Good Health and Well-being

To ensure healthy lives and promote well-being for all at all ages

相關目標：

SDG 3：良好健康與福祉

確保健康的生活方式，促進各年齡段人群的福祉

SDG 8: Decent Work and Economic Growth

To build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

SDG 8：體面工作和經濟增長

建造具備抵禦災害能力的基礎設施，促進具有包容性的可持續工業化，推動創新



We have a specific focus on Target 3.d, which seeks to strengthen the capacity for reduction and management of health risks. With our effective occupational health and safety ("OHS") management and stewardship systems in place, the health and safety risks of our employees are largely controlled.

我們特別關注目標3.d，該目標旨在加強減少風險和管理健康風險的能力。憑藉我們有效的職業健康與安全（「OHS」）管理和系統，我們僱員的健康和安全風險在很大程度上得到了控制。



According to the statutory requirements of pertinent legislations in China, such as the “Laws on Prevention and Control of Occupational Diseases”, and the “Work Safety Law”, we have developed a Group-level OHS management system. Furthermore, in accordance with Article 53 of the “Labour Law”, we firmly adhere to the three simultaneities principle, and we highly prioritise OHS at all phases of our construction projects, from design, construction to operations, covering all workplaces and employees, as depicted above.

根據《職業病防治法》、《安全生產法》等國家相關法律法規的要求，我們制定了本集團層面的職業健康安全管理体系。此外，根據《勞動法》第五十三條，我們堅定地堅持三同時原則，我們在建設項目的所有階段都高度重視OHS，從設計、施工到運營，涵蓋所有工作場所和員工，如上所述。

The Group has established a safety stewardship system at the plants, stipulating that in order to fulfil our commitment to the wellbeing and safety of our employees, appropriate policies and procedures must be in place.

本集團在工廠建立了安全管理體系，規定為履行我們對員工福祉和安全的承諾，必須制定適當的政策和程序。

In addition, we took a number of preventative measures to show our dedication to protecting the safety and wellness of our employees, including:

此外，我們採取了多項預防措施，以表明我們致力於保護員工的安全和健康，其中包括：

| OHS Measures 職業健康及安全措施 | |
|--|--|
| Contingency Plans 應急計劃 | We have devised plans and procedures to be followed in the event of a fire, personal injuries, power cut and/or extreme weather. Drills for these plans are conducted annually. 我們制定了在發生火災、人身傷害、停電和/或極端天氣時應遵循的計劃和程序。這些計劃的演習每年進行一次。 |
| Hazard Source Identification 危險源識別 | Workplace safety is affirmed by implementing hazard source identification system applying the Likelihood, Exposure and Consequences model to evaluate prospective hazards and their level of impact severity, which can effectively prevent accidents. 我們通過實施危險源識別系統來確認工作場所安全，該系統應用可能性、暴露和後果模型來評估潛在危險及其影響嚴重程度，可以有效預防事故發生。 |
| Provision of Personal Protective Equipment (“PPE”) 提供個人防護裝備(「PPE」) | We equip our factory workers with all the required PPE to ensure that they can safely perform their tasks and protect them from occupational illnesses including respiratory disease and hearing impairment. Each employee is instructed to properly use the PPE, which will be inspected and replaced on a regular basis. 我們為工廠工人配備了所有必需的個人防護裝備，以確保其能夠安全地執行任務並保護其免受職業病的侵害，包括呼吸系統疾病和聽力障礙。每個員工都被指示正確使用個人防護裝備，這些個人防護裝備將定期檢查和更換。 |
| Safety Inspections 安全檢查 | Regular inspections are performed by on-site safety engineers, and the findings are properly documented. For major safety issues, repairs and remedies are required to be completed instantaneously. 現場安全工程師進行定期檢查，並妥善記錄結果。對於重大安全問題，需要立即完成維修和補救。 |

MUTUAL GROWTH

共同成長

| OHS Measures 職業健康及安全措施 | |
|-----------------------------------|---|
| Safety Training 安全培訓 | <p>We organise safety training every month. Additionally, training sessions for fire safety and first aid are conducted annually in July and April, respectively.</p> <p>我們每月組織安全培訓。此外，我們每年七月和四月會分別舉辦消防安全培訓和急救培訓。</p> <p>Before work commences, new factory workers are required to undertake safety training and assessments to demonstrate that they are familiar with the OHS skills and knowledge.</p> <p>在開始工作之前，新工廠工人需要進行安全培訓和評估，以證明其熟悉職業健康安全技能和知識。</p> |
| Working Guidelines 工作指南 | <p>The following areas are governed by our safety working guidelines and procedures:</p> <p>以下領域受我們的安全工作指南和程序約束：</p> <ul style="list-style-type: none"> • Managing health and safety risks to employees • 管理員工的健康和安全風險 • "6S" management • 6S管理體系 • Using and handling equipment and machinery • 使用和處理設備和機械 |

The internationally recognised ISO 45001:2018 Occupational Health and Safety Management System has been granted to our Nanjing facility. We organise safety meeting every three months to assess our effectiveness in ensuring a secure and healthy working environment, and to identify potential areas of improvement.

我們的南京工廠通過了國際ISO 45001：2018職業健康安全管理体系認證。我們還會在每三個月舉行一次安全會議，以評估我們在確保安全和健康的工作環境方面的有效性，並確定潛在的改進領域。

| Employee Health and Safety | 僱員健康與安全 | 2022 2022年度 | 2021 2021年度 | 2020 2020年度 |
|-----------------------------------|------------|----------------|----------------|----------------|
| Number of work-related fatalities | 與工作有關的死亡人數 | – | – | – |
| Number of work-related injuries | 工傷事故數目 | 1 | 4 | – |
| Lost days due to work injury | 因工傷損失工作日數 | 58 | 155 | 621 |

MUTUAL GROWTH 共同成長

58 days were lost owing to work-related injuries in 2022, with 1 case of work-related injuries being reported. The “Work Safety Law” of China is observed in handling every incidence of work-related injuries. There had been no work-related fatalities for the past 3 years including the Reporting Period. The Group was not aware of any substantial violations of the rules and legislation governing workplace health and safety, and those safeguarding employees from occupational hazards.

2022年，因工傷損失工作日天數為58天，上報工傷事故1宗。在處理每一宗工傷事故時，都遵守《中國安全生產法》。過去三年（包括本報告期）沒有發生與工作有關的死亡事件。本集團並不知悉存在任何嚴重違反有關工作場所健康和 safety 以及保護僱員免受職業危害的法律和法規的情況。

NURTURING TALENTS

The Group continues to focus on cultivating our employees and future talents by offering a variety of training options, in alignment with the SDG of Quality Education, so as to maintain the competitiveness of the Group and its employees in the industry. To support each employee in reaching their career objectives, we have developed the performance management system to measure, evaluate and analyse the performance of each employee fairly and impartially.

人才培育

本集團繼續專注於通過提供多種培訓選擇來培養我們的僱員及未來的人才，配合優質教育的可持續發展目標，以保持本集團及其僱員在行業中的競爭力。為支持每一位僱員實現其職業目標，我們制定了績效管理體系，公平、公正地衡量、評估和分析每一位僱員的績效。

Related goal(s):

SDG 4: Quality Education

To ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

相關目標：

SDG 4：優質教育

確保包容和公平的優質教育，讓全民終身享有學習機會



The Group has a specific focus on Target 4.4, which seeks to increase the number of youth and adults who have relevant skills, including technical and vocational skills for employment. We are keen on promoting institution-enterprise collaboration as we believe it is to the benefit of the Group and the community. In 2022, we have collaborated with a number of vocational and technical colleges to provide the next generation with more opportunities of receiving vocational education.

本集團特別關注目標4.4，該目標旨在增加掌握就業所需相關技能，包括技術性和職業性技能的青年和成年人數。我們熱衷於促進機構與企業的合作，因為我們相信這對本集團和社區都有利。2022年，我們與多所職業技術院校合作，為下一代提供更多接受職業教育的機會。

MUTUAL GROWTH 共同成長

Existing employees

The annual training strategy is devised based on the requirements of the workforce as well as our business strategic direction. In addition, we offer comprehensive external training options for our staff to gain new technical skills and obtain professional certifications. Following each training session, we examine and analyse the learning outcomes through multiple approaches such as assessments and surveys in order to enhance the training strategy for the following year.

現有僱員

年度培訓策略是根據僱員的要求以及我們的業務戰略方向制定的。此外，我們還為僱員提供全面的外部培訓選項，以獲得新的技術技能，並獲得專業認證。每次培訓結束後，我們都會通過評估和調查等多種方式檢查和分析學習成果，以改進下一年的培訓策略。



Exchange of Ideas Among Employees 員工思想交流

The Group organises technology conference regularly to share our latest scientific R&D findings with our employees and foster exchange of ideas. The theme of the ninth conference was based around our action plans for Dual Carbon Targets alignment, integration of BIM ideas into digital intelligence transformation, and PC production digital intelligence solution. In the conference, we illustrated our development path under the dual carbon economy to reshape our value chain, and promoted the implementation and key areas of our carbon reduction pathways.

本集團定期舉辦技術會議，與員工分享我們最新的科學研發成果，促進思想交流。第九屆大會的主題圍繞我們的雙碳目標對接行動計劃、BIM思想融入數字智能化轉型，以及PC生產數字化智能解決方案展開。在會議上，我們闡明了雙碳經濟下的發展路徑，重塑我們的價值鏈，推動我們碳減排路徑和重點領域的落地。



DIT Technology Conference
築友集團科技大會

MUTUAL GROWTH 共同成長

Future talents

The new generation provides a strong talent base for industrial restructuring, and makes a great contribution to economic development and social progress. In September 2022, the Group's Industry Workers Training Base ("Training Base") was officially established at Jiyuan Vocational and Technical College, with an aim to enhance vocational training and strengthen the link between institutions and enterprises. We seek to take advantage of the newly established Training Base to uphold the integration of production and education, innovative development, so as to develop a distinctive discipline and professional brand, and a group of students who are high-quality and highly skilled.

Looking forward, we seek to use the Training Base to develop our talent base in western and northern Henan Province, drive the transformation and upgrading of construction industry workers in the region, and promote further collaboration between institutions and enterprises.

未來人才

下一代為產業結構調整提供了堅實的人才基礎，為經濟發展和社會進步作出了重要貢獻。2022年9月，本集團產業職工實訓基地（「實訓基地」）正式落戶濟源職業技術學院，旨在加強職業培訓，並加強院校與企業的聯繫。我們力求以新成立的實訓基地為依托，堅持產教融合、創新發展，打造特色鮮明的學科和專業品牌，培養一批高素質、高技能的學生。

展望未來，我們力求以實訓基地為基礎，發展豫西、豫北地區的人才基地，帶動該地區建築業從業人員轉型升級，促進機構與企業的進一步合作。



The Inception of the Training Base
成立實訓基地

MUTUAL GROWTH 共同成長

During the Reporting Period, a total of 9,912 hours of training has been provided. The employee training profile⁵, broken down by gender and employee category, is shown below:

報告期內，我們共提供培訓9,912小時。按性別和員工類別劃分的員工培訓概況⁵如下所示：

| | | 2022 ⁶ 2022年 ⁶ | 2021 2021年 |
|--|--------------------------------------|---|----------------|
| Total number of hours of training received by employees | 員工接受的培訓總時數 | 9,912 | 50,075 |
| Average hours of training per employee (% of employees who received training⁷) | 每名員工接受培訓的平均時數(受訓員工百分比 ⁷) | 11.45 (80.72%) | 49.14 (81.59%) |
| By gender | 按性別 | | |
| Female | 女性 | 9.83 (87.44%) | 43.88 (85.43%) |
| Male | 男性 | 11.93 (78.71%) | 38.88 (80.36%) |
| By employee category | 按僱員類別 | | |
| Senior management | 高層管理人員 | 9.65 (96.15%) | 35.70 (80.00%) |
| Middle management/supervisor | 中層管理人員/主管 | 12.88 (95.59%) | 39.44 (96.00%) |
| General staff | 普通員工 | 11.23 (77.27%) | 40.21 (80.68%) |

EMPLOYMENT RELATIONS

As a responsible employer, we consider it to be our duty to foster a culture of respect, equity and inclusion for all our employees. To ensure that everyone is treated fairly and their legal rights are upheld, we have established guidelines pertaining to compensation and dismissal, recruiting and promotion, working hours, and rest periods, strictly adhering to applicable laws and regulations.

勞資關係

作為負責任的僱主，我們認為我們有責任為所有員工營造尊重、公平和包容的文化。為確保每個人都得到公平對待並維護其合法權利，我們制定了有關薪酬與解僱、招聘及晉升、工作時間、休息時間的指導方針，嚴格遵守適用的法律法規。

⁵ The average training hour was calculated by dividing the total number of training hours provided to employees in the specified category by the number of employees in that specified category at the end of 2022.

平均培訓時數是按2022年年底向特定類別員工提供的培訓總時數除以該特定類別員工人數計算得出的。

⁶ The decrease in total hours of training is attributed to reduced factory-based training, as the number of factories in operation within the reporting scope has decreased in 2022.

培訓總時數的減少是由於工廠培訓減少，因為報告範圍內的運營工廠數量在2022年有所減少。

⁷ Percentage of employees who received training is calculated by dividing the number of trained employees of each category by total trained employees.

受訓員工百分比是通過將每個類別的受訓員工人數除以受訓員工總數來計算的。

MUTUAL GROWTH 共同成長

Recruitment

We bear zero tolerance towards unfair or unequal treatment in relation to hiring, promotion, performance reviews, or remuneration based on differences in nationality, age, race, political tendency, or other characteristics unrelated to the needs of the work. 392 new employees joined the Group in 2022.

Diversity, Equality and Inclusiveness

To ensure that women and other minority groups have the equal right of promotion to management roles, we are aiming to take our support of the SDGs for Gender Equality and Reduce Inequalities one step further. By assuring that all hiring and promotion considerations are based on key factors including credentials, experience, skills and productivity, we will continue to advance gender equality throughout the Group.

招聘

我們對基於國籍、年齡、種族、政治傾向或其他與工作需要無關的特徵而在招聘、晉升、績效考核或薪酬方面的不公平或不平等待遇持零容忍態度。2022年本集團新增員工392人。

多元化、平等和包容性

為確保女性和其他少數群體享有晉升到管理職位的平等權利，我們的目標是進一步支持性別平等和減少不平等的可持續發展目標。通過確保所有招聘和晉升的考慮都基於包括證書、經驗、技能和生產力在內的關鍵因素，我們將繼續在整個集團內推進性別平等。

Related goal(s):

SDG 5: Gender Equality

To ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

相關目標：

SDG 5：性別平等

確保包容和公平的優質教育，讓全民終身享有學習機會

SDG 10: Reduced Inequalities

To ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

SDG 10：減少不平等

確保包容和公平的優質教育，讓全民終身享有學習機會

The Group has a specific focus on Targets 5.1 and 10.2, which seek to end all forms of discrimination against women, and empower and promote the social, economic and political inclusion of all people, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status. We have been safeguarding diversity, equality and inclusiveness throughout our recruitment and employee promotion process, so as to ensure equal opportunity.

本集團特別關注目標5.1和10.2，該目標旨在終結所有對女性的歧視，增強所有人的權能，促進他們融入社會、經濟和政治生活，而不論其年齡、性別、殘疾與否、種族、民族、出身、宗教信仰、經濟地位或其他任何區別。我們在整個招聘和員工晉升過程中一直維護多元化、平等和包容性，以確保機會均等。





Promotions and Dismissal

Every employee will receive a performance rating in each monthly review in order to maintain the competitiveness of our workforce. Staff members may be eligible to financial incentives in honour of their productivity and commitment, and their basic wage varies upon the rating they obtain. The procedures of dismissal are carried out in line with the provisions of the employment contract and applicable labour legislation. If there are major operational changes that might render it impossible to continue the employment or there is a need to renegotiate employment conditions, the affected employees will be given notice in advance.

Robust talent management greatly contributes to the employees' career advancement. We motivate employees to push themselves for self-improvement. Periodic performance and career development evaluations are critical in assisting them in recognising their strengths and shortcomings.

Remuneration Package

The Group is dedicated to creating an empowering and supportive environment for our workers. We offer an attractive remuneration package that is reassessed on a regularly to ensure that we maintain our competitive edge. Remuneration terms and conditions are reviewed from time to time to ensure adherence with the latest national and local labour legislation.

晉升和解僱

為了保持我們員工隊伍的競爭力，每位員工都將在每次月度審查中獲得績效評級。工作人員可能有資格獲得經濟獎勵以表彰其生產力和承諾，其基本工資根據其獲得的評級而有所不同。解僱程序按照僱傭合同及適用的勞動法的規定進行。如果發生可能導致無法繼續僱用的重大運營變化或需要重新協商僱用條件，我們將提前通知受影響的員工。

健全的人才管理極大地促進了員工的職業發展。我們激勵員工進行自我提升。定期的績效和職業發展評估對於幫助他們認識自身的長處和短處至關重要。

薪酬待遇

本集團致力於為我們的員工創造賦權和支持的氛圍。我們提供有吸引力的薪酬待遇，並定期重新對其進行評估，以確保我們保持競爭優勢。我們會不時審查薪酬條款和條件，以確保遵守最新的國家和地方勞動法。

MUTUAL GROWTH 共同成長

Employee Conditions and Welfare

The Group supports work-life balance and cares about the mental wellbeing of its employees. We do not encourage unnecessary overtime work, and encourage our employees to make every effort to accomplish all tasks during regular business hours. All overtime work must be approved by management in advance. The Group adopts regular business hours of 8 hours per day and 40 hours per week. Apart from the festivity and statutory holidays, all eligible employees are also entitled to annual leave, compassionate leave, marital leave and sick leave.

We take good care of working mothers. Employees who are female and of childbearing age are eligible for a 158-day maternity leave. Pursuant to the national social security legislation, employees are covered by pension and housing fund. They are also insured for unemployment, medical expenses, work-related injury and maternity. Furthermore, they are eligible for a range of subsidies and allowances for housing, telecommunication, food and transportation. Eligible employees may receive bonuses or other financial benefits on major festivities including Chinese New Year, Mid-Autumn Festival or the company anniversary. For employees with outstanding performance or significant contributions, we may offer additional financial incentives.

The Group was not aware of any substantial non-compliance with laws and regulations of China governing compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, other benefits and welfare during the Reporting Period. No instances of discrimination were reported during the Reporting Period.

CHILD AND FORCED LABOUR

Child and forced labour is an unethical practice which violates human rights, and is contrary to the Group's values and ethical obligation. We endeavour to eradicate child and forced labour along our value chain as part of our commitment to the SDG of Decent Work and Economic Growth.

僱傭條件和福利

本集團支持工作與生活的平衡，並關心員工的心理健康。我們不鼓勵不必要的加班，但鼓勵我們的員工盡一切努力在正常工作時間內完成所有任務。所有加班工作必須事先得到管理層的批准。本集團採用每天8小時、每週40小時的正常工作時間。除節日及法定假期外，所有合資格僱員亦可享有年假、喪假、婚假及病假。

我們關心職場媽媽。育齡女員工享有158天產假。按照社會保障規定，我們的員工享有養老金和住房公積金。本集團還為員工投保了失業、醫療費用、工傷和生育險。此外，他們還享有住房、電信、食品和交通方面享受一系列補貼和津貼。符合條件的員工可能會在農曆新年、中秋節或公司週年紀念日等重大節日獲得獎金或其他經濟利益。我們還可以為員工的出色表現或重大貢獻提供額外的金錢獎勵。

報告期內，本集團並不知悉存在任何嚴重違反中國有關薪酬與解僱、招聘及晉升、工作時間、休息時間、機會均等、多元化、反歧視、其他利益及福利的法律和法規的情況。於報告期內，本集團並無報告任何歧視事件。

童工及強迫勞動

童工及強迫勞動是一種侵犯人權的不道德行為，有悖於本集團的價值觀和道德義務。作為我們對體面工作和經濟增長的可持續發展目標承諾的一部分，我們努力在價值鏈中消除童工及強迫勞動。

MUTUAL GROWTH 共同成長

Related goal(s):

SDG 8: Decent Work and Economic Growth

To promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

相關目標：

SDG 8：體面工作和經濟增長

促進持久、包容和可持續經濟增長，促進充分的生產性就業和人人獲得體面工作



The Group has a specific focus on Target 8.7, which seeks to take measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of child labour. Our human resources policy effectively protects the employee from being bound to involuntary working, and our recruitment procedure has a proper mechanism to avoid the use of child labour.

本集團特別關注目標8.7，該目標旨在採取有效措施，根除強制勞動、現代奴隸制和販賣人口，禁止和消除最惡劣形式的童工。我們的人力資源政策有效地保護員工免受非自願工作的約束，且我們的招聘程式有適當的機制來避免使用童工。

We firmly forbid all forms of child and forced labour. According to our human resources policy, all overtime work has to be voluntary and properly compensated. Overtime applications from employees should be authorised in advance by the factory management.

我們堅決禁止一切形式的童工及強迫勞動。根據我們的人力資源政策，所有加班都必須是自願的，並有適當的補償。員工的加班申請應事先得到工廠管理層的批准。

We commissioned an independent consultant to conduct a risk assessment, and it was concluded that there was no significant human rights risk to the Group. The Group nevertheless maintains a close watch on employee welfare issues. We have implemented proper procedures to our hiring practices to uphold the ethical standards of recruitment. Before commencing employment, all our employees must be of legal age to work and have valid proof of identification. We will verify the background and identity of the new hires by performing document review and reference check prior to issuing a formal employment offer. The rights of our employees are protected by applicable labour laws and regulations, as well as the terms and conditions as stipulated in the employment agreements.

我們委託了獨立顧問進行風險評估，得出的結論是本集團不存在重大人權風險。儘管如此，本集團仍密切關注員工福利問題。我們已經對我們的招聘實踐實施了適當的程序，以維護招聘的道德標準。在開始工作之前，我們所有的員工都必須達到法定工作年齡並持有有效的身份證明。在發出正式的聘用通知之前，我們將通過文件審查和背景調查來核實新員工的背景及身份。我們員工的權利受到適用的勞動法律法規以及僱傭協議中規定的條款和條件的保護。

The Group was not aware of any substantial non-compliance with laws and regulations of China relating to child and forced labour during the Reporting Period, including but not limited to the “Law of the People’s Republic of China on the Protection of Minors” and the “Labour Law of the People’s Republic of China”.

報告期內，本集團並不知悉存在任何嚴重違反中國有關童工及強迫勞動的法律和法規（包括《中華人民共和國未成年人保護法》和《中華人民共和國勞動法》）的情況。

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

The Group is committed to developing brilliant life for the people. Sustainable conservation and preservation of our ecosystem is one of the most crucial aspects of our mission. And hence, we understand that fostering sustainability in our business operations is both an obligation and the key to our long-term growth. In this regard, we remain persistent in pinpointing performance gaps and implementing different strategies to enhance our sustainability capabilities.

ENVIRONMENTAL MANAGEMENT

Under the background of the national Dual Carbon Targets, green and low-carbon development is an irreversible trend in the development of the industry. As a pioneer in the PC industry, the Group has been committed to the research and implementation of the Dual Carbon Targets. At this point, 78 green building projects have been constructed by the Group, with a construction area of 10 million square meters.

本集團致力於人們「智造美好生活」。對生態系統的可持續保護和維護是我們使命中最重要因素之一。因此，我們明白，在我們的業務運營中促進可持續性既是一項義務，也是我們長期增長的關鍵。為此，我們仍然堅持查明績效差距並實施不同的策略以增強我們的可持續發展能力。

環境管理

在國家雙碳目標背景下，綠色低碳發展是行業發展不可逆轉的趨勢。作為PC行業的先行者，本集團一直致力於雙碳目標的研究及實施。至此，本集團已建設綠色建築項目78個，建築面積1,000萬平方米。



We are a driver of green construction
我們是綠色施工的推動者

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

Related goal(s):

SDG 7: Affordable and Clean Energy

To ensure access to affordable, reliable, sustainable and modern energy

相關目標：

SDG 7：經濟適用的清潔能源

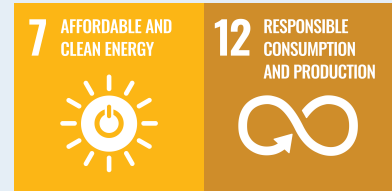
確保人人獲得可負擔、可靠及可持續的現代能源

SDG 12: Responsible Consumption and Production

To ensure sustainable consumption and production patterns

SDG 12：負責任的消費和生產

確保採用可持續的消費和生產模式



The Group keeps promoting the use of renewable energy in the community. We have a specific focus on Target 7.1, which seeks to ensure universal access to affordable, reliable and modern energy services by 2030. The Group is the construction contractor of Foshan Nanhai's first hydrogen energy demonstration community project, and is the only general contracting unit in China with experience in the installation and operation of fuel cell equipment in the community. We also contributed to the use of hydrogen energy in the country.

本集團一直在社區推廣使用可再生能源。我們特別關注目標7.1，該目標旨在到2030年，確保人人都能獲得負擔得起的、可靠的現代能源服務。本集團是佛山南海首個氫能示範社區項目的建設承包商，是國內唯一具有社區燃料電池設備安裝運營經驗的總包單位。我們還為國內氫能的使用做出了貢獻。

On the other hand, we also focus on Target 12.1, which seeks to achieve the sustainable management and efficient use of natural resources. We have been supporting responsible use of energy and natural resources, and taken efforts to lessen the production of construction waste in order to minimise negative effects on the environment.

另一方面，我們也關注目標12.1，該目標旨在實現自然資源的可持續管理和高效利用。我們一直支持負責任地使用能源和自然資源，並努力減少建築垃圾的產生，以盡量減少對環境的負面影響。

The Group abides by the national strategy outlined in Article 5 of the "Environmental Protection Law of China", which is to "give priority to protection, focus on prevention, and perform comprehensive treatment". In order to clarify roles and manage behaviour among employees at all levels and subsidiaries, we have developed the "Environmental Management Procedures". During the Reporting Period, we are not aware of any material non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, generation of waste and use of resources in China.

本集團堅持中國《環境保護法》第五條規定的「保護優先、預防為主、綜合治理」的國家戰略。為了明確各級員工和子公司的角色及管理行為，我們制定了《環境管理程序》。報告期內，本集團並不知悉存在任何嚴重違反中國有關空氣和溫室氣體排放、液體廢棄物排放到水和土地、廢物的產生和資源的使用的法律和法規的情況。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

Standard Setter in Carbon Neutrality

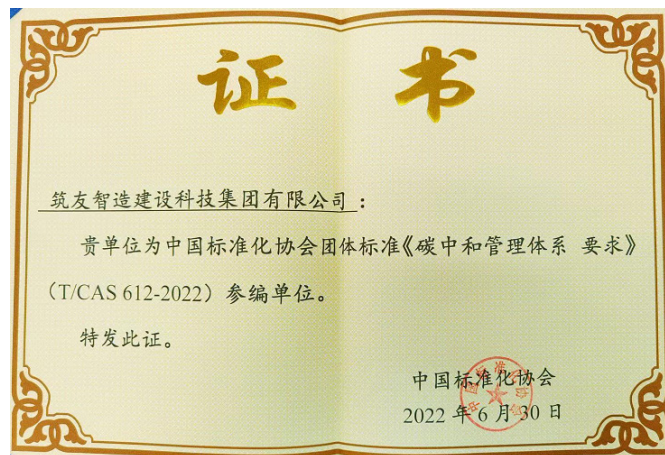
We actively participate in environmental standard setting and in 2022, the “Carbon Neutrality Management System Requirement” T/CAS 612-2022 that the Group participated in compiling was reviewed and officially approved by the China Association for Standardisation. This standard is of great significance for promoting carbon management system certification, and establishing confidence in carbon management for all relevant parties.

Through the implementation of this standard, organisations may transform their carbon management model to address the entire product/service life cycle, and identify the carbon management priorities of the life cycle of design, procurement, production, delivery, use, disposal, recycling and disposal, so as to systematically plan for a more efficient operation model. The standard may also drive the carbon management of upstream and downstream supply chain and to further improve the overall carbon management effectiveness.

碳中和的標準制定者

我們積極參與環境標準的制定，2022年，本集團參與編制的《碳中和管理體系要求》T/CAS 612-2022通過了中國標準化協會審核並正式通過。該標準對於推動碳管理體系認證，樹立各方碳管理信心具有重要意義。

通過本標準的實施，組織可以改變其碳管理模式來處理整個產品／服務生命週期，並確定設計、採購、生產、交付、使用、處置、回收和處置的生命週期的碳管理優先級，從而系統地規劃更高效的運營模式。該標準還可能帶動上下游供應鏈的碳管理，並進一步提升整體碳管理的有效性。



Certificate of the Group's contribution in T/CAS 612-2022 standard setting
本集團的T/CAS 612-2022標準制定貢獻證書

“Three Simultaneities” in Environmental Protection

We adopt the “Three Simultaneities” approach to mitigate the environmental burden inflicted by our projects. It specifies that the installation of pollution prevention and control facilities should take place concurrently with the main structures of a construction project.

環境保護「三同時」

為儘量減少項目對環境的影響，我們遵循「三同時」原則。該原則規定，污染防治設施的安裝應當與建設工程的主體結構同步進行。

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

In order to manage the direct environmental consequences and emissions from our daily operations, we have developed a set of “Environmental Management Standards” for all our facilities as part of our commitment to environmental stewardship. We make sure that all emissions and discharges are all carried out in compliance with the following national standards and with valid permits and licences:

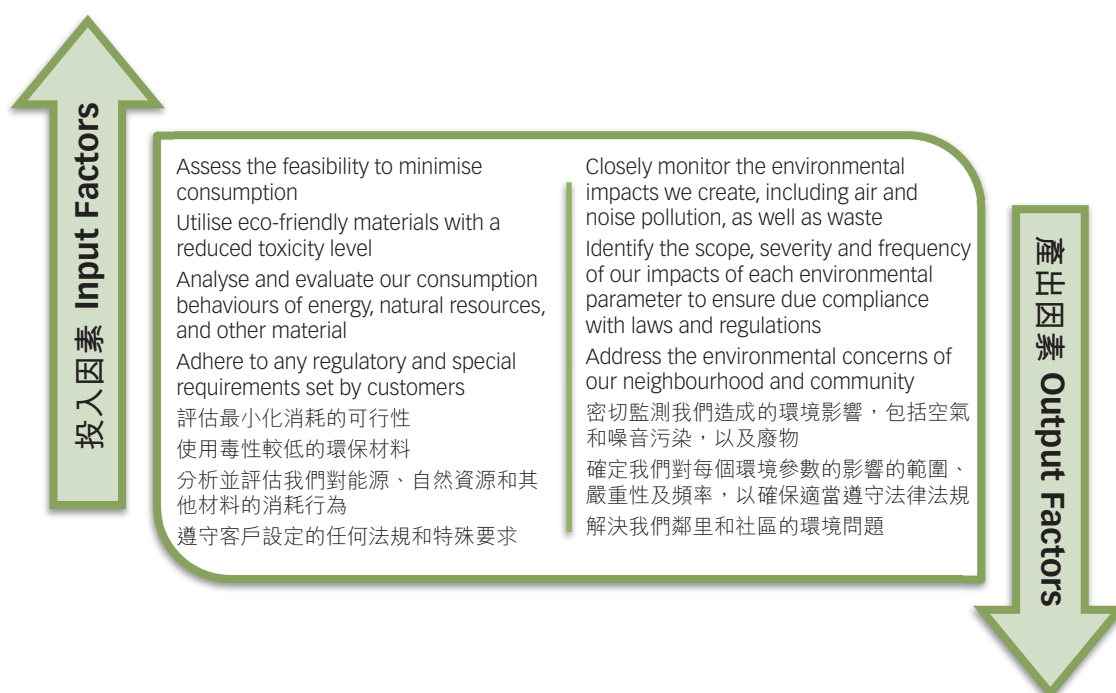
- Emission standard for community noise (GB22337-2008);
- Emission standard of air pollutants for cement industry (GB4615-2013);
- Integrated emission standard of air pollutants (GB16279-1996); and
- Integrated wastewater discharge standard (GB8978-1996).

Furthermore, it is also critical to regularly assess the effectiveness of our environmental management strategy in eliminating adverse environmental effects. Each subsidiary will annually evaluate key environmental factors that may affect its operational inputs and outputs. We have devised a grading system to standardise evaluation procedures throughout our operations. We rank the factors according to their overall assessment results, and thereafter we develop control procedures to deal with those concerns and make adjustments as appropriate.

為了管理日常運營對環境造成的直接影響和排放，我們為所有工廠制定了一套《環境管理標準》，作為我們對環境管理承諾的組成部分。我們確保所有氣體排放和液體排放僅在持有有效許可證和執照的情況下進行，並符合以下國家標準：

- 社會生活環境雜訊排放標準(GB 22337-2008)；
- 水泥工業大氣污染物排放標準(GB 4615-2013)；
- 大氣污染物綜合排放標準(GB 16279-1996)；及
- 污水綜合排放標準(GB 8978-1996)。

此外，定期評估我們的環境管理策略在消除不利環境影響方面的有效性也也非常重要。每年，本集團各子公司都會對其運營投入產出中的重要環境因素進行評估。我們設計了一個分級系統，以標準化我們整個運營過程中的評估程序。我們根據總體評估結果對因素進行排序，然後制定控制程序來處理這些問題並進行適當調整。



ENVIRONMENTAL SUSTAINABILITY

環境可持續性

TARGETS AND GOALS

The critical global challenge of dealing with climate change necessitates the dedication and collaboration of all countries, industries and organizations. The Group is committed to lowering greenhouse gas (“GHG”) emissions (Scope 1 and 2) by 50% by 2030 relative to the baseline of 2021, and attaining carbon neutrality by 2060 in order to accomplish the SDG of Climate Action. Our goals have been supported by a robust action plan. In October 2022, the Group issued the White Paper on Dual Carbon Targets Action Plan, updating our current status of carbon emissions and reduction goals, and announced our systematic carbon emission reduction solutions.

指標及目標



White Paper on Dual Carbon Targets Action Plan
「雙碳」行動計劃白皮書

應對氣候變化這一嚴峻的全球挑戰需要所有國家、行業和組織的奉獻與合作。本集團承諾，到2030年將溫室氣體（「GHG」）排放量（範圍一和範圍二）與2021年的基線相比減少50%，並在2060年之前實現碳中和，以實現氣候行動的可持續發展目標。我們的目標得到了強有力的行動計劃的支持。2022年10月，本集團發佈了「雙碳」行動計劃白皮書，更新了碳排放現狀及減排目標，並公佈了系統的碳減排方案。

| Aspect 層面 | Our Targets and Action Plans 我們的目標及行動計劃 |
|------------------------|--|
| GHG Emission 溫室氣體排放 | <ul style="list-style-type: none"> • Offer low-carbon training course to all employees and new joiners annually 每年為所有員工和新員工提供低碳培訓課程 • By 2022: Assign at least one Sustainability Specialist for each subsidiary to manage the company’s ESG issues, including the management of carbon emission and other environmental emissions 到2022年：為每個子公司任命至少一名可持續發展專家來管理公司的ESG議題，包括對碳排放和其他環境排放的管理 • By 2023: Complete the development of the Group’s GHG emission database and the procedure of GHG data collection 到2023年：完成本集團溫室氣體排放資料庫的開發及溫室氣體資料收集程式 • By 2024: Appoint external consultation to verify the GHGs, to maintain the credibility and accuracy of the data at a standardised level 到2024年：任命外部顧問以驗證溫室氣體，以將資料的可信度和準確性保持在標準化水準 • By 2026: Set up GHGs reduction target based on the standard of Science Based Targets initiative 到2026年：制定基於科學碳目標倡議組織(SBTi)標準的溫室氣體減排目標 |

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

| Aspect 層面 | Our Targets and Action Plans 我們的目標及行動計劃 |
|----------------------------|--|
| Energy Consumption 能源消耗 | <ul style="list-style-type: none"> By 2030: Reduce the intensity of annual electricity consumption by 9% (compared to the 2021 baseline) 到2030年：年用電強度降低9% (與二零二一年基線相比) By 2023: Complete the proposal and planning of installation of renewable energy facilities (e.g. install solar panels on the factory) 到2023年：完成可再生能源設施安裝的提案和規劃 (例如在工廠安裝太陽能電池板) By 2025: Replace all hybrid vehicles and diesel vehicles with bio-diesel car 到2025年：將所有混合動力車輛和柴油車輛更換為生物柴油車輛 By 2025: Replace all cooking appliances with electronic cooktops 到2025年：將所有炊具更換為電子灶具 By 2025: Replace all traditional lighting with LED lamps in the office 到2025年：將辦公室所有傳統照明更換為LED燈具 |
| Air Emission 廢氣排放 | <ul style="list-style-type: none"> By 2023: Install air pollutant monitoring system in all factories 到2023年：在所有工廠安裝空氣污染物監測系統 By 2023: Install mist filtration systems including the baghouse filter and water sprayer in all factories, to eliminate the particles of air pollutants 到2023年：在所有工廠安裝煙霧過濾系統，包括袋式除塵器和噴水器，以消除空氣污染物的顆粒 By 2023: Develop “Green Procurement Policy”, to standardise the quality of raw materials such as welding, in order to control the toxicity and concentration of the air pollutant 到2023年：制定《綠色採購政策》，規範焊接等原材料品質，以控制大氣污染物的毒性和濃度 |
| Waste 廢棄物 | <ul style="list-style-type: none"> By 2022: Install recycling facilities in all factories and offices 到2022年：在所有工廠和辦公室安裝回收設施 By 2023: Set up recycle system of computers, monitors, hard disks and other accessories, and printer toner cartridges in office 到2023年：建立辦公室電腦、顯示器、硬碟等配件及印表機硒鼓回收系統 |

CLIMATE CHANGE PREPAREDNESS

We have enhanced our disclosures in line with the TCFD recommendations, which show more clearly how we are making progress on our commitment to the long-term targets and 2050 goal of carbon neutrality.

氣候變化準備

我們根據TCFD建議加強了披露，這更清楚地表明我們如何在實現長期目標和2050年碳中和目標的承諾方面取得進展。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

Related goal(s):

SDG 13: Climate Action

To promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

相關目標：

SDG 13：氣候行動

促進持久、包容和可持續經濟增長，促進充分的生產性就業和人人獲得體面工作



The Group has developed its carbon reduction strategy centred on the national Dual Carbon Targets and the TCFD recommendations with the ultimate goal of achieving carbon neutrality. We have a specific focus on Target 13.2, which seeks to integrate climate change measures into policies, strategies and planning. The Group has released the White Paper on Dual Carbon Targets Action Plan to outline its roadmap of aligning with the national Dual Carbon Targets.

本集團制定了以國家雙碳目標和TCFD建議為中心的碳減排戰略，最終目標是實現碳中和。我們特別關注目標13.2，該目標旨在將氣候變化措施納入政策、戰略和規劃。本集團發佈了「雙碳」行動計劃白皮書，勾勒了集團對接國家雙碳目標的路線圖。

| | |
|--------------------------|---|
| <p>Governance 治理</p> | <p>The ESG Committee is formed to oversee the efficacy of our ESG risk management, which encompasses climate risks and opportunities, based on the sustainability management structure. The functional units and external consultant examine the risks on a regular basis to ensure that the Group is keeping up with market developments and industry standards. The Board receives updates on the risk assessment findings regularly.</p> <p>ESG委員會的成立是為了監督我們基於可持續發展管理結構的ESG風險管理的有效性，其中包括氣候風險和機遇。職能部門和外部顧問定期檢查風險，以確保本集團緊跟市場發展及行業標準。董事會定期收到風險評估結果的更新。</p> |
| <p>Strategy 戰略</p> | <p>The Group is exposed to a variety of climate-related risks. The extrinsic factors, including consumer preferences, laws and the corporate environment, are constantly evolving. We therefore put forth an effort to continuously reassess our strategy and practices by:</p> <p>本集團面臨各種與氣候相關的風險。外部因素，包括消費者偏好、法律和企業環境，都在不斷變化。因此，我們努力通過以下方式不斷重新評估我們的戰略和實踐：</p> <ul style="list-style-type: none"> • Enhancing the reliability and veracity of our carbon emission profile; • Reinforcing internal controls of climate management and oversight; • Utilisation of energy-efficient products and involvement in technological advancement; • Dedication to global carbon neutrality campaigns; and • Active participation in industry organisations to exchange ideas about low-carbon solutions and construction techniques. • 提高我們碳排放概況的可靠性和準確性； • 加強氣候管理和監督的內部管控； • 使用節能產品，並參與技術進步； • 致力於全球碳中和運動；及 • 積極參與行業組織，交流有關低碳解決方案和施工技術的想法。 |

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

Climate-related risk management 氣候相關風險管理

We are aware that the risks associated with climate change may disrupt business operations owing to extreme weather events, potentially incurring operational and compliance expenses. We have developed effective strategies to address the climate challenges by acknowledging the immediate and long-term effects on our business.

我們知道，與氣候變化相關的風險可能會因極端天氣事件而中斷業務運營，從而可能產生運營和合規費用。我們通過承認對我們業務的直接和長期影響，制定了有效的戰略來應對氣候挑戰。

The impacts of climate risks on our business operations, both instantaneously and over the long term, were taken into account. We are aware that there may be irreversible effects on the environment as a consequence of climate change.

我們考慮了氣候風險對我們業務運營的即時和長期影響。我們瞭解氣候變化可能對環境造成不可逆轉的變化。

Our ESG risk assessment approach takes into account the following climate risks and opportunities:

我們的ESG風險評估方法考慮了以下氣候風險和機遇：

Physical Risks

物理風險

- Extreme weather events (such as flooding, typhoons)
極端天氣事件(如洪水、颱風)
- Increase in temperature
溫度升高
- Water stress
水荒

Transitional Risks

過渡風險

- Change in climate-related policy
氣候相關政策的變化
- Potential carbon price
潛在碳價
- Technological updates
技術更新

Opportunities

機遇

- Potential green finance opportunities and ESG investment
潛在的綠色金融機遇和ESG投資
- Taking the market opportunities of sustainable construction methods
抓住可持續建築方法的市場機遇

Our Actions

我們的行動

- Understanding the impact to our businesses
瞭解氣候風險對我們業務的影響
- Planning of climate risk management approach
規劃氣候風險管理方法
- Formulation of targets
制定各種目標

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

| | |
|--------------------------------------|---|
| <p>Targets and metrics 目標和指標</p> | <p>In order to evaluate our environmental performance, we keep track of our carbon profile. We have evaluated our carbon impact and have established long-term goals of becoming carbon neutral by 2060 and medium-term goals of cutting carbon emissions by 50% by 2030.</p> <p>為了評估我們的環境績效，我們跟蹤自身的碳概況。我們評估了自身的碳影響，並制定了到2060年實現碳中和的長期目標和到2030年將碳排放量減少50%的中期目標。</p> |
|--------------------------------------|---|

CARBON EMISSION

As the Group utilises energy supplies throughout our operations, it generates a considerable volume of GHG emissions. We continue to keep track of our carbon footprint in order to understand our environmental impacts and address them accordingly. We generated 5,700.59 tonnes of carbon dioxide equivalent (“CO₂e”) of GHG during the Reporting Period, which originated from the use of purchased electricity, fuel for boilers, corporate vehicles, employee business trips, and paper disposal. We emit 0.02 tonnes of CO₂e per output produced, calculated in cubic meter (“m³”). We will continue taking steps to minimise the carbon impact of our business activities.

碳排放

由於本集團在整個運營過程中使用能源，因此產生了大量的溫室氣體排放。我們繼續跟蹤自身的碳足跡，以了解我們對環境的影響並相應地解決這些問題。報告期內，我們產生了5,700.59噸二氧化碳當量(「CO₂e」)的溫室氣體，這些溫室氣體源自使用外購電力、鍋爐燃料、公司車輛，員工出差和紙張處理。我們每生產一件產品排放0.02噸二氧化碳當量，以立方米(「m³」)計算。我們將繼續採取措施，盡量減少我們業務活動的碳影響。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

| GHG emissions ⁸ 溫室氣體排放 ⁸ | Unit 單位 | 2022 2022 年度 | 2021 2021 年度 |
|---|--|-----------------|-----------------|
| Scope 1 — Direct GHG emissions^{9, 10} 直接的溫室氣體排放 (範圍一) ^{9, 10} | tonnes CO ₂ e 噸二氧化碳當量 | 1,702.16 | 1,260.55 |
| Intensity¹¹ 強度 ¹¹ | tonnes CO ₂ e/m ³ 噸二氧化碳當量/立方米 | 0.005 | 0.004 |
| Scope 2 — Energy indirect GHG emissions¹² 能源間接溫室氣體排放 (範圍二) ¹² | Tonnes CO ₂ e 噸二氧化碳當量 | 5,872.27 | 7,631.66 |
| Intensity 強度 | Tonnes CO ₂ e/m ³ 噸二氧化碳當量/立方米 | 0.02 | 0.02 |
| Scope 3 — Other indirect GHG emissions¹³ 其他間接溫室氣體排放 (範圍三) ¹³ | Tonnes CO ₂ e 噸二氧化碳當量 | 33.74 | 74.79 |
| Intensity 強度 | Tonnes CO ₂ e/m ³ 噸二氧化碳當量/立方米 | 0.0001 | 0.0002 |
| Total 總計 | Tonnes CO ₂ e 噸二氧化碳當量 | 7,608.16 | 8,967.00 |
| Intensity 強度 | Tonnes CO ₂ e/m ³ 噸二氧化碳當量/立方米 | 0.02 | 0.03 |

⁸ Gases included in the calculation are CO₂, CH₄ and N₂O.

計算中包括的氣體為二氧化碳 (CO₂)、甲烷 (CH₄) 和氧化亞氮 (N₂O)。

⁹ Scope 1 represents direct GHG emissions generated by the use of fuels for stationary and mobile sources. The figure in 2022 has reduced compared with 2021 due to reduction in stationary fuel consumption.

範圍一代表將燃料用於固定和移動源所產生的直接溫室氣體排放。由於固定燃料消耗的減少，2022年度的數字與2021年度相比有所減少。

¹⁰ Unless otherwise specified, the scope 1 emission data was calculated using the emission factors published in the “Greenhouse Gas Protocol Tool for Energy Consumption” in China (version 2.1).

除非另有說明，範圍一排放資料是使用中國的《能源消耗引起的溫室氣體排放計算工具》(2.1版)中公佈的排放因數計算的。

¹¹ Intensity figures are the sum of the recorded data divided by the production capacity of PC components (in m³) of 2022.

強度數字是以記錄數據的總和除以2022年度PC元件的生產能力(以立方米為單位)。

¹² Scope 2 represents energy indirect GHG emissions generated by the use of electricity and natural gas. Emission data was calculated with reference to the “2019 China Regional Power Grid Baseline Emission Factors” and GHG Protocol Tool for Energy Consumption in China. The figure in 2022 has reduced compared with 2021 as the number of factories in operation within the reporting scope has decreased in 2022.

範圍二代表使用電力及天然氣產生的能源間接溫室氣體排放。排放數據參照《二零一九年中國區域電網基準排放因子》及《中國能耗溫室氣體核算工具》計算。2022年度的數字較2021年度有所減少，原因是2022年度的報告範圍內的運營工廠數量有所減少。

¹³ The Scope 3 data collection covers other indirect GHG emissions generated by paper disposal and business air travel. There has been no business air travel in 2022.

範圍三的數據收集涵蓋紙張處置和商務航空旅行所產生的其他間接溫室氣體排放。2022年度，本集團沒有商務航空旅行。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

EMISSION CONTROL

A limited amount of air emission is unavoidably released throughout our production process, which includes dust from concrete mixture process and fume from welding operations. The Company makes a lot of effort to address the impacts caused to the environment and the health and safety of our employees and the neighbouring community. We have implemented a three-aspect strategy, which consists of taking precautionary measures, tracking emissions, and applying mitigation measures, to minimise our impacts:

排放物控制

在我們的整個生產過程中，不可避免地會排放有限量的廢氣，其中包括混凝土攪拌產生的灰塵和焊接工作產生的煙霧。本公司做出大量努力來解決對環境以及我們員工和鄰近社區的健康和安全造成的影響。本集團實施了三管齊下的戰略，包括採取預防措施、跟蹤排放和應用緩解措施，以盡量減少我們造成的影響：

| Prevention 預防 | Mitigation 減輕 |
|---|---|
| <ul style="list-style-type: none"> Use less toxic welding rods to reduce soot concentration and toxicity 使用毒性較低的焊條來降低煙塵濃度及毒性 | <ul style="list-style-type: none"> Filter out the dust from the emission of blending facilities using baghouse dust collectors before releasing it into the environment 使用袋式除塵器，在混合設施內的粉塵排放到大氣中之前將其過濾掉 Release exhaust gas through 8- to 15-meter-tall chimneys to avoid inhalation 通過8至15米高的煙囪排放廢氣，以防止吸入 Deploy dust suppression cannons to control the air humidity of final product yards, which helps minimise the amount of dust released to the open space 部署抑塵炮來控制成品貨場空氣濕度，這有助於最大限度地減少釋放到露天區域的粉塵量 Water sprinkle nozzles have been installed, which continuously spray water over the sand pile's surface 安裝噴水嘴，不斷地向沙堆表面噴灑監控 |
| Monitoring 監控 | |
| <ul style="list-style-type: none"> Use dust monitoring systems for real-time monitoring 使用粉塵監測系統進行實時監測 | |

Total air emissions from gasoline-powered vehicles of the Group, comprising nitrogen oxides ("NO_x"), sulphur oxides ("SO_x"), and particulate matter ("PM"), have been summarised as follows. The Group will keep refining its approach for gathering data on other key air pollutants that are pertinent to its activities.

本集團汽油車輛產生的廢氣排放總量，包括氮氧化物〔(NO_x)〕、硫氧化物〔(SO_x)〕和顆粒物〔(PM)〕，總結如下。本集團將繼續完善其收集與其活動相關的其他主要空氣污染物數據的方法。

| Air Emissions ¹⁴ 廢氣排放 ¹⁴ | Unit 單位 | 2022 2022年度 | 2021 2021年度 |
|---|------------|----------------|----------------|
| NO _x | kg 千克 | 4.15 | 1.69 |
| SO _x | kg 千克 | 2.17 | 0.04 |
| PM | kg 千克 | 0.31 | 0.12 |

¹⁴ The figures were calculated with the emission factors published in Appendix 2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. Air emission volume has increased in 2022 due to an increased use of vehicles and mobile machinery. 這些數字是根據香港聯合交易所有限公司證券上市規則附錄二中公佈的排放因數計算的。2022年度，由於車輛和移動機械的使用增加，廢氣排放量有所增加。

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

RESOURCE CONSERVATION

We aim to facilitate environmentally-friendly constructions that can help protect the environment. To reduce the carbon footprint, energy-saving features have always been implemented across the whole product development process, from product design to production. We utilise variety of resources in our operational activities, including electricity, water, and paper. Lessening the use of resources benefits our stakeholders and at the same time supports environmental sustainability. Hence, we continuously aim to utilise resources as efficient as practicable. Below are some ideas of how we manage the use of resources:

資源保護

我們的目標是促進有助於保護環境的環保建築。為減少碳足跡，節能特性始終貫穿於產品開發的整個過程（從產品設計到製造）。在經營活動中，我們消耗各種資源，例如能源、水和紙張。減少資源的使用有利於我們的持份者，同時支持環境的可持續性。因此，我們不斷致力於盡可能高效地利用資源。以下是我們如何管理資源使用的一些想法：



Energy
能源

- Turn off lights and appliances when not in use
關掉閒置的燈具和電器
- Utilise natural light as far as practicable
盡可能利用自然光
- Spotting and substituting outdated machinery or equipment with more energy-efficient alternatives
識別舊設備或機器，以節能型號進行更換
- Promote energy-saving attitudes and practice
提倡節能的態度和做法
- Erect solar panels on factory grounds
在工廠場地安裝太陽能電池板



Water
水

- Perform routine maintenance on the water pipes to avoid water leaks
定期保養水管，以避免漏水
- Promote water-saving practices to all employees
向全體員工宣傳節水實踐
- Put up signage to encourage employees to conserve water
張貼告示牌，鼓勵員工節約用水
- Select water-saving faucets and appliances
選擇節水龍頭和電器
- Collect and reuse rainwater
收集雨水並進行再利用



Paper
紙張

- Print on both sides of paper as far as practicable
盡可能雙面打印
- Encourage the usage of online communication platforms
鼓勵使用在線交流平台

Our approach for collecting and analysing data allows us to keep track of our resource usage. Electricity and natural gas are the primary sources of energy being used in our operations. Diesel and gasoline serve as fuel to power vehicles and mobile machinery.

我們收集和分析數據的方法使我們能夠跟蹤自身的資源使用情況。電力和天然氣是我們運營中使用的主要能源。柴油和汽油用作驅動車輛和移動機械的燃料。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

The following table shows our resource usage during the Reporting Period: 下表顯示了我們在報告期內的資源使用情況：

| Energy Consumption ^{15,16} 能源消耗 ^{15,16} | Unit 單位 | 2022 2022 年度 | 2021 2021 年度 |
|--|---|--------------------------|-----------------|
| Electricity 電力 | kilowatt-hours ("kWh") 千瓦時 (「kWh」) | 7,661,139.95 | 9,075,375.93 |
| Intensity 強度 | kWh/m ³ 千瓦時/立方米 | 21.24 | 25.79 |
| Natural gas 天然氣 | m ³ 立方米 | 883,940.00 ¹⁷ | 260,065.93 |
| Intensity 強度 | m ³ /m ³ 立方米/立方米 | 2.45 | 0.74 |
| Diesel 柴油 | litres 公升 | 129,312.37 | 100,718.27 |
| Intensity 強度 | litres/m ³ 公升/立方米 | 0.36 | 0.29 |
| Gasoline 汽油 | litres 公升 | 5,851.00 ¹⁸ | 2,708.00 |
| Intensity 強度 | litres/m ³ 公升/立方米 | 0.02 | 0.01 |
| Biomass 生物質 | tonnes 噸 | — ¹⁷ | 474.30 |
| Intensity 強度 | tonnes/m ³ 噸/立方米 | — | 0.01 |

¹⁵ The figures were calculated using the "Greenhouse Gas Protocol - Emission Factors from Cross-Sector Tools (March 2017) — Stationary Combustion".

這些數字是使用《溫室氣體核算體系：跨行業工具的排放因數（二零一七年三月）— 固定燃燒》計算的。

¹⁶ The figures also include our office which consumed electricity.

這些數字也包括我們辦公室消耗的電力。

¹⁷ The Group's operations in 2022 did not contribute to the use of biomass. The consumption volume of natural gas has increased in 2022 as the Changsha factory converted biomass into natural gas for the use of boilers.

本集團2022年度的運營並未使用生物質。2022年度，由於長沙工廠鍋爐將生物質更換為天然氣，天然氣消耗量有所增加。

¹⁸ Gasoline consumption has increased in 2022 due to an increased use of gasoline-propelled vehicles.

2022年度，由於汽油驅動車輛的使用增加，汽油消耗量有所增加。

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

| Energy by fuel type ¹⁹ 按燃料類型劃分的能源 ¹⁹ | Unit 單位 | 2022 2022 年度 | 2021 2021 年度 |
|---|-------------------------------|-----------------|-----------------|
| Electricity 電力 | gigajoules ("GJ") 千兆焦耳 | 27,580.10 | 33,350.04 |
| Diesel 柴油 | GJ 千兆焦耳 | 4,670.76 | 3,637.94 |
| Gasoline 汽油 | GJ 千兆焦耳 | 191.81 | 88.77 |
| Natural gas 天然氣 | GJ 千兆焦耳 | 29,700.38 | 8,738.22 |
| Biomass 生物質 | GJ 千兆焦耳 | - | 5,501.88 |
| Total energy 能源總量 | GJ 千兆焦耳 | 62,143.05 | 51,101.85 |
| Intensity 強度 | GJ/m ³ 千兆焦耳／立方米 | 0.17 | 0.15 |

Responsible Use of Water

The Group obtains water to be utilised in our plants and offices from municipal water systems. We are fully aware of the significance of protecting water resources. The Group is cognizant of the need to further enhance its existing water management approach, even though its operation locations primarily reside in Central and Southern China rather than the Northern regions where water stress is more severe.

負責任地用水

本集團從市政供水系統獲取工廠和辦公室用水。我們充分意識到保護水資源的重要性。儘管其運營地點主要位於華中和華南地區，而非水資源壓力更為嚴重的北方地區，但本集團意識到進一步改善現有水資源管理方法的需要。

¹⁹ For the conversion factors from fuel consumption to energy units, we made reference to "Greenhouse Gas Protocol – Emission Factors from Cross-Sector Tools".

對於從燃料消耗到能源單位的轉換因數，我們參考了《溫室氣體核算體系—跨部門工具的排放因數》。

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

Related goal(s):

SDG 6: Clean Water and Sanitation

To ensure availability and sustainable management of water and sanitation for all

相關目標：

SDG 6：清潔飲水和衛生設施

確保所有人都能獲得水和衛生設施並對其進行可持續管理

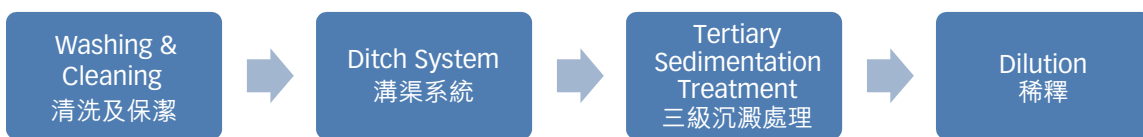


We have a specific focus on Target 6.3, which seeks to improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials. The Group has implemented a series of procedures to treat wastewater and reduce the volume of wastewater discharge to protect the water sources around our factories.

我們特別關注目標6.3，該目標旨在通過減少污染、消除傾倒和盡量減少危險化學品和材料的排放來改善水質。本集團已實施一系列程序來處理廢水並減少廢水排放量，以保護我們工廠周圍的水源。

We reuse wastewater after sedimentation treatment and dilution. Throughout the manufacturing process, ground washing and cleaning induce the majority of the wastewater. In our Changsha facility, we set up a wastewater capturing and sedimentation treatment system. Wastewater that is collected is redirected to the sedimentation pool for treatment. The treated water is blended with clean water and is ready to be reused. The Group discharges effluent in accordance with all applicable legal requirements, such as the Integrated Wastewater Discharge Standard (GB8978-1996) and the "Law of the People's Republic of China on the Prevention and Control of Water Pollution".

我們對沉澱處理和稀釋後的廢水進行回用。在整個製造過程中，廢水主要來自地面的清洗及保潔。我們在長沙廠區建立了廢水收集和沉澱處理系統。收集的廢水被重新定向到沉澱池進行處理。處理過的水與乾淨的水混合，供再次使用。本集團根據所有適用的法律要求排放污水，例如污水綜合排放標準(GB 8978-1996)和《中華人民共和國水污染防治法》。



Wastewater treatment and reuse
廢水處理及回用

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

We have set the following targets with reference to our industry peers:

因此，我們參考業內同行設定了以下目標：

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Establishing a comprehensive water management policies by 2023. 2. Improve the current water consumption and discharge data collection system, and set specific reduction targets by 2025. 3. By 2025, complete research and risk assessment relating to water supply to the Group to understand any risks and precautions concerning water scarcity in the future. 4. By 2025, construct wastewater collection and sedimentation treatment system to improve recycling of water for all factories based on the current application in the Changsha factory. Please refer to the Waste Management section below for further details. | <ol style="list-style-type: none"> 1. 到2023年，制定全面的水資源管理政策。 2. 完善現行用水和排放資料獲取系統，並制定到2025年的具體減排目標。 3. 到2025年，完成本集團供水相關研究和風險評估，瞭解未來水資源短缺的風險和注意事項。 4. 到2025年，在長沙工廠現有應用的基礎上，建設廢水收集沉澱處理系統，提高所有工廠的水迴圈利用能力。欲瞭解更多詳情，請參閱以下的廢棄物管理章節。 |
|--|--|

| Resource Use 資源使用 | Unit 單位 | 2022 2022 年度 | 2021 2021 年度 |
|--|--|-----------------|-----------------|
| Water consumption²⁰ 用水量 ²⁰ | million litres 百萬升 | 194.74 | 361.67 |
| Intensity 強度 | million litres/m ³ 百萬升/立方米 | 0.001 | 0.001 |
| Paper use 用紙量 | tonnes 噸 | 5.47 | 14.40 |
| Intensity 強度 | tonnes/m ³ 噸/立方米 | 0.00002 | 0.00004 |

²⁰ The figure includes our office which consumed water. There was no issue in sourcing water in 2022 as all of the water is supplied by local water supply authorities.

此數字包括我們辦公室消耗的水。由於我們所有用水均由當地供水部門供應，故於2022年度概無採購用水的問題。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

WASTE MANAGEMENT

The production of general and hazardous waste is inevitable for our plant and office operations. In order to minimise the environmental impacts of our waste disposal, we are committed to complying with pertinent laws and regulations on waste handling.

To prevent cross contamination with general waste, hazardous waste is kept in the designated place in sealed containers with proper labelling.

Non-hazardous industrial waste is generated throughout our production process, including residual scrap metal and cement from assembly. The loss rate of raw materials is rigorously regulated to not exceed 2% through a range of resource and cost management strategies as well as process control in order to minimise waste. The waste will be collected and kept in their separate locations, where they will be weighed. Thereafter, they will be turned over to authorised waste collectors for handling.

廢棄物管理

我們的工廠和辦公室運營不可避免地會產生一般廢物和危險廢物。為了盡量減少我們的廢物處理對環境的影響，我們致力於遵守當地法律法規。

為防止與一般廢物交叉污染，危險廢物存放在指定地點的密封容器中，並貼上適當的標籤。

我們的整個生產過程都會產生無害工業廢物，包括組裝過程中殘留的廢金屬和水泥。我們通過一系列資源和成本管理策略以及過程控制，將原材料的損失率嚴格控制在2%以內，以最大限度地減少廢物的產生。我們會將廢棄物分別收集並存放在指定區域，並在該區域對其進行稱重。然後，我們會將廢物委託給有執照的廢物收集者進行處理。

| Solid Waste Generation ²¹ 廢棄物產生 ²¹ | Unit 單位 | 2022 2022年度 | 2021 2021年度 |
|---|--------------------------------|----------------------|----------------|
| Hazardous waste 危險廢物 | tonnes 噸 | — ²² | 0.6 |
| Intensity 強度 | tonnes/m ³ 噸／立方米 | — | — |
| Non-hazardous waste 無害廢物 | tonnes 噸 | 510.13 ²³ | 6,959.76 |
| Industrial waste 工業廢物 | tonnes 噸 | 510.00 | 5,228.77 |
| Domestic waste 家居廢物 | tonnes 噸 | 0.13 | 1,731.00 |
| Intensity 強度 | tonnes/m ³ 噸／立方米 | 0.001 | 0.02 |

²¹ All generated wastes were handled by licensed waste collectors.
所有產生的廢棄物均由有執照的廢物收集者處理。

²² The Group's operations in 2022 did not contribute to generation of hazardous waste.
本集團2022年度的運營並未產生危險廢物。

²³ The generation of industrial and domestic waste in 2022 has reduced compared with 2021 as the number of factories in operation within the reporting scope has decreased in 2022.
2022年度工業和生活垃圾的產生量較2021年度有所減少，原因是2022年度報告範圍內運營的工廠數量有所減少。

ENVIRONMENTAL SUSTAINABILITY 環境可持續性

Reduce from the Source

In establishing smart factories for the manufacturing of PC components, we leverage on information technology, intelligent machinery, and effective production lines. The Group can precisely predict the quantity of construction materials and components needed with the use of intelligent design and manufacturing techniques, preventing unnecessary procurement orders, and minimizing construction material waste.

For instance, the use of steel bars is rigorously controlled and tracked because it is one of the most crucial materials in our operations. If the usage of any given month exceeded the estimated level, the factory and project management will arrange a special conference to address the issue and potential remedies.

Towards a Circular Economy

By transforming unwanted waste into useful resources, we effectively reduce the amount of waste generated by our operations. We seek to repurpose any surplus materials wherever feasible. For instance, the Group's inventory management procedures for steel bars clearly specify that it is strictly prohibited to dispose of steel bars that are longer than a certain length as construction waste. These will be reused instead. Furthermore, throughout the production of PC components, the moulding engineer will inspect the mould once a task is completed to see whether it can be recycled for further use.

從源頭減少

在建立用於製造PC構件的智慧化工廠時，我們利用資訊技術、智慧裝備和高效生產線。借助智慧設計和製造技術，本集團可以準確估算所需的建築材料和部件的數量，以防止採購訂單過多，從而最大限度地減少建築材料的浪費。

例如，作為我們運營中最重要材料之一，鋼筋的使用受到嚴格控制和跟蹤。如果任何給定月份的使用量超過估算水準，工廠和專案管理人員將召開特別會議，以解決問題並尋求可能的補救措施。

邁向迴圈經濟

通過將不需要的廢物轉化為有用的資源，我們有效地減少了運營產生的廢物量。我們尋求在可行的情況下重新利用任何多餘的材料。例如，本集團鋼筋庫存管理程序明確規定，嚴禁將超過規定長度的鋼筋作為建築垃圾丟棄。我們將對其重複使用。同樣，我們在PC構件生產過程中，每當一項任務完成時，模具工程師都會檢查模具，並確定其是否可以被回收再利用。

ENVIRONMENTAL SUSTAINABILITY

環境可持續性

GREEN PRODUCTS

As a leading driver of green construction, we are proud to supply the construction sector with green PC components, which help reduce the consumption of natural resources and the impact on the ecological system during the entire project life cycle. Our green PC components, including exterior wall panels, interior wall panels, stairs, laminated panels, prefabricated insulation wall panels, prefabricated balconies, prefabricated bay windows, prefabricated air-conditioning panels, prefabricated columns and prefabricated beams, have the characteristics of energy saving, emission reduction, safety and high recyclability. Such products have been awarded with the national three-star certification of green construction material products.

綠色產品

作為綠色建築的領先推動者，我們很自豪能夠為建築行業提供綠色PC構件，這有助於在整個項目生命週期內減少自然資源的消耗和對生態系統的影響。我們的綠色PC構件(包括外牆板、內牆板、樓梯、層壓板、預製保溫牆板、預製陽台、預製飄窗、預製空調板、預製柱和預製梁)具有節能、減排、安全、可回收性高等特點。此類產品已獲得國家綠色建材產品三星認證證書。



Certification of green construction material products
綠色建材產品認證證書

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|---|--|---|
| Aspect A Environmental 層面 A 環境 | | |
| A1 Emissions A1 排放物 | Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes. 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 Sustainability — Environmental Management 環境可持續性 — 環境管理 |
| KPI A1.1 | The types of emissions and respective emissions data. 排放物種類及相關排放資料。 | Environmental Sustainability 環境可持續性 |
| KPI A1.2 | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接排放(範圍一)及能源間接排放(範圍二)溫室氣體總排放量(以噸計算)及(如適用)強度(如以每產量單位、每項設施計算)。 | Environmental Sustainability — Carbon Emission 環境可持續性 — 碳排放 |
| KPI A1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生的有害廢棄物總量(以噸計算)及(如適用)強度(如以每產量單位、每項設施計算)。 | Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理 |
| KPI 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)強度(如以每產量單位、每項設施計算)。 | Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理 |
| KPI A1.5 | Description of emission target(s) set and steps taken to achieve them. 描述設定的排放量目標及為實現目標所採取的步驟。 | Environmental Sustainability — Targets and Goals 環境可持續性 — 目標及細項目標 |

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|---|--|--|
| KPI A1.6 | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理危險及無害廢物的方法、減低產生量的措施及所取得的成果。 | Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理 |
| A2 Use of Resources A2 資源使用 | 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 Sustainability — Resource Conservation 環境可持續性 — 資源保護 |
| KPI A2.1 | Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in ‘000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及強度(如以每產量單位、每項設施計算)。 | Environmental Sustainability — Resource Conservation 環境可持續性 — 資源保護 |
| KPI A2.2 | Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總用水量及強度(如以每產量單位、每項設施計算)。 | Environmental Sustainability — Resource Conservation 環境可持續性 — 資源保護 |
| KPI A2.3 | Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所設定的能源使用效率目標及實現目標所採取的措施。 | Environmental Sustainability — Targets and Goals 環境可持續性 — 目標及細項目標 |
| KPI A2.4 | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述取得適用水源方面是否存在任何問題、所設定的節水目標及實現目標所採取的措施。 | Environmental Sustainability — Resource Conservation 環境可持續性 — 資源保護 |
| KPI A2.5 | Total packaging material used for finished products (in tonnes), and, if applicable, with reference to per unit produced. 用於製成品的總包裝材料(以噸為單位計算)，並參考每生產單位(如適用)。 | N/A — The Group’s operations do not involve material use of packaging materials 不適用 — 本集團的運營不涉及大量使用包裝材料 |

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|---|---|--|
| A3 The Environment and Natural Resources A3 環境及天然資源 | Policies on minimising the issuer's significant impact on the environment and natural resources. 儘量減低發行人對環境及天然資源的重大影響的政策。 | Environmental Sustainability — Environmental Management 環境可持續性 — 環境管理 |
| KPI A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述各種活動對環境及天然資源的重大影響，以及為管理這些影響而採取的行動。 | Environmental Sustainability — Environmental Management 環境可持續性 — 環境管理 |
| A4 Climate Change A4 氣候變化 | Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 | Environmental Sustainability — Climate Change Preparedness 環境可持續性 — 氣候變化準備 |
| KPI A4.1 | Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 | Environmental Sustainability — Climate Change Preparedness 環境可持續性 — 氣候變化準備 |
| Aspect B Social 層面B 社會 | | |
| B1 Employment B1 僱傭 | 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. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： — 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。 | Mutual Growth 共同成長 |

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香港聯交所ESG報告指引內容索引

| HKEx ESG Reporting Guide General Disclosures & KPIs 香港聯交所ESG報告指引 — 一般披露及關鍵績效指標 | | Explanation/Reference Section 解釋／參考章節 |
|---|---|---|
| KPI B1.1 | Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。 | Mutual Growth 共同成長 |
| KPI B1.2 | Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。 | Mutual Growth 共同成長 |
| B2 Health and Safety B2 健康與安全 | Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impacts on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： — 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。 | Mutual Growth — Employee Wellbeing 共同成長 — 員工福利 |
| KPI B2.1 | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括彙報年度)每年因工亡故的人數及比率。 | Mutual Growth — Employee Wellbeing 共同成長 — 員工福利 |
| KPI B2.2 | Lost days due to work injury. 因工傷損失工作日數。 | Mutual Growth — Employee Wellbeing 共同成長 — 員工福利 |
| KPI 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。 | Mutual Growth — Employee Wellbeing 共同成長 — 員工福利 |

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|---|--|--|
| B3 Development and Training B3 發展及培訓 | 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 | Mutual Growth — Nurturing Talents 共同成長 — 人才培育 |
| KPI B3.1 | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。 | Mutual Growth — Nurturing Talents 共同成長 — 人才培育 |
| KPI 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。 | Mutual Growth — Nurturing Talents 共同成長 — 人才培育 |
| B4 Labour Standards B4 勞工準則 | Information on: — the policies; and — compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強迫勞動的： — 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。 | Mutual Growth — Child and Forced Labour 共同成長 — 童工及強迫勞動 |
| KPI B4.1 | Description of measures to review employment practices to avoid child and forced labour. 描述審查就業實踐以避免童工及強迫勞動的措施。 | Mutual Growth — Child and Forced Labour 共同成長 — 童工及強迫勞動 |
| KPI 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。 | Mutual Growth — Child and Forced Labour 共同成長 — 童工及強迫勞動 |
| B5 Supply Chain Management B5 供應鏈管理 | Policies on managing environmental and social risks of supply chain. 管理供應鏈的環境及社會風險方面的政策。 | Sustainable Business Strategy — Supply Chain Management 可持續經營戰略 — 供應鏈管理 |
| KPI B5.1 | Number of suppliers by geographical region. 按地區劃分的供應商數目。 | Sustainable Business Strategy — Supply Chain Management 可持續經營戰略 — 供應鏈管理 |

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|---|--|--|
| KPI B5.2 | <p>Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.</p> <p>描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。</p> | <p>Sustainable Business Strategy — Supply Chain Management 可持續經營戰略 — 供應鏈管理</p> |
| KPI B5.3 | <p>Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.</p> <p>描述用於識別供應鏈中環境及社會風險的慣例，以及相關執行及監察方法。</p> | <p>Sustainable Business Strategy — Supply Chain Management 可持續經營戰略 — 供應鏈管理</p> |
| KPI B5.4 | <p>Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.</p> <p>描述甄選供應商時用於推廣環保產品和服務的慣例，以及相關執行及監察方法。</p> | <p>During the Reporting Period, the Group has not implemented environmental criteria in supplier selection and evaluation. Looking forward, we seek to improve our supplier and procurement practices.</p> <p>報告期內，本集團尚未在供應商甄選及評估中執行環境標準。展望未來，我們尋求改進我們的供應商和採購實踐。</p> |
| B6 Product Responsibility B6 產品責任 | <p>Information on:</p> <ul style="list-style-type: none"> — 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. <p>有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：</p> <ul style="list-style-type: none"> — 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。 | <p>Sustainable Business Strategy — Fulfilling Our Customers' Needs 可持續經營戰略 — 滿足客戶的需求</p> |
| KPI B6.1 | <p>Percentage of total products sold or shipped subject to recalls for safety and health reasons.</p> <p>已售或已運送產品總數中因安全與健康理由而須召回的百分比。</p> | <p>Sustainable Business Strategy — Fulfilling Our Customers' Needs 可持續經營戰略 — 滿足客戶的需求</p> |

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|---|---|---|
| KPI 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。 | Sustainable Business Strategy — Fulfilling Our Customers' Needs 可持續經營戰略 — 滿足客戶的需求 |
| KPI B6.3 | Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障智慧財產權有關的慣例。 | Sustainable Business Strategy — Sustainable Innovation 可持續經營戰略 — 可持續創新 |
| KPI B6.4 | Description of quality assurance process and recall procedures. 描述品質保證過程及產品召回程序。 | Sustainable Business Strategy — Fulfilling Our Customers' Needs 可持續經營戰略 — 滿足客戶的需求 |
| KPI 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。 | Sustainable Business Strategy — Data Privacy 可持續經營戰略 — 資料隱私 |
| B7 Anti-corruption B7 反貪污 | 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。 | Sustainable Business Strategy — Business Integrity 可持續經營戰略 — 商業誠信 |
| KPI 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. 於報告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。 | Sustainable Business Strategy — Business Integrity 可持續經營戰略 — 商業誠信 |
| KPI 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。 | Sustainable Business Strategy — Business Integrity 可持續經營戰略 — 商業誠信 |

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|---|--|---|
| KPI B7.3 | Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。 | Sustainable Business Strategy — Business Integrity 可持續經營戰略 — 商業誠信 |
| B8 Community Investment B8 社區投資 | 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. 有關以社區參與來瞭解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。 | Community Engagement 社區參與 |
| KPI 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)。 | Community Engagement 社區參與 |
| KPI 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)。 | Community Engagement 社區參與 |

GRI CONTENT INDEX 全球報告倡議組織(GRI)準則內容索引

DIT Group Limited has reported the information cited in this GRI content index for the financial year ended 31 December 2022 with reference to the GRI Standards.

築友智造科技集團有限公司已參考GRI標準報告了截至2022年12月31日止財政年度的本GRI內容索引中引用的信息。

| GRI Standard GRI 標準 | Disclosure 披露 | Explanation/Reference Section 解釋／參考章節 |
|---|---|---|
| GRI 2: General Disclosures 2021 一般披露 – 2021 | 2-1 Organizational details 2-1 機構詳細資訊 | About This Report About Us 關於本報告 關於我們 |
| | 2-2 Entities included in the organization’s sustainability reporting 2-2 機構可持續發展報告中包含的單位 | About This Report 關於本報告 |
| | 2-3 Reporting period, frequency and contact point 2-3 匯報期、頻率及聯絡點 | About This Report 關於本報告 |
| | 2-4 Restatements of information 2-4 信息重述 | All respective sections 所有相關章節 |
| | 2-5 External assurance 2-5 外部認證 | Although no independent assurance has been performed, the veracity of the Report has been reviewed by management and the Board. 儘管沒有進行獨立保證，但報告的真實性已經過管理層和董事會的審查。 |
| | 2-6 Activities, value chain and other business relationships 2-6 活動、價值鏈和其他商業關係 | About This Report About Us Sustainable Business Strategy — Supply Chain Management 關於本報告 關於我們 可持續經營戰略 — 供應鏈管理 |
| | 2-7 Employees 2-7 僱員 | Mutual Growth 共同成長 |
| | 2-8 Workers who are not employees 2-8 非僱員的員工 | Sustainable Business Strategy — Supply Chain Management 可持續經營戰略 — 供應鏈管理 |
| | 2-9 Governance structure and composition 2-9 管治結構及組成 | ESG Governance — Governance Structure ESG 管治 — 管治架構 |

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| GRI Standard GRI 標準 | Disclosure 披露 | Explanation/Reference Section 解釋／參考章節 |
|------------------------|---|--|
| | 2-10 Nomination and selection of the highest governance body 2-10 最高管治機構的提名與遴選 | ESG Governance — Governance Structure ESG 管治 — 管治架構 |
| | 2-11 Chair of the highest governance body 2-11 最高管治機構主席 | ESG Governance — Governance Structure ESG 管治 — 管治架構 |
| | 2-12 Role of the highest governance body in overseeing the management of impacts 2-12 最高管治機構在監督影響管理方面的角色 | ESG Governance — Governance Structure ESG 管治 — 管治架構 |
| | 2-13 Delegation of responsibility for managing impacts 2-13 管理影響的責任授權 | ESG Governance — Governance Structure ESG 管治 — 管治架構 |
| | 2-14 Role of the highest governance body in sustainability reporting 2-14 機構最高委員會在可持續性報告中的角色 | ESG Governance — Governance Structure ESG 管治 — 管治架構 |
| | 2-15 Conflicts of interest 2-15 利益衝突 | Sustainable Business Strategy — Supply Chain Management 可持續經營戰略 — 供應鏈管理 |
| | 2-16 Communication of critical concerns 2-16 關鍵問題的溝通 | Stakeholder Engagement 持份者參與 |
| | 2-17 Collective knowledge of the highest governance body 2-17 最高管治機構的集體知識 | ESG Governance ESG 管治 |
| | 2-18 Evaluation of the performance of the highest governance body 2-18 最高管治機構的績效評價 | ESG Governance ESG 管治 |
| | 2-19 Remuneration policies 2-19 薪酬政策 | Mutual Growth — Employment Relations 共同成長 — 勞資關係 |
| | 2-20 Process to determine remuneration 2-20 薪酬確定的流程 | Mutual Growth — Employment Relations 共同成長 — 勞資關係 |

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| GRI Standard GRI 標準 | Disclosure 披露 | Explanation/Reference Section 解釋 / 參考章節 |
|--|--|--|
| | 2-22 Statement on sustainable development strategy 2-22 可持續發展策略聲明 | ESG Strategy ESG 戰略 |
| | 2-23 Policy commitments 2-23 政策承諾 | All respective sections 所有相關章節 |
| | 2-24 Embedding policy commitments 2-24 嵌入政策承諾 | All respective sections 所有相關章節 |
| | 2-25 Processes to remediate negative impacts 2-25 補救負面影響的流程 | Environmental Sustainability 環境可持續性 |
| | 2-26 Mechanisms for seeking advice and raising concerns 2-26 尋求建議和提出疑慮的機制 | Stakeholder Engagement Sustainable Business Strategy — Business Integrity 持份者參與 可持續經營戰略 — 商業誠信 |
| | 2-27 Compliance with laws and regulations 2-27 遵守法律法規 | All respective sections 所有相關章節 |
| | 2-28 Membership associations 2-28 聯會成員 | About Us — Industrial Participation 關於我們 — 行業參與 |
| | 2-29 Approach to stakeholder engagement 2-29 引入持份者參與的方針 | Stakeholder Engagement 持份者參與 |
| GRI 3: Material Topics 2021 重要議題 – 2021 | 3-1 Process to determine material topics 3-1 確立重要議題的過程 | Stakeholder Engagement — Materiality Assessment 持份者參與 — 重要性評估 |
| | 3-2 List of material topics 3-2 重要議題清單 | Stakeholder Engagement — Materiality Assessment 持份者參與 — 重要性評估 |
| | 3-3 Management of material topics 3-3 重要議題管理 | Stakeholder Engagement — Materiality Assessment 持份者參與 — 重要性評估 |
| GRI 204: Procurement Practices – 2016 採購實務 – 2016 | 204-1 Proportion of spending on local suppliers 204-1 本地供應商採購的支出比例 | The Group has no overseas suppliers. All suppliers were from China. 本集團並無海外供應商。所有供應商都來自中國。 |

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| GRI Standard GRI 標準 | Disclosure 披露 | Explanation/Reference Section 解釋／參考章節 |
|---|--|---|
| GRI 205: Anti-corruption – 2016 反貪污 – 2016 | 205-1 Operations assessed for risks related to corruption 205-1 評估業務中與貪污相關的風險 | Sustainable Business Strategy — Business Integrity 可持續經營戰略 — 商業誠信 |
| | 205-2 Communication and training about anti-corruption policies and procedures 205-2 有關反貪污政策與程序的溝通和培訓 | Sustainable Business Strategy — Business Integrity 可持續經營戰略 — 商業誠信 |
| | 205-3 Confirmed incidents of corruption and actions taken 205-3 經確認的貪污事件和採取的行動 | Sustainable Business Strategy — Business Integrity 可持續經營戰略 — 商業誠信 |
| GRI 302: Energy – 2016 能源 – 2016 | 302-1 Energy consumption within the organization 302-1 機構內部的能源消耗量 | Environmental Sustainability — Resource Conservation 環境可持續性 — 資源保護 |
| | 302-3 Energy intensity 302-3 能源強度 | Environmental Sustainability — Resource Conservation 環境可持續性 — 資源保護 |
| | 302-5 Reduction in energy requirements of products and services 302-5 降低產品和服務的能源需求 | Environmental Sustainability — Resource Conservation 環境可持續性 — 資源保護 |
| GRI 303: Water and Effluents – 2018 水與放流水 – 2018 | 303-1 Interactions with water as a shared resource 303-1 共享水資源之相互影響 | |
| | 303-2 Management of water discharge-related impacts 303-2 管理排水的相關影響 | Environmental Sustainability — Resource Conservation and Waste Management 環境可持續性 — 資源保護和廢棄物管理 |
| | 303-4 Water discharge 303-4 排水量 | Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理 |
| | 303-5 Water consumption 303-5 耗水量 | Environmental Sustainability — Resource Conservation 環境可持續性 — 資源保護 |

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|--|---|---|
| GRI 305: Emissions – 2016 排放物 – 2016 | 305-1 Direct (Scope 1) GHG emissions 305-1 直接溫室氣體排放 (範疇一) | Environmental Sustainability — Carbon Emission 環境可持續性 — 碳排放 |
| | 305-2 Energy indirect (Scope 2) GHG emissions 305-2 能源間接溫室氣體排放 (範疇二) | Environmental Sustainability — Carbon Emission 環境可持續性 — 碳排放 |
| | 305-3 Other indirect (Scope 3) GHG emissions 305-3 其他間接溫室氣體排放 (範疇三) | Environmental Sustainability — Carbon Emission 環境可持續性 — 碳排放 |
| | 305-4 GHG emissions intensity 305-4 溫室氣體排放強度 | Environmental Sustainability — Carbon Emission 環境可持續性 — 碳排放 |
| | 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions 305-7 氮氧化物 (NOx) · 硫氧化物 (SOx) · 及其他重大的氣體排放 | Environmental Sustainability — Environmental Management 環境可持續性 — 環境管理 |
| GRI 306: Waste – 2020 廢棄物 – 2020 | 306-1 Waste generation and significant waste-related impacts 306-1 廢物產生及與廢物有關的重大影響 | Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理 |
| | 306-2 Management of significant waste-related impacts 306-2 管理與廢物有關的重大影響 | |
| | 306-3 Waste generated 306-3 廢物產生 | Environmental Sustainability — Waste Management 環境可持續性 — 廢棄物管理 |
| GRI 307: Environmental Compliance – 2016 環境合規 – 2016 | 307-1 Non-compliance with environmental laws and regulations 307-1 違反環境法律法規 | Environmental Sustainability — Environmental Management 環境可持續性 — 環境管理 |

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| GRI Standard GRI 標準 | Disclosure 披露 | Explanation/Reference Section 解釋／參考章節 |
|---|---|---|
| GRI 401: Employment – 2016 僱傭 – 2016 | 401-1 New employee hires and employee turnover 401-1 新進員工和員工流動率 | Mutual Growth 共同成長 |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-2 提供給全職員工(不包含臨時或兼職員工)的福利 | Mutual Growth 共同成長 |
| | 401-3 Parental leave 401-3 家長假 | Mutual Growth 共同成長 |
| GRI 402: Labour/Management Relations – 2016 勞資關係 – 2016 | 402-1 Minimum notice periods regarding operational changes 402-1 有關運營變更的最短通知期 | Mutual Growth 共同成長 |
| GRI 403: Occupational Health and Safety – 2018 職業健康及安全 – 2018 | 403-1 Occupational health and safety management system 403-1 職業安全與健康管理系統 | Mutual Growth — Employee Wellbeing 共同成長 — 員工福利 |
| | 403-2 Hazard identification, risk assessment, and incident investigation 403-2 識別危險、評估風險及調查事故 | |
| | 403-3 Occupational health services 403-3 職業健康服務 | |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety 403-4 鼓勵員工參與職安健事務、諮詢及溝通 | |
| | 403-5 Worker training on occupational health and safety 403-5 員工的職安健培訓 | |
| | 403-6 Promotion of worker health 403-6 促進員工健康 | |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-7 預防及減輕與業務關係直接相關的職安健影響 | |

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全球報告倡議組織(GRI)準則內容索引

| GRI Standard GRI 標準 | Disclosure 披露 | Explanation/Reference Section 解釋／參考章節 |
|---|--|--|
| | 403-8 Workers covered by an occupational health and safety management system 403-8 職業安全與健康管理系統所涵蓋之員工 | Mutual Growth — Employee Wellbeing 共同成長 — 員工福利 |
| | 403-9 Work-related injuries 403-9 工傷 | Mutual Growth — Employee Wellbeing 共同成長 — 員工福利 |
| GRI 404: Training and Education – 2016 培訓與教育 – 2016 | 404-1 Average hours of training per year per employee 404-1 每名員工每年接受訓練的平均時數 | Mutual Growth — Nurturing Talents 共同成長 — 人才培育 |
| | 404-3 Percentage of employees receiving regular performance and career development reviews 404-3 定期接受績效及職業發展檢核的員工百分比 | Mutual Growth — Employment Relations 共同成長 — 勞資關係 |
| GRI 405: Diversity and Equal Opportunity – 2016 多元化與平等機會 – 2016 | 405-1 Diversity of governance bodies and employees 405-1 管治機構與僱員的多元化 | Mutual Growth 共同成長 |
| GRI 406: Non-discrimination – 2016 反歧視 – 2016 | 406-1 Incidents of discrimination and corrective actions taken 406-1 歧視個案及採取的糾正行動 | There had been no case of discrimination incident during the reporting period. 報告期內未發生歧視事件。 |
| GRI 408: Child Labour – 2016 童工 – 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labour 408-1 具有重大童工事件風險的運營點和供應商 | Mutual Growth — Child and Forced Labour 共同成長 — 童工及強迫勞動 |
| GRI 409: Forced or Compulsory Labour – 2016 強迫或強制勞動 – 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour 409-1 具有強迫或強制勞動事件重大風險的運營點和供應商 | Mutual Growth — Child and Forced Labour 共同成長 — 童工及強迫勞動 |
| GRI 413: Local Communities – 2016 當地社區 – 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs 413-1 有當地社區參與、影響評估和發展計畫的運營點 | Community Engagement 社區參與 |

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| GRI Standard GRI 標準 | Disclosure 披露 | Explanation/Reference Section 解釋／參考章節 |
|--|---|--|
| GRI 414: Supplier Social Assessment – 2016 供應商社會評估 – 2016 | 414-1 New suppliers that were screened using social criteria 414-1 使用社會標準篩選的新供應商 | Sustainable Business Strategy — Supply Chain Management 可持續經營戰略 — 供應鏈管理 |
| GRI 416: Customer Health and Safety – 2016 客戶健康與安全 – 2016 | 416-1 Assessment of the health and safety impacts of product and service categories 416-1 對產品和服務類別的健康與安全影響的評估 | All products underwent quality assurance procedures. 所有產品均經過質量保證程序。 |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services 416-2 涉及產品和服務的健康與安全的違規事件 | Sustainable Business Strategy — Fulfilling Our Customers' Needs 可持續經營戰略 — 滿足客戶的需求 |
| GRI 418: Customer Privacy – 2016 客戶隱私 – 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data 418-1 關於侵犯客戶隱私和丟失客戶資料的實質性投訴 | Sustainable Business Strategy — Data Privacy 可持續經營戰略 — 資料隱私 |



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