



寶新置地
GLORY SUN LAND



匠心築就
理想之城

Building a wonderful
city with ingenuity

2022

Environmental, Social and Governance Report

二零二二年環境、社會及管治報告

2022 Environmental, Social and Governance Report 二零二二年環境、社會及管治報告

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Introduction 序言

As a good corporate citizen, Glory Sun Land Group Limited together with its subsidiaries (collectively the “Group”, the “Company”, “we” or “us”) actively respond to the national “dual carbon” goal, create an innovative, green and low-carbon development model, actively improve and optimise the planning, design, construction and usage of buildings to reduce carbon emission, in order to achieve the dual benefits of “economic growth” and “environmental protection”. At the same time, the Company is committed to protecting the biological diversity around the development projects, and taking into account of their impact on the environment during the whole construction cycles, and actively considering the adoption of nature-friendly designs in the new development projects while fully meeting economic benefits.

With a forward-looking vision, we continue to enhance product competitiveness, make efficient use of resources, continue to promote energy conservation and emission reduction, and adhere to the practices of recycling. The efficiencies of low-carbon operation and green services are further improved, while the content and depth of customer service are expanded continuously. We pay attention to the experience and feelings of the property owners, strengthen the owners’ “zero distance” encounter with product quality, and hope to witness the growth of families in partnership, and work together to precisely carve out every moment of a happy life. We devote ourselves to fulfilling customers’ expectations for a healthy and beautiful life, continuously enhance product competitiveness and service competitiveness, satisfy customers’ craving for ever higher quality of living, and create new opportunities for the development of the comprehensive urban construction services business.

We always adhere to the responsible concept of “putting people first and treating employees well”. The Group has firmly implemented the talent strategy, adhered to the vision of sharing value with the employees and fully considered the diversity of employees and their equal opportunities. While enhancing the building of the Company’s team of talents, the Group constantly improves the welfare system and caring measures for employees to wholeheartedly care for and accompany each employee’s growth.

In future, the Company will adhere to the strategic target of “Building the Beauty of Life”, firmly comply with the concept of low-carbon, environmental-friendly, green and healthy development, continue to focus on living, life, and sustainable development of environment, proceed actively to fulfill its social responsibility, and disclose and respond to the ESG issues concerned by stakeholders on an continuing basis.

寶新置地集團有限公司及其附屬公司(統稱「本集團」、「本公司」或「我們」)作為一家良好企業公民，我們積極回應國家「雙碳」目標號召，創新綠色低碳發展模式，主動圍繞規劃、設計、建造，以及建築物的使用等環節來改進和優化以此減少碳排放，實現「經濟增長」與「環境保護」的雙重效應。同時，我們致力保護開發項目週邊的生物多樣性，在建築全週期考慮其對環境的影響，在完全符合經濟效益的情況下，積極考慮於新開發項目採用親和自然的設計。

我們用前瞻性眼光，不斷提升產品力，高效利用資源，持續推進節能減排、循環經濟措施，進一步提升低碳運營和綠色服務效率，並持續拓展客戶服務的內容與深度。我們注重業主的體驗及感受，加強業主對產品品質的「零距離」接觸，希望與業主共同見證家的成長，共同精心雕琢幸福生活的每個點滴。我們傾注心力滿足客戶對健康美好生活的期望，持續提升產品力和服務力，滿足客戶對於優良品質生活的更高追求，為城市建設綜合服務業務發展創造新的機遇。

我們始終堅持「以人為本、善待員工」的責任理念，扎實推進人才戰略，堅持與員工價值共享的願景，並充分考慮員工多元化和機會平等。在加強企業人才隊伍建設的同時，不斷完善福利體系與員工關懷措施，用心關愛與陪伴每一位員工的成長。

未來，本公司將秉持「築就生活之美」的戰略目標，堅定低碳環保、綠色健康的發展理念，持續關注人居、生活與環境的可持續發展，積極踐行社會責任，持續披露與回應持份者關心的環境、社會及管治方面的議題。



Message from the Chairman 主席的話

Dear all stakeholders:

I am pleased to present the 2022 Environmental, Social and Governance (“ESG”) Report of the Group. Regarding the development direction of sustainable development, the Company has always integrated sustainable development into the Group’s strategic level and has also incorporated the concept into the business development plan. We have also carried out a series of effective measures such as green building, green construction, green operation, and green office. In addition, the Company will continue to promote energy conservation and emission reduction, and adhere to the practices of recycling and low-carbon operation.

We adhere to the space construction concept of environmental protection, energy conservation and sustainable development, actively launch the implementation of green construction and development as well as green operation and management, build natural and comfortable residential products for our customers, provide residential services over the entire value chain, build a good community ecosystem and improve the living environment. The Company implements a fair, just and open supplier selection process system, continuously increase the scope and scale of cooperation with suppliers. Meanwhile, by giving priority to environmentally friendly products and suppliers and actively carrying out cross-industry collaboration and industry research, we create a win-win situation for all parties and work out the sustainable development of the industry. The Company strives to build “a community of interests and causes” by continuously optimizing the staff development programs to implement diversified development paths and provide a platform for employees to develop and enhance their values. While focusing on its own economic benefits and maintaining stable production and operation, the Company also actively carries out its social responsibility by strongly supporting the construction of neighboring communities.

Looking ahead, the Group will continue its determined commitment to expand the vision for ESG. The Group will also ensure that all sustainable development measures are implemented in a timely manner. We will spend every effort in promoting industry innovation, city development and better life for the people, while contributing to the realization of new urbanization construction.

Last but not least, I would like to thank all Directors, employees and stakeholders for their tireless efforts in implementing the Group’s sustainable development initiatives during the relevant reporting period.

Yao Jianhui

Chairman of the Board and Executive Director

尊敬的持份者：

本人欣然提呈本集團之二零二二年環境、社會及管治（「環境、社會及管治」）報告。於可持續發展的拓展方向上，本公司一直將可持續發展融匯至本集團的戰略層面，納入經營發展規劃中，堅持推行綠色建築、綠色施工、綠色運營、綠色辦公等多項有效舉措，持續推進節能減排、循環經濟措施，踐行低碳經營。

我們遵循環保、節能、可持續發展的空間建造理念，積極推進綠色建築開發與綠色運營管理落地，為客戶建造自然舒適的住宅產品，提供全鏈條的居住服務，構築良好的社區生態，改善人居環境。本公司推行公平、公正、公開的供應商篩選流程制度，不斷擴大優秀供應商合作範圍與規模，同時通過優先選擇環境友好的產品與供應商、積極開展跨行業合作與行業研究，創建多方共贏的局面，踐行行業的可持續發展。本公司努力構建「利益共同體、事業共同體」，通過不斷優化員工培養體系，推行多元發展路徑，提供員工發揮自我價值的工作平台。在注重企業自身經濟效益，保持生產經營穩定的同時，本公司還積極履行社會責任，大力支持企業週邊社區的建設。

展望未來，本集團繼續盡心盡力地拓展於環境、社會及管治方面的視野，確保一切可持續發展舉措得以及時實行，為推動行業創新、城市發展、人民美好生活將不遺餘力，為實現新型城鎮化建設貢獻力量。

最後，本人謹此感謝各位董事、員工及持份者於有關報告期間內為實施本集團可持續發展舉措所付出不懈的努力。

姚建輝

董事會主席兼執行董事



Statement of the Board 董事會聲明

The board of Directors of the Company (the “Board”) shoulder the responsibility of taking care the ESG matters and integrating them into the operational strategy of the Group. The Board also provides guidance on the management and monitoring of the ESG matters which are considered to be relevant to the Group. In order to ensure effective implementation of the Group’s various ESG initiatives, the supervision and operation of the Board on the ESG matters are primarily undertaken by the Development Committee of the Company. The management approaches and strategies involving the ESG matters, including the process for assessment, prioritization and management of material issues and risks related to the ESG matters are implemented in collaboration by the Company’s Sustainable Development Working Group, and reported to the Board (in quarterly reports) with details periodically. The Board also reviews the list of material ESG issues and the list of ESG risks provided by the Sustainable Development Working Group from time to time, and ensures that appropriate corresponding risk mitigation measures have been implemented. All sustainability disclosures, policies, approaches and objectives are subject to the review and approval by the Board. Periodic assessment of relevant ESG objectives and performance will also be made by the Board.

本公司之董事會(「董事會」)肩負處理環境、社會及管治事項以及將其融入本集團經營戰略的責任，並指導管理及監測被識別為與本集團相關的環境、社會及管治事項。為確保有效實施本集團在環境、社會及管治方面的各項倡議，董事會對環境、社會及管治事項的監管運作事務由本公司之發展委員會主力承擔負責，涉及環境、社會及管治事務的管理方針及策略，包括用於評估、優先排序和管理與環境、社會及管治相關的重大議題及風險的過程皆由本公司可持續發展工作小組協作執行，並定期(通過季度報表的形式)向董事會進行詳細匯報。董事會亦不時審查可持續發展工作小組提供的重大環境、社會及管治議題清單及環境、社會及管治風險清單，並確保已實施適切的相應風險緩解措施。所有可持續性披露、政策、方針及目標均須經董事會審查及批准後方告作實，而董事會亦會對有關環境、社會及管治目標及表現定期進行評估。



About the Report 關於本報告

This ESG report (the “Report”) covers the operating scope of the Group’s two core business segments of property investment and development and cultural sports for the period from 1 January 2022 to 31 December 2022 (the “Reporting Period” or the “Year”). The Report is prepared in strict compliance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) in Appendix 27 to the Rules Governing the Listing of Securities (“Listing Rules”) of the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). In addition to the reporting rule of the ESG Guide, the Group has also complied with the relevant laws and regulations in the disclosure of general information of its ESG procedures. The key performance indicators (the “KPI”) required to be disclosed under the ESG Guide are outlined in detail in the sections headed “Environmental Sustainability” and “Social Sustainability”.

Furthermore, the Group has also adopted multiple sections of the Sustainable Development Goals (the “SDGs”). SDGs are internationally recognized sustainable development measures. We place great emphasis on the alignment of the business operations of the Group with the sustainable development goals, and its close correlation with the daily operation of the Group. The Chinese and English versions of the Report are available on the Company’s official website at www.hk0299.com. The Chinese version shall prevail if there is any conflict or discrepancy between the Chinese and English versions. If you have any comments or suggestions on the Group’s ESG performance, you are always welcomed to send via email to info@hk0299.com. We will definitely value your comments and respond as appropriate.

The business scope covered in the Report includes the relevant operating information for the Hong Kong head office and the twelve (12) subsidiaries of the Group located in different provinces and cities of the PRC with physical business operations during the Reporting Period, and these twelve PRC subsidiaries are namely:

本環境、社會及管治報告(「本報告」)涵蓋本集團於二零二二年一月一日至二零二二年十二月三十一日止期間(「本報告期間」或「本年度」)於物業投資及發展與文體產業兩個核心業務板塊的營運範圍，並嚴格遵照香港聯合交易所有限公司(「聯交所」)主板證券上市規則(「上市規則」)附錄二十七《環境、社會及管治報告指引》(「環境、社會及管治指引」)的規定而編制。除環境、社會及管治指引的報告原則外，本集團亦遵守相關法律及法規說明其環境、社會及管治程序的一般披露資料。環境、社會及管治指引所規定須強制披露的關鍵績效指標(「關鍵績效指標」)於「環境可持續發展」及「社會可持續發展」章節詳盡說明。

此外，本集團亦已採納《可持續發展目標》(「可持續發展目標」)當中多個章節，可持續發展目標為廣為國際認可的可持續發展措施。我們十分重視旗下業務營運與可持續發展目標的一致性，及其如何與旗下日常營運息息相關。本報告中英文版本均可於本公司之官方網站 www.hk0299.com 查閱。中英文版本若出現有任何抵觸或歧義之處，概以中文版本為準。若對本集團的環境、社會及管治表現有任何意見或建議，歡迎隨時發送電郵至 info@hk0299.com，我們定當十分重視並作適切的回應行動。

本報告所涵蓋的業務範圍包含了本集團旗下的香港總部辦事處及十二(12)間位於國內不同省市具有實體業務經營的子公司在本報告期間的相關營運資料，該十二家國內子公司分別為：



1. Baoxin Holdings Company Limited* (“Shenzhen Office”);
寶新控股有限公司(「深圳辦事處」)；
2. Changchun City Baoxin Property Development Company Limited* (“Changchun Company”);
長春市寶新房地產開發有限公司(「長春公司」)；
3. Shantou Chaoshang Chengzhen Comprehensive Management Company Limited*, Chaoshang Group (Shantou) Investment Company Limited*, Shantou Taisheng Technology Company Limited* (collectively “Shantou Company”);
汕頭市潮商城鎮綜合治理有限公司、潮商集團(汕頭)投資有限公司及汕頭市泰盛科技有限公司(合稱「汕頭公司」)；
4. Weinan Baoneng Property Company Limited* (“Weinan Company”);
渭南市寶能置業有限公司(「渭南公司」)；
5. Hunan Meilian Property Company Limited* (“Changsha Company”);
湖南美聯置業有限公司(「長沙公司」)；
6. Yunfu Baoxin Property Company Limited* (“Yunfu Company”);
雲浮寶新置業有限公司(「雲浮公司」)；
7. Shenzhen Baoxin Recreation and Sports Development Company Limited* (“Baoxin Golf”);
深圳寶新文體發展有限公司(「寶新高爾夫」)；
8. Shenzhen Baoxin Wisdom Development Limited* (“Xiao Mutong”);
深圳寶新智慧發展有限公司(「小牧童」)；
9. Shenzhen Baoxin Fitness Development Limited* (“Xin Dongneng”);
深圳寶新健體發展有限公司(「新動能」)；
10. Shenzhen Baoyue Entertainment Development Limited* (“KTV TYPE T Party”);
深圳寶樂文娛發展有限公司(「KTV TYPE T Party」)；
11. Shenzhen Jitong Industrial Company Limited* (“Shenzhen Jitong”); and
深圳吉通實業有限公司(「深圳吉通」)；及
12. Shenzhen Baoxin Logistics Company Limited* (“Supply Chain Project”).
深圳寶新物流有限公司(「供應鏈項目」)。

In addition, all the data and information used in the Report come from the statistical reports of the Group. The Board assumes liabilities for authenticity, accuracy and completeness of the Report. The Report has been approved for publication by the Board.

此外，本報告中所採用的數據和資料均來自本集團的統計報告，董事會對本報告內容的真實性、準確性和完整性負責。本報告已獲得董事會的確認並予以對外發佈。



ESG Philosophy and Management

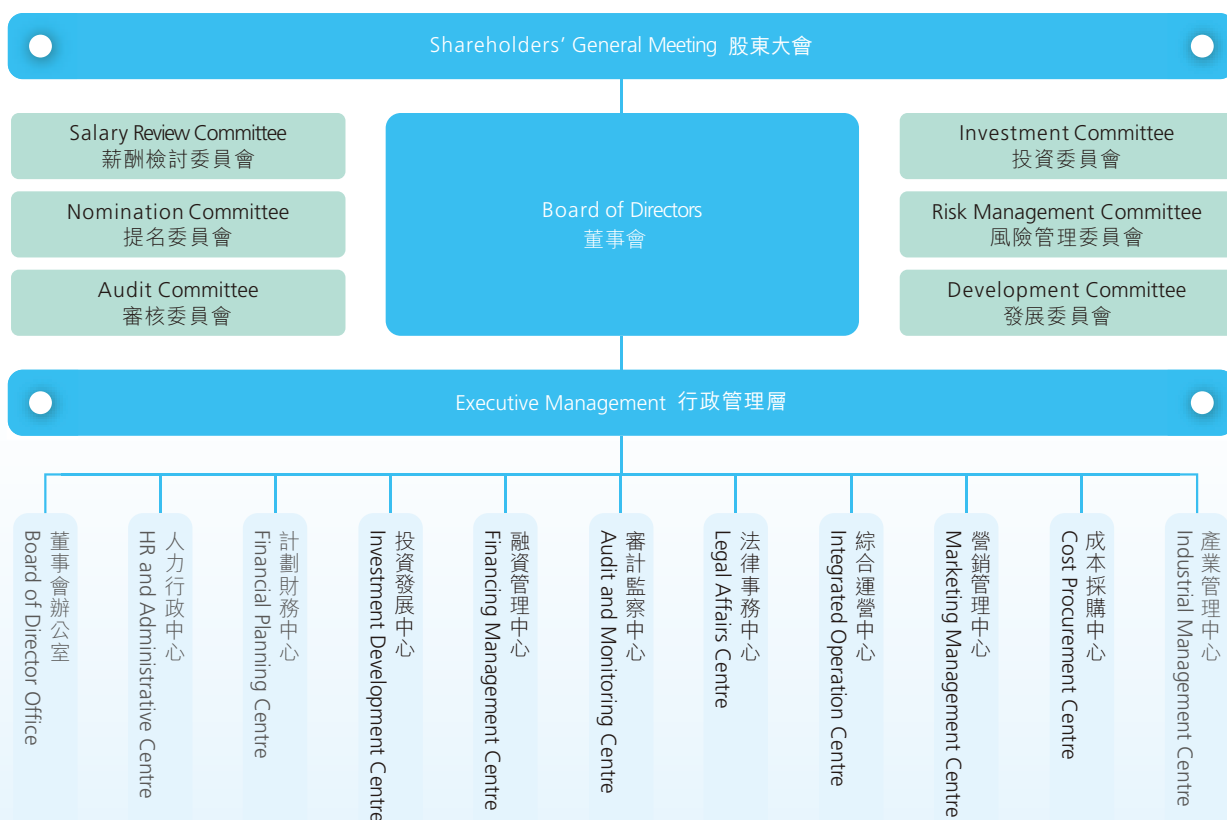
環境、社會及管治理念與管理

1 Communication with Stakeholders 與持份者溝通

The Company's annual general meeting (the "AGM") provides an effective communication platform for the Board and the shareholders of the Company (the "Shareholders") to exchange views. In addition to the AGM, for maintaining a close relationship with the stakeholders such as customers and suppliers, the Company communicates with the stakeholders from time to time through different channels including but not limited to physical visits, conference calls, e-mails, the Company's website, customer service hotlines, follow-up actions by customer service representatives, online and offline special topic questionnaire etc. in order to fully listen to their views and needs. The Company's overall performance result is also being reported to the investors regularly through the annual report and interim report for each year. The relevant details of the AGM and investor participation in corporate governance can be found in the annual report of the Company for the year ended 31 December 2022 (the "2022 Annual Report"). Details on the corporate governance structure and practice of the Company, besides the relevant sections of this Report, please also refer to the relevant sections on corporate governance in the 2022 Annual Report.

本公司的股東週年大會（「股東週年大會」）提供有效的溝通平台給董事會與本公司股東（「股東」）交流意見。除了股東週年大會之外，為保持與客戶、供應商等持份者的緊密關係，本公司不時與各持份者維持例常溝通，包括但不限於通過上門拜訪、電話會議、電子郵件、公司官方網站、客戶服務熱線、客戶服務專員跟進、線上線下專題問卷調查等，以全面聆聽各方的意見及需求。本公司的整體業績表現亦透過每年的年報和中期報告向各投資者作出定期匯報。股東週年大會情況、投資者參與公司治理情況相關的詳細內容可參閱本公司截至二零二二年十二月三十一日止年度之《年報》（「二零二二年報」）。有關本公司企業管治架構及實務的詳情，除本報告之有關章節外，亦請參閱二零二二年報中就企業管治的相關章節內容。

1.1 Organizational Structure 組織架構



1.2 Internal Control and Risk Management

內部控制與風險管理

The Company strictly complies with the relevant requirements of the Corporate Governance Code of Appendix 14 of the Listing Rules. We have identified and evaluated the major risks coming from the external environment and within the Company, have monitored the adequacy, rationality and effectiveness of our risk management system and have strived to enhance our risk management control and prevention capability.

The Board is currently of the opinion that the Company has established an integrated and effective internal control system from the company management level to each business process level, which provides a comprehensive and proper assurance for the legal compliance of the business operations, assets preservation as well as the integrity of financial reporting and the related information of the Company.

本公司嚴格遵循上市規則附錄十四《企業管治守則》的有關要求，對來自外部環境和本公司內部的主要風險進行識別和評估，持續監控風險管理體系的健全性、合理性和有效性，致力提升風險控制和防範能力。

目前，董事會認為本公司的內部控制體系完整且運行有效，從公司管理層面到各業務流程層面均建立了系統的內部控制及必要的內部監督機制，為本公司經營管理的合法合規、資產安全、財務報告及相關信息的真實、提供全面的妥善保障。

2 Improving the Management of ESG data and information

加強環境、社會及管治數據和信息的管理

Through the Development Committee and its Sustainable Development Working Group, the Board coordinates the ESG management, formulates the long-term and effective ESG approaches, sets up the feasible ESG goals, and integrates the sustainable development policies into the daily operations of the Company.

董事會通過發展委員會及其管轄的可持續發展工作小組，統籌環境、社會及管治管理工作，制定長期有效的環境、社會及管治方針，設定可行的環境、社會及管治目標，並將可持續發展政策融入本公司的日常運營之中。

3 Coordination and Management of Departments 部門協同管理

The Company further improves the efficiency of ESG data management by establishing a collaborative framework for ESG data management of each department and appointing a specialized contact person for ESG data to be responsible for departmental data collection and updating.

The data and information required for ESG reporting covers areas such as procurement, construction, human resources and sales. Cross-departmental flow of certain information within the Company may be difficult where the information may be obtained from different departments with different methodologies.

Since climate-related risks are more complex and long-lasting in nature than most of the traditional commercial risks, in light of the increasing importance of this issue, we also strengthen the management of climate-related risks and seize opportunities arising from the climate change. To enable the Board's better understanding of the impact of climate change on the Group, starting in 2022, the Management continually explain to the Board the changes in climate-related financial impacts and the progress of the implementation of Company's response measures through the dimensions of "governance strategy", "risk management" and "target achievement".

本公司通過組建各部門環境、社會及管治信息管理協作架構，設定環境、社會及管治資料專門聯絡人負責部門資料收集、更新等工作，進一步提升環境、社會及管治資料管理效率。

環境、社會及管治報告所要求披露的數據和信息涵蓋採購、建造、人力資源、銷售等領域，有些資料難以越過企業內部各部門之間的邊界，且各部門之間的資料獲取口徑可能不盡一致。

由於氣候相關的風險本質上比大多數傳統的商業風險更加複雜與持久，隨著這一議題越來越突出，我們亦加強管理氣候相關風險和把握氣候相關機遇。為了讓董事會更有效瞭解氣候變化對本集團的影響，管理層於二零二二年度開始，以「管治策略」、「風險管理」及「指標達成」等維度持續向董事會闡述與氣候相關的財務影響變化及本公司應對措施的實施進度。

4 Enhancing External Cooperation 加強外界合作

Based on the measurement indices and models of professional ESG institutions, and combining its own actual circumstances, the report content is being improved to ensure the professionalism and integrity of the disclosed information. By strengthening communication with professional corporate governance institutions, the Group can keep abreast of the management of industry ESG indicators and improve its own ESG management standards.

On 5 December 2022, the Company, together with Baker McKenzie, arranged to conduct a training seminar for the Directors and the core staff regarding updates on the Stock Exchange regulations, including the revised rules under Chapter 17 of the Listing Rules "Share Option Schemes" effective from 1 January 2023, understanding the disciplinary actions taken by regulators in various cases from the perspective of corporate governance and transactions, as well as the development in ESG regulation as well as its new amendments and cases effective from 1 January 2022.

基於環境、社會及管治專業機構的測量指數和模型，結合自身實際情況完善報告內容，保障披露信息的專業性與完整性。通過加強與公司治理專業機構的溝通，及時瞭解行業環境、社會及管治指標管理情況，提升自身環境、社會及管治的管理水準。

於二零二二年十二月五日，本公司與香港貝克麥堅律師事務所安排為董事和核心員工組織一個培訓講座，有關於聯交所監管條例之更新，內容包括有關上市規則第十七章《股份期權計劃》於二零二三年一月一日起生效的新修訂規則、從企業管治及交易的角度瞭解監管機構於不同案例所採取的紀律行動，以及環境、社會及管治監管發展及其於二零二二年一月一日起生效的各項新修訂及有關案例。

5 Communication with Stakeholders 持份者溝通

The Company highly values communication with stakeholders such as employees, customers, shareholders/investors, suppliers, governments and communities, and understands the importance of understanding and responding to stakeholders' expectations and appeals towards achieving the Group's strategic goals for sustainable development.

本公司高度重視與員工、客戶、股東／投資者、供應商、政府及社區等持份者的溝通，明白瞭解與回應持份者的期望與訴求對於實現本集團可持續發展戰略目標的重要性。

Stakeholders 持份者	Expectations and appeals 訴求與期望	Feedback and response 回饋與回應
Shareholders 股東	Investment return 投資回報 Continuous profitability 持續盈利 Risk control 風險控制 Anti-corruption 反腐倡廉 Information transparency 信息透明	Dividends and acquisition of shares 股息與增持 Growth in operating results 經營業績增長 Strengthening strategic management 加強戰略管理 Risk identification, assessment and response 風險識別、評估和應對 Optimization of governance structure 優化管治架構 Implement anti-corruption systems 落實反貪腐制度 Good investor communication channel 良好的投資者溝通渠道 General meetings and regular disclosures of operational information 股東大會、定期披露經營資訊
Employees 員工	Safeguard employees' legitimate rights and interests 保障員工合法權益 Career development and promotion 職業發展與晉升 Occupational health and safety 職業健康與安全 Work-life balance 平衡工作與生活 Communication pathways with enterprise 企業溝通路徑	Labour convention 員工大會 Training system 培訓體系 Talent development system 人才發展體系 Occupational health 職業健康 Safety production management 安全生產管理 Employee benefits 員工福利
Customers 客戶	Provide high-quality products and services 提供優質產品和服務 Protect customer privacy 保障客戶隱私 Handling complaints 投訴回饋處理	Strengthen the quality control system 強化品質管制體系 Improve service system 完善服務體系 Information secrecy maintenance 隱私資訊安全 Satisfaction survey 滿意度調查

Stakeholders 持份者	Expectations and appeals 訴求與期望	Feedback and response 回饋與回應
Partners 合作伙伴	Ensure fair competition 確保公平競爭 Maintain integrity and realise mutual benefits 實現誠信互惠	Compliance-based procurement 合規採購 Implementation of green supply chain 推行綠色供應鏈 Strengthen supply chain management 加強供應鏈管理
Regulatory authorities 監管機構	Compliance-based operation 合規經營 Promote the healthy development of the industry 促進行業健康發展	Doing business in good faith and proper tax reporting 誠信經營和依法納稅 Actively assume social responsibilities 積極承擔社會責任
Community 社會公眾	Ecosystem protection 生態保護 Social services 社區服務 Charity and caring 公益慈善關愛	Protect biodiversity 保護生物多樣性 Green, low-carbon development 綠色低碳發展 Energy conservation and emission reduction 節能減排 Create job opportunities 創造就業機會 Respond to community's needs 回應社區需求

6 Stakeholder Engagement 持份者參與

6.1 Materiality Assessment 重要性評估

Issues of stakeholders' concern are constantly updated as the market and environment change. By reference to market trends and daily communication with stakeholders, and after internal discussions with the Board, a total of 30 sustainable development issues were identified during the Reporting Period. Materiality assessment was also conducted to identify the most important and relevant ESG issues involved in the operation of the Group. By in-depth understanding of the expectations of various stakeholders of the Group, more appropriate business strategies were formulated. The Group adopted the below three steps to assess the importance of issues to the stakeholders and the business of the Group by means of a questionnaire survey.

持份者關注的議題隨著市場及環境的改變而不斷更新。通過參考市場趨勢、與日常持份者溝通、以及經過董事會的內部討論後，在本報告期間合共識別有30個可持續發展議題，並進行重要性評估，以識別本集團運營時所涉及最為重要和相關的環境、社會及管治議題，深入瞭解各持份者對本集團的期望，以訂立更合適之經營策略。本集團通過問卷調查方式，遵循以下三個步驟評估議題對本集團持份者及對本集團業務的重要性。

Step 1: Collecting views from stakeholders 第一步：收集持份者意見

Distributed selected topic questionnaires to each stakeholder to understand the ESG issues they were frequently exposed to, and stakeholders were asked to rate the materiality of such issues.

向各持份者派發專題問卷，瞭解其經常接觸的環境、社會及管治議題，讓他們對議題的重要性作出評分。

Step 2: Prioritizing topics for the Board's review

第二步：議題排序審議

Analyzing the collected answers of the questionnaires, evaluating the materiality priority of the relevant topics and generating the materiality matrix as in accordance with the materiality of the topics to the stakeholders or the impact on the business of the Company.

對收集回來的問卷調查結果進行分析，根據相關議題對利益相關方的重要性，或對本公司業務的影響，評估得出議題的重要性排序、進而編制重要性矩陣圖。

Step 3: Preparing topics report

第三步：編制議題報告

The Board reviewed the latest progress of implementation based on the ESG-related objectives and targets in the regular quarterly reports submitted to the Board, and conducted ESG risk assessment and management to review the implementation progress for the selected ESG objectives.

This will be summarized in the Board's statement for the annual ESG activities performance, which is to be disclosed in the relevant annual ESG report. Based on the results of the materiality assessment, the process and result of stakeholder participation are used as a yardstick to identify material ESG factors, so as to disclose the issues in the report in a specific manner.

董事會依據每季上呈給董事會的定期季度報告中環境、社會及管治相關的目標和指標，來檢視執行情況的最新進度，同時開展環境、社會及管治風險評估和管理，對制定的環境、社會及管治目標進行進度檢討。

由此最終生成年度環境、社會及管治工作情況的董事會聲明，並於有關年度之環境、社會及管治報告中作披露。依據重要性議題判定結果，並將持份者參與的過程及結果材料作為識別重要環境、社會及管治因素的準則，從而在報告中進行針對性的披露。

6.2 Identification of Material Topics

確定重要性議題

For purpose of understanding the impact of the Group's business on different sustainability topics, we have ultimately identified a total of 30 potential substantive topics to form a topic database with regard to environmental, social and economic aspect, according to the guidelines of the Stock Exchange, Global Reporting Initiative Sustainability Reporting Standards, the peer analysis and the media reports.

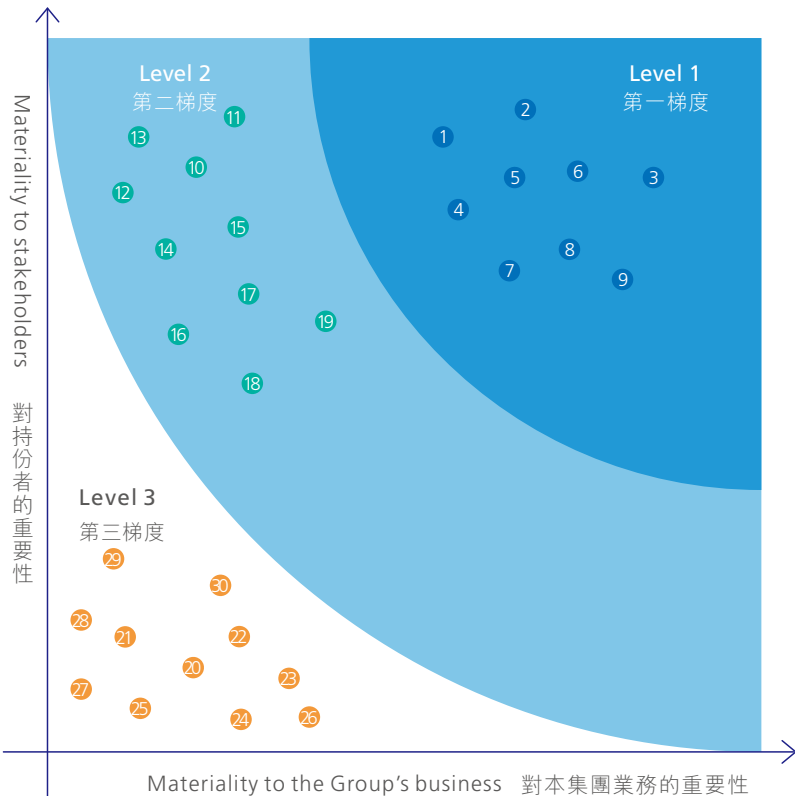
為瞭解本集團業務對不同可持續發展議題的影響，根據聯交所的指引、全球報告倡議組織可持續發展報告標準、同業分析及媒體報導，我們最終鑒別出由合共30個潛在實質性議題構成的議題庫，涵蓋環境、社會和經濟的層面。

Material topics 重要性議題

Level 1 第一梯度	Level 2 第二梯度	Level 3 第三梯度
1 Economic performance 經濟表現	10 Urban renewal and co-construction 城市更新與共建	20 Green building 綠色建築
2 Sustainable development framework 可持續發展框架	11 Water consumption and efficiency 用水量與效益	21 Information security 信息安全
3 Anti-corruption, bribery, blackmail, fraud and money-laundering 反貪污、賄賂、勒索、欺詐與洗黑錢	12 Prevention of child or forced labour 防止童工或強制勞工	22 Listen to the needs of employees 聆聽員工需要
4 Anti-competitive conducts 反競爭行為	13 Employee recruitment and team building 員工招聘與團隊建設	23 Intellectual property rights 智慧財產權
5 Energy consumption and efficiency 能源消耗與效益	14 Employee remuneration and benefits 員工薪酬與福利	24 Air pollutant emissions 空氣污染物排放
6 Operational performance efficiency 經營績效	15 Diversity and equal opportunity 多元平等機會	25 Sewage treatment and discharge 污水處理與排放
7 Customer services 客戶服務	16 Employees' health and safety 員工健康與安全	26 Waste treatment and recycling 廢物處理與回收
8 Supply chain management 供應鏈管理	17 Vocational training and development 職業培訓與發展	27 Volunteer service and community building 志願者服務與社區建設
9 Climate change and greenhouse gas emissions 氣候變化與溫室氣體排放	18 Response to policies 政策響應	28 Community communication 社區溝通
	19 Disclosure of stakeholders' views and the Company's response 披露持份者的意見與本公司的回應	29 Trees management and care 樹木管理與保育
		30 Biodiversity 生物多樣性

Priority: Change: Medium → High 重要程度： 變化：中度 → 高度	Priority: Change: Low → Medium 重要程度： 變化：低度 → 中度
↑ Climate change and greenhouse gas emissions 氣候變化與溫室氣體排放	Urban renewal and co-construction 城市更新與共建 Water consumption and efficiency 用水量與效益
New topic 新增議題	Removed topic 剔除議題
↔ Response to policies 政策響應 Green building 綠色建築 Data security 資料安全	Data protection and privacy 資料保障與隱私
Priority: Change: High → Medium 重要程度： 變化：高度 → 中度	Priority: Change: Medium → Low 重要程度： 變化：中度 → 低度
↓ Urban renewal and co-construction 城市更新與共建 Water consumption and efficiency 用水量與效益	Listen to the needs of employees 聆聽員工需要 Intellectual property rights 智慧財產權保護

Note: Compared with the topics in 2021, other than the addition of three topics and the elimination of one topic, the priorities of some topics have also changed.
註：較2021年項目，除新增3項議題外，合併剔除1項議題外，部分議題重要程度亦有所升降。



The Group has taken proactive measures to support its sustainable development vision, and has acted and responded to stakeholders regarding our material topics in ways that enabling achievement of the related sustainable development goals. The Group has also strived to ensure that its efforts on sustainable development are aligned with the broader sustainable development background.

本集團採取積極的措施支援可持續發展的願景，並將我們的重要性議題與對於持份者的回應，以及可持續發展目標相對應，使我們於可持續發展方面所作出的努力與更廣泛的可持續發展背景保持一致。

Environmental Sustainability 環境可持續發展

This section mainly discloses the Group's policies, real examples and quantitative data in relation to emissions, use of resources and environmental and natural resources during the Reporting Period.

During the Reporting Period, with the support of all stakeholders, the Group actively achieved all key performance indicators while continuing to improve and work on various segments of sustainable development.

The following table shows the various environmental performance of the Group during the Reporting Period:

本章節主要披露本集團於本報告期間有關排放物、資源使用以及環境與天然資源的政策、實例及量化資料。

於本報告期間，在所有持份者的支持下，本集團於可持續發展的各個板塊不斷完善和努力的同時，積極實現各項關鍵績效指標的達成。

下表展示本集團於本報告期間的各項環境表現：

1 Emissions 排放物

Air emissions 廢氣排放	Unit 單位	2022 二零二二年	2021 二零二一年	2020 二零二零年
Nitrogen oxides (NOx) emissions 氮氧化物排放量	Grams 克	152,934.14	66,277.71	264,892.57
Sulphur oxides (SOx) emissions 硫氧化物排放量	Grams 克	822.33	728.47	1,036.27
Particulate matter (PM) emissions 顆粒排放量	Grams 克	10,737.33	3,444.88	18,787.00

Greenhouse gas emissions 溫室氣體排放量	Unit 單位	2022 二零二二年	2021 二零二一年	2020 二零二零年
Total scope 1 emissions 範圍1 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量(公噸)	223.90	220.82	207.76
Total scope 1 emissions/area 範圍1 溫室氣體排放總量/面積	CO ₂ e (metric ton)/sq.m. 二氧化碳當量(公噸)/平方米	0.004	0.004	n/a
Total scope 2 emissions 範圍2 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量(公噸)	2,084.56	2,070.37	3,760.12
Total scope 2 emissions/area 範圍2 溫室氣體排放總量/面積	CO ₂ e (metric ton)/sq.m. 二氧化碳當量(公噸)/平方米	0.04	0.04	n/a
Total scope 3 emissions 範圍3 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量(公噸)	49.30	55.99	126.48
Total scope 3 emissions/area 範圍3 溫室氣體排放總量/面積	CO ₂ e (metric ton)/sq.m. 二氧化碳當量(公噸)/平方米	0.001	0.001	n/a
Total greenhouse gas emissions 溫室氣體排放總量	CO ₂ e (metric ton) 二氧化碳當量(公噸)	2,357.76	2,347.18	4,094.37
Total greenhouse gas emissions/ area 溫室氣體總排放量/面積	CO ₂ e (metric ton)/sq.m. 二氧化碳當量(公噸)/平方米	0.05	0.05	n/a

2 Use of Resources 資源使用

Use of energy 能源使用	Unit 單位	2022 二零二二年	2021 二零二一年	2020 二零二零年
Diesel consumption 柴油消耗量	Litres 升	2,415.92	1,670.00	1,741.74
Liquefied petroleum gas consumption 液化石油氣消耗量	Litres 升	51,713.93	61,308.80	11,407.43
Gasoline consumption (mobile source) 汽油消耗量(移動源)	Litres 升	51,639.60	45,764.13	68,221.69
Electricity consumption 電力消耗量	kWh 千瓦時	3,348,472.59	3,323,537.62	6,132,835.70
Total energy used/area 用電量/面積	kWh/sq.m. 千瓦時/平方米	66.13	65.14	n/a

Use of Resources 資源使用	Unit 單位	2022 二零二二年	2021 二零二一年	2020 二零二零年
Water consumption 耗水量	Cubic meter 立方米	39,580.82	52,243.80	142,179.55
Water consumption/area 耗水量/面積	Cubic meter/sq.m. 立方米/平方米	0.78	1.02	n/a
Paper consumption 耗紙量	Metric ton 公噸	5.22	5.11	8.52
Toner consumption 碳粉消耗量	Kilogram 公斤	98.86	233.60	199.69

Recycling of Resources 資源回收	Unit 單位	2022 二零二二年	2021 二零二一年	2020 二零二零年
Paper recycling 紙品回收	Kilogram 公斤	146	220.00	n/a
Plastic bottle recycling 塑膠瓶回收量	Kilogram 公斤	205.45	18.00	n/a

- ¹ The Group does not generate hazardous waste and non-hazardous wastes and does not use packaging materials in the course of its operations. Therefore, no particular disclosure has been made regarding the total amount and density of hazardous and non-hazardous wastes generated during production, the handling methods and waste reduction targets with respect to abovementioned waste, as well as indicators such as the total amount of packaging materials used in finished products, and the amount per unit of output have no material significance in relation to the Group.
本集團於營運過程中並無產生有害及無害的廢棄物及使用包裝材料。因此，就有關有害及無害廢棄物總量及密度，以及上述廢棄物處理方法及減廢指標、成品所用包裝材料的總量及每生產單位佔量等指標不特作專題披露。

1

Product Construction: Green and Low-carbon with Great Craftsmanship 產品建設篇：綠色低碳 匠心營造



The Group actively responds to the national “dual carbon” goal, creates an innovative, green and low-carbon development model, actively improves and optimizes the planning, design, construction and use of buildings to reduce carbon emission, in order to achieve the dual benefits of “economic growth” and “environmental protection”. We create a better urban future with high-quality craftsmanship products and the belief of green harmonious coexistence.

While fulfilling the responsibility of social development, the Group vigorously promotes environmental protection and actively supports environmental sustainable development. We are attentive to social benefit and environmental protection, in addition to complying with the basic requirements of all relevant laws and environmental standards, including but not limited to Environmental Protection Law of the People’s Republic of China and Water Pollution Prevention and Control Law of the People’s Republic of China. We inject ESG-related sustainability concepts during the design, planning, construction and operation processes. Relevant environmental protection policies and strategies are also formulated with a series of environmental protection actions and implemented in an effort to create a sustainable future.

本集團積極回應國家「雙碳」目標號召，創新綠色低碳發展模式，主動圍繞規劃、設計、建造，以及建築物的使用等環節來改進和優化以此減少碳排放，實現「經濟增長」與「環境保護」的雙重效應，以高品質的精工產品、綠色和諧共生的居住信念，為社會構建更美好的城市未來。

本集團踐行社會發展責任，極力推進環境保護，積極支援環境的可持續發展；關注社會公益環保，除了遵守所有相關法律和環境標準的基本要求，包括但不限於「中華人民共和國環境保護法」及「中華人民共和國水污染防治法」，在設計、規劃、建造及運營過程中都有注入環境、社會及管治相關的可持續概念，制定相關的環保政策、策略，實施系列環保行動，為營造可持續的未來而努力。

1 Green Construction 綠色建造

The Group continues to implement measures such as green building, green construction, green operation and building an environment-friendly workplace. During the design and construction process, the Company actively applies green and energy-saving as well as ultra-low energy consumption technologies, making in-depth studies on methods such as near zero energy consumption building to better solve the issue of high energy consumption and carbon emission in building, and actively applying them to various new residential products to promote the implementation of green technologies.

We adhere to the space construction concept of environmental protection, energy conservation and sustainable development, actively promote the implementation of green building development and green operational management, continuously raising the proportion of green building in all types of certified projects, and are committed to creating green, healthy, ecological and harmonious architecture with a humanistic atmosphere.

本集團持續推行綠色建築、綠色施工、綠色運營、建設環境友好型職場等舉措，本公司於設計與建設過程中積極應用綠色節能、超低能耗技術，深入研究近零能耗建築等方法，更好解決建築物能耗高、碳排放量大等問題，並積極將其應用於各類新建住宅產品，推動綠色技術落地。

遵循環保、節能、可持續發展的空間建造理念，積極推進綠色建築開發與綠色運營管理落地，持續提升綠色建築各類認證項目佔比，致力於打造綠色健康、生態和諧、人文氛圍的建築精品。

1.1 Green Building

綠色建築

The Group implements green development strategy, seeks to meet the national and regional targets of saving energy and water as well as recycling and reusing waste proposed by the 14th Five-Year Plan, and takes this opportunity to unlock the energy saving and emissions reduction potential in building operations. It strictly adopts national and provincial architectural design standards and norms, compares with international green building design standards to construction a green building technology system.

We actively study, investigate and communicate with industry benchmark enterprises and excellent projects, continuously inject the latest green building concepts and technologies into the design, planning, construction and management of new development projects to create a green living environment that is more environmentally friendly, healthy and comfortable.

本集團踐行綠色發展戰略，以實現國家及地區的「十四五」節能、節水、廢棄物綜合利用目標為方向，深入挖掘建築運營階段的節能減排潛力，嚴格遵循國家及省級建築設計標準和規範，對標國際綠色建築設計標準，構建綠色建築技術體系。

積極與行業標桿企業、優秀項目進行學習考察、交流溝通，不斷為新開發項目的設計規劃、建造管理等方面注入最新綠色建築理念和技術，築建更加環保健康舒適的綠色人居環境。



Case 案例

The commercial catering oil fume exhaust system of its regional project is equipped with instant monitoring and purification system. Among them, Shantou Eastern Coast Project meets the one-star requirement of green building design evaluation standard; Building No. 1 of Shantou Chaoyang Project meets the one-star requirement of green building design evaluation standard; and Shantou Financial Centre Project meets the one-star requirement of green building design evaluation standard.

區域項目的商業餐飲排油煙均設置即時監測以及排油煙淨化系統。其中，汕頭東海岸項目符合綠色建築設計評價標準一星級要求；汕頭潮陽項目一號樓符合綠色建築設計評價標準一星級要求；汕頭金融中心項目符合綠色建築設計評價標準一星級要求。

1.2 Green Construction Process 綠色施工

The Group strictly abides by laws and regulations such as Environmental Protection Law of the People's Republic of China, Environmental Impact Assessment Law of the People's Republic of China, Energy Conservation Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China, facilitates the research and development of green building design, promotes green construction and green operation, and adheres to the concepts of low-carbon and environmental protection throughout the whole business process.

During construction, we make comprehensive consideration of the environment and the needs of the surrounding community, refine the garbage classification management measures through the establishment of internal systems such as Specifications for Garbage Transportation and Specifications for Garbage Room Management, conduct detoxication, reduction and utilisation treatment towards solid wastes, reduce the impact on air, water and land during construction, and create a clean, tidy, comfortable and safe construction environment.

本集團嚴格遵守「中華人民共和國環境保護法」、「中華人民共和國環境影響評價法」、「中華人民共和國節約能源法」、「中華人民共和國水污染防治法」等法律法規，推動綠色建築設計與研發，推廣綠色施工和綠色運營，於業務全流程中踐行低碳環保理念。

在施工過程中綜合考慮環境和週邊社區需求，通過制定《垃圾外運規範》、《垃圾房管理規範》等內部制度細化垃圾分類管理辦法，對固體廢棄物開展無害化、減量化、資源化處置，降低施工期間給空氣、水、土地的影響，營造乾淨、整潔、舒適、安全的施工環境。

Compliance Management in Construction

During construction, green construction procedures such as the dust prevention facilities, sewage treatment, garbage transportation, water saving and energy saving were reviewed and examined. Complete dust removal and haze reduction system and sewage treatment system were equipped, to attain the "Six One-Hundred-Percent Requirements".

施工合規管理

施工中對防揚塵設施、污水處理；垃圾外運、節水節能等綠色施工環節進行監督檢查，並配備了完善的除塵降霾系統和污水處理系統，做到六個「百分百」。

Measures for Prevention and Treatment of Pollution

During construction, the environmental management of each project shall be standardized and under guidance, the environmental factors in operation activities shall be identified and evaluated, and control procedures shall be implemented for environmental risk factors.

- During the course of project operation and administration, we actively undertake measures to improve the efficiency of resources and energy use and reduce emissions of pollutants.

防治污染措施

施工中對各項目環境管理加以規範及指導，識別並評價控制運營活動中的環境因素，對環境風險因素執行控制程式。

- 在專家運營與辦公過程中，積極採取措施提高資源與能源的使用效益、減少污染物排放。

Management of Air Pollution

- Dust pollution control measures for new projects are planned in advance, and dust sprinkler systems are set for projects under construction and new projects.
- The construction site is under enclosed management with closed fence surrounding the project.
- Special personnel are assigned to manage large building materials, while fine particle building materials are sealed or covered for storage.
- During the excavation, transportation and backfilling of earthwork, water is sprinkled in time to control dust. When there is strong wind, the relevant work is suspended in advance.

大氣污染管理

- 提前規劃新項目工程揚塵污染的控制措施，在施項目及新項目設置噴淋降塵系統。
- 施工現場實現封閉管理，工程周圍設置封閉圍擋。
- 對於大型建築材料的專區人管理，對微小顆粒性建材採取密封存放或者覆蓋保存。
- 土方開挖、運輸、回填等作業時，及時撒水防塵，如遇大風提前暫停相關作業。

Waste Treatment

The Group controls waste discharge from the source, and takes strict treatment control measures. Waste separation and collection, and proper disposal are proceeded based on different policies of different cities of the different projects.

- Construction wastes are stored in fixed location and coverage measures are taken, regular cleaning and legal treatment are also in place.
- Hazardous wastes are placed stored in special warehouse. Regular inspections are carried out and professional third-party institutions with hazardous waste treatment qualification are engaged to handle the waste collectively on a periodic basis

廢棄物處理

從源頭處進行廢棄物排放控制，並採取嚴格的處置控制措施，按不同項目所在地各城市不同政策進行垃圾分類收集並妥善處理。

- 針對建築垃圾，定點存放並採取覆蓋措施，定期清理並進行合法處理。
- 針對危險廢棄物，嚴格進行專庫存放，定期檢查，並聘請具有危險廢物處理資質的協力廠商機構定期統一處理。

- For reaching our goal in 2026, a pilot waste separation programme is to be launched for certain projects to enhance the participation of property owners, tenants and residents, and raise the waste separation rate of the community to over 80%.

目標預期至二零二六年，項目試點垃圾分類，加強業主、租戶及住戶參與，實現提高社區垃圾分類率至80%以上。

2.1 Energy management
能源管理

The Company adheres to the energy management ideology of saving energy while enhancing efficiency. With regards to the application on commercial projects, we formulated internal guides such as Measures for Energy Management, Management Guide for Split Type Air Conditioners and Management Regulation for Public Lighting. We focus on the energy consumption data during various types of production and operation, regularly monitors the energy expense incurred by the electricity consumption and fuel consumption by projects held and operated by the companies, while vigorously promote the widespread use of clean energy and renewable energy in daily operations and manage energy efficiently from the source.

本公司堅持秉以節能提效為目的的能源管理思路，在商業項目應用方面制定《能源管理辦法》、《分體式空調管理指引》、《公共照明管理規程》等內部指引，關注各類生產運營中的能源消耗資料，定期監測各公司持有和運營項目的電耗、油耗等產生的能源費用，同時大力推廣清潔能源和可再生能源於日常運營中的廣泛使用，從源頭進行高效的能源管理。

To support environmental protection and enhance efficient communication with the Shareholders, and as permitted under all applicable laws and regulations and the articles of association of the Company, the Company has started to provide Shareholders with the option of receiving means of receipt (in printed form or by electronic means through the Company's website) and language (in English version only, in Chinese version only or in both English and Chinese versions) of all its Corporate Communications at the beginning of 2023, which shall reduce the number of printed copies by approximately 90%. Moreover, the Company's 2022 ESG Report will also be distributed electronically so as to save the paper required for printing and also to reduce carbon emissions accordingly.

為支持環保及促進與股東之有效溝通，並在符合所有適用法律及規則以及本公司之公司細則之情況下，本公司已於二零二三年初向股東提供就收取所有公司通訊之收取方式（收取印刷本或透過本公司網站以電子方式收取）及語言版本（僅收取英文版，僅收取中文版，或同時收取中、英文版）之選擇，為此將減少約90%的打印數量。另外，本公司之二零二二年環境、社會及管治報告亦改用以電子方式發放，以節省打印所需的紙張及亦減少衍生的碳排放。



Saving paper
節省紙張

The Company promotes the implementation of paperless office. Data is to be archived in paperless approach through electronic archiving. All filing materials are stored and transmitted in electronic formats; documents are printed in black-and-white and on double sides of the paper.

推行無紙化辦公，存檔資料無紙化，採用電子存檔方式；文件材料電子化，採用電子版發送；列印材料黑白化，採用黑白雙面列印。



Saving resources
節約資源

All workplace property services, water and electricity costs are deduced based on the number of people being covered. Measures include inspection and maintenance, transformers management, and putting air-conditioning switches under master control, with energy-saving signs posted for notice in public area.

職場物業服務、水電費用以服務人數做到測算，通過檢查維護、管理變壓器、總控空調開關、公共區域張貼節能標識等方式。



Office supplies
辦公用品

The procurement and distribution of office supplies are conducted in strict accordance with the standards. The Company is set to improve its procurement plans to cut ad hoc requests, and to reduce requisition frequencies; to encourage trade-in and recycling.

嚴格按配置標準採購、發放辦公用品；提升採購計劃性，避免臨時需求，降低領用頻次，鼓勵以舊換新和回收迴圈利用。



Low-carbon travel
低碳出行

For routine travels (short-distance cross-city trips), we advocate the priority use of public transportation for travel, encourage our employees to carpool, strictly control the number of travelling staff and eliminate unnecessary business trips.

要求員工日常公務外出(短途跨城)，提倡優先使用公共交通出行，鼓勵公司員工拼車出行，嚴格控制人數，杜絕不必要出差行為。

In the course of project operation and management, the Group has continued to adopt early stage planning and management of energy efficiency for projects. The introduction of green building design for office projects in the initial stage has resulted in a year-on-year reduction of approximately 10% in the project electricity consumption, which covered garage lighting, in-building work area lighting, equipment room lighting and elevator inverters, etc.

本集團在項目運營管理過程中，持續推動項目能耗能效前期籌劃管理，前期對辦公項目引入綠色建築設計，使相關項目的電力消耗量同比減少約10%，當中涉及車庫照明、樓內工區照明、設備房照明和電梯變頻器等。

2.2 Water conservation management

節水管理

The Company focuses on water conservation and recycling of water resources throughout the operation process to enhance the efficiency of water resources utilisation. A large number of energy-saving and water-saving devices have been incorporated into the project construction. Through ecological landscaping such as recessed green areas, rain gardens, vegetated shallow ditches and water catchment area facilities, rainwater is collected and stored with reduced outflow of runoff water. Photovoltaic systems, solar water heating systems and air source heat pump systems are also used to achieve the ultimate goal of energy saving, water saving, material saving, emission reduction and harmonious co-existence with the environment.

本公司注重運營全流程中節約用水和水資源的回收利用，提升水資源利用效率。項目建設中加入大量節能節水裝置，通過下凹式綠地、雨水花園、植被淺溝等生態景觀和匯水分區設施，承接和貯存雨水，達到減少徑流外排的作用。採用光伏發電系統、太陽能熱水系統、空氣源熱泵系統等，最終達到節能、節水、節材、減排及與環境和諧共存的最終目的。

Green landscape maintenance area for each project

各項目的綠化景觀保養面積


Weinan Project 渭南項目 approximately 77,000m ² 約7.7萬平方米	Changchun Baoxin Wealth Centre Project 長春寶新財富中心項目 approximately 2,198m ² 約2,198平方米	Yunfu Villa Project 雲浮別墅項目 approximately 10,000m ² 約1萬平方米	Changsha Project 長沙項目 approximately 30,000m ² 約3萬平方米
Shantou Chaoyang Project 汕頭潮陽項目 approximately 17,900m ² 約1.79萬平方米	Shantou Eastern Coast Project 汕頭東海岸項目 approximately 36,200m ² 約3.62萬平方米	Shantou Financial Centre Project 汕頭金融中心項目 approximately 10,300m ² 約1.03萬平方米	2022 Green landscape Maintenance Total Area 綠化景觀保養 總面積 approximately 183,500m ² 約18.35萬平方米

3 Environmentally Friendly Workplace 環境友好型職場

3.1 Green office 綠色辦公


The Company vigorously promotes the concept of green office, in order to build up the awareness of green office for all staff. Through technological transformation, optimization of operations and lean management, we have undertaken a number of measures to improve the efficiency of energy and resource use in the office process, consolidating awareness of resource conservation and environmental protection.

本公司大力推行綠色辦公理念，為樹立全員綠色辦公意識。通過技術改造、優化運行、精益管理，多措並舉提升辦公過程中能源和資源的使用效率，鞏固資源節約和環境保護意識。




Energy-saving lightings are widely used in office areas wherever possible; distributed control and management of office lightings by department has been in place according to occupied locations; computer main units and display monitors should be turned off when leaving office.

辦公場所儘量使用節能燈具，按部門辦公位置進行屬地化分配管理；下班前關閉電腦主機、顯示螢幕。



When the air-conditioner is turned on, the temperature is to be set above 26 degrees in summer or below 18 degrees in winter.

空調運行時，夏季設置26度以上，冬季18度以下。



Strictly monitor the water utilization condition in office areas, regularly inspect and maintain water piping to avoid wastage of water resource due to all kinds of leakage or seepage.

嚴格監控辦公區使用水情況，定期檢查維修用水管網，減少跑、冒、滴、漏等浪費水資源的現象。

3.2 Action for Emission Reduction 減排行動

The Company vows to advocate the concept of green development and make good use of resources and energy to create a low-energy consumption office space, while strengthening energy management and water resources management by multiple approaches.

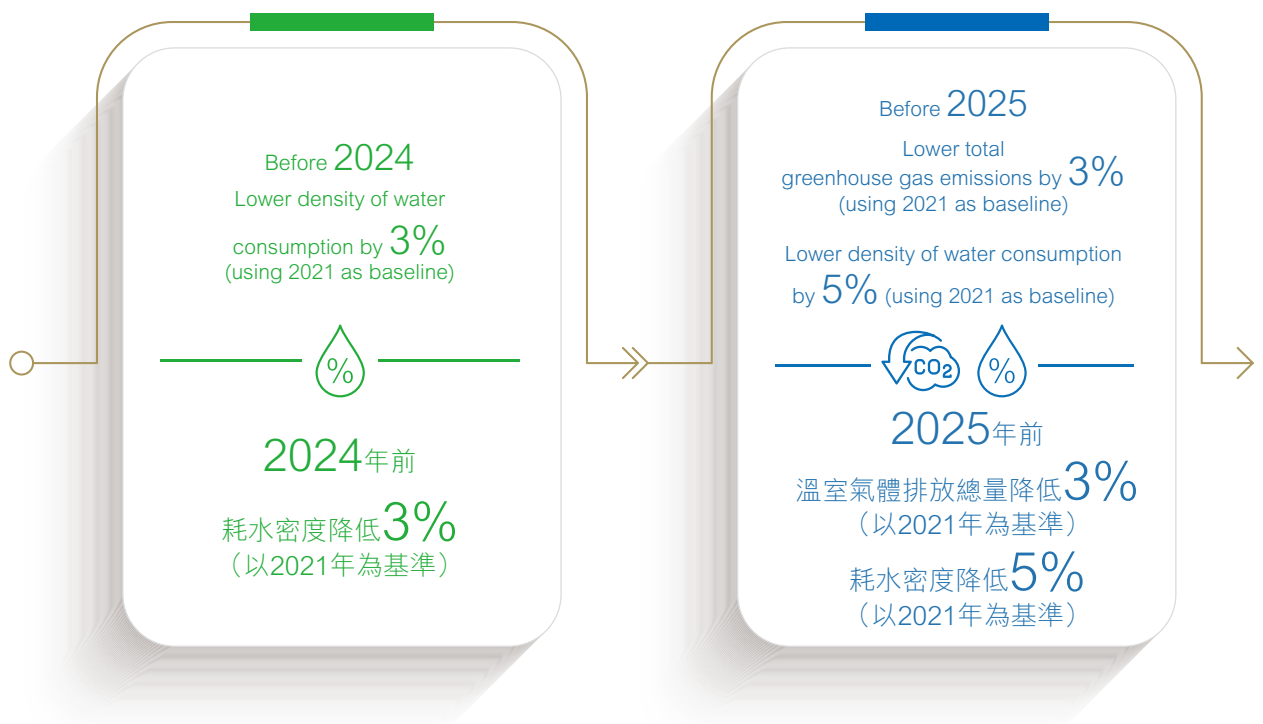
The Group requests project companies to reduce the density of water resource consumption through technical optimization and through usage saving technologies, and adopting less water consuming equipment so as to realize the circular utilization or reuse of water resources and improve usage efficiency. The Group will also implement a water resource utilization efficiency plan and formulate annual targets for water resources consumption.

- The Group requires all project companies to continuously improve their management and technical measures to enhance the efficient use of water resources and to promote the implementation of such measures throughout the year in order to achieve the following annual target requirements.

積極踐行綠色發展理念，善用資源和能源，努力打造低能耗辦公空間，多維度加強能源管理、水資源管理。

本集團要求項目公司通過優化工藝、降耗技術、採用耗水量較少的設備等措施，降低水資源消耗密度，實現水資源循環利用或再利用，提升使用效益；實施水資源使用效益計畫，制訂水資源消耗的年度目標。

- 本集團要求各城市公司為全年度，不斷提升水資源使用效益提升方面的管理和技術措施，並推動措施落地，以實現以下年度目標要求。



4.1 Dealing with Major Climate Changes 應對重大氣候變化

The Group reviews the impact of climate change on its day-to-day business operations periodically and is committed to adopting environmentally conscious operational measures to reduce greenhouse gas emissions and the pressure on global climate change. Meanwhile, we actively assess and manage climate related operational risks and enhance our resilience to climate change.

本集團定期審視氣候變化對其日常業務營運的影響，並致力採取各項追求環保的營運措施，務求減少溫室氣體排放及對全球氣候變化造成的壓力。與此同時，我們會積極評估及管理與氣候相關的營運風險，並提升我們對氣候變化的適應能力。

Physical Risks 實體風險	Climate Types 氣候類型	Potential Financial Impacts 潛在財務影響	Countering Measures 應對措施
Acute 急性	Typhoon and rainstorm, snowstorm, hail, strong wind, thunder, fog, sandstorm 颱風暴雨、暴雪、冰雹、大風、雷雨天氣、霧霾、沙塵暴	<ol style="list-style-type: none"> 1. Slowing work progress, leading to overtime pay and other compensation losses. 工期進度受影響，造成趕工費或者其它賠償損失。 2. Equipment and personnel suffering injuries and casualties under natural disasters with economic losses. 設備及人員遭受自然災害影響，產生人員傷亡及經濟損失。 3. Repairs required for damaged structures leading to additional cost. 需對被破壞的構築物進行修復，增加成本。 	<ol style="list-style-type: none"> 1. Reinforce duty roster system, and safety maintenance during typhoon and rainstorm and be timely aware of sudden flooding, disasters and dangers occurrence and development. 加強颱風暴雨期間值班制度和安全檢查，及時掌握突發性汛情、災害、險情的發生和發展動態。 2. Well prepared for all possible flooding and disasters. Implement hazard preventive measures proactively. 對可能出現的汛情、災害要有充分的準備，積極主動做好災害預防工作。 3. Ensure sufficient manpower of staff on duty and warming equipment during business suspension at winter times. 冬季冬歇現場值班人員，人力充足，防凍採暖設施充足。 4. To ensure on-site safety checks and be aware of weather changes for urgently suspending construction and transferring labour and equipment to safe locations. 做好現場安全管理，及時關注天氣變化，及時停止相應施工，人員、設備轉移到安全地帶。 5. Fastening of materials and equipment stored on-site and on high level at stormy weather. 大風期間固定好現場及高空放置的材料及設備。

Physical Risks 實體風險	Climate Types 氣候類型	Potential Financial Impacts 潛在財務影響	Countering Measures 應對措施
Chronic 慢性	High temperature, cold wave at low temperature 高溫、寒潮 低溫	<ol style="list-style-type: none"> 1. Slowing work progress, leading to overtime pay and other compensation. 工期進度受影響，造成趕工費或者其它賠償。 2. Personnel suffering injuries and casualties leading to damages. 人員造成傷亡，產生賠償費用。 3. Short-circuit leading to fire and other disasters and property losses. 線路自燃造成火災等事故，產生財產損失。 4. Quality issues caused by low temperature leading to rework cost. 低溫造成的品質問題產生返工費用。 	<ol style="list-style-type: none"> 1. Utilizes coagulant to ensure cement quality; issue summer-proof medicines to workers; works to be undertaken by workers under ordinary temperature; Maintenance and inspections to be arranged for machineries. 使用緩凝劑來保證混凝土品質；給施工人員發放防暑藥品，施工人員根據溫度適時施工，做好防暑降溫措施；機械設備做好養護和保養檢查工作。 2. To ensure cement temperature through coagulant; properly monitor cement temperature and undertake works according to weather conditions. 做好混凝土保溫措施，使用速凝劑；適當提高混凝土澆築溫度，按照天氣合理進行排產。

The Board is also responsible for the identification, assessment and monitoring of environmental, social and governance risks, which include climate change risks.

Since 2021, the Company has undertaken preliminary identification and analysis of climate risks and developed corresponding measures with reference to the Taskforce on Climate-Related Financial Disclosures (TCFD) framework, taking into full consideration the impact of the Company's operations in light of the increasing trend of coping with climate change. The Board has begun to identify climate related risks that could trigger financial and operational disruptions and has included them within its monitoring list.

董事會同時負責應對環境、社會及管治風險，包括氣候變化風險的識別、評估及監管。

自二零二一年，本公司參照氣候相關財務資訊披露工作組(TCFD)信息披露框架，充分考慮本公司運營在逐漸強化的氣候變化應對趨勢下受到的影響，開展了氣候風險初步識別與分析工作，並制定了相應措施。董事會開始識別可能誘發財務及營運中斷的氣候相關風險，並將其納入監測清單。

The Sustainability Working Group reports to the Board on a quarterly basis on the level of risk in the environmental, social and governance areas, including climate change, and has developed initial strategies and precautionary measures on energy, legal, technological and marketing aspects to adapt to climate change trends and mitigate the impacts of climate change in response to the identified risks and opportunities.

可持續發展工作小組按季度向董事會匯報包括氣候變化在內的環境、社會及管治範疇的風險水平，並針對識別出的風險與機遇，並從能源、法律、科技及市場四個層面初步擬定了應對策略和防範措施，以適應氣候變化趨勢和減緩氣候變化影響。

On Energy Aspect

The Company has set long-term targets for the promotion of green buildings in accordance with national policy guidelines and has gradually begun to set annual targets. An incentive mechanism is put in place to encourage projects to embark on advanced high-tech green building practices. Green building practices over the years have been summarised to establish a set of standardised corporate process and standardised products to achieve the goal of improving quality, reducing costs and increasing efficiency in the work of green buildings.

能源層面

本公司根據國家政策導向制定企業推廣綠色建築的長期目標，並逐步設立年度目標。建立激勵機制鼓勵項目展開高等級高技術綠色建築實踐。總結歷年綠色建築實踐經驗，建立企業標準化流程，形成標準化產品，達成綠建工作提質、降本、增效目標。

On Legal Aspect

The Company will pay close attention to whether the relevant government departments have issued any new regulations. The Company will proactively adjust its corporate operating model and shift towards low-carbon and environmental protection to cope with the future development direction of government plans.

法律層面

本公司將密切關注政府相關部門是否有出臺新的相關法規條例。積極調整企業運作模式，朝低碳環保方向轉變，以契合未來政府規劃的發展方向。

On Technological Aspect

The Company is formulating its short-and long-term internal plans and actively contacting the local governments to understand their dual-carbon policy, while proactively managing its relationship with suppliers, social groups, and the media to achieve win-win among all parties concerned.

科技層面

公司內部將做好近遠期規劃，主動對接當地政府，瞭解當地政府的雙碳政策，積極做好供應商、社會團體、媒體等關係管理，實現多方共贏。

On Marketing Aspect

The Company develops short-and long-term plans and proactively observes market changes. While making adjustments to suppliers from time to time to reflect the market situation and the Company's requirements, it will also strive to strike the balance between its time and costs to come up with products that meet the needs of the market, the requirements of the public as well as the demands for environmental protection.

市場層面

本公司將做好近遠期規劃，積極關注市場變化，適時調整符合市場環境及本公司要求的供應商的同時，平衡公司時間成本，以將公司產品做到符合市場要求，契合市場大眾需求及環境保護需求。

▼ 4.2 Ecological Conservation 生態保護

The Company works alongside with government departments, professional institutions and other powerful bodies to strictly comply with the “Land Management Law” and other land development laws and regulations, particularly the bottom lines in relation to green spaces, brownfield development, biodiversity, cultural conservation areas and others. Meanwhile, the Company is committed to protecting the biodiversity around our development projects, taking into account of their environmental impact throughout the construction cycles and promoting the adoption of nature-friendly designs for new developments wherever economically viable.

- During the Reporting Period, there were no incidents of significant negative impact on the environment and natural resources, nor were there any breaches of environment-related legislation and regulations.

本公司聯合政府部門、專業機構等多方力量，嚴格遵守「土地管理法」等各項土地開發法律法規，特別是對於綠地開發、棕地開發、生物多樣性、文化保護區等相關內容嚴守底線。同時致力保護開發項目週邊的生物多樣性，在建築全週期考慮其對環境的影響，於符合經濟效益的情況下促使新發展項目採用親和自然的設計。

- 於本報告期間，本集團未發生有對環境及天然資源造成重大負面影響的事件，亦無任何違反與環境相關的法例法規情況。

2

Cooperation and Service: Service Excellence and Cooperation for Win-win 合作服務篇：精品服務 攜手共贏



The Group emphasizes a green business philosophy in response to the new expectations of society for a better life, by adapting to changes in consumer demand, increasing high-quality products and services through multiple channels, and building a whole life cycle service system to create value for our customers.

本集團踐行綠色經營理念，以順應消費需求新變化、多管道增加優質產品，構建全生命週期服務體系，為客戶創造價值，回應社會大眾對美好生活新期待。

1 Building quality of life with a focus on customer experience 構築品質生活 重視客戶體驗

As sustainable and healthy development of the market has become the main theme of policy regulation, enhancing product strength has become the most controllable and solid way of corporate development. In 2022, the Group overcame the adverse external and industry factors and embrace the challenge, focusing on “stable operation and assured delivery”, continuously enhancing product and service capabilities to meet customers’ higher aspirations for quality living, and creating new opportunities for the development of the integrated urban construction services business.

當市場持續、健康發展成為政策調控的主旋律，提升產品力成為最可控、最扎實的企業發展方式。二零二二年，本集團克服外部及行業不利因素影響，迎難而上，全力聚焦「穩經營、保交付」，持續提升產品力和服務力，滿足客戶對於品質生活的更高追求，為城市建設綜合服務業務發展創造新機遇。

Case 案例



On 29 April 2022, a total of 156 units in the Building No. 14 were put up for sale in the sales launch of the Weinan Project. There were 46 groups of visits on the launch day, with purchases of 41 units, representing a take-up rate of 88%. The sales launch coincided with the 1st of May Golden Week, and up to 4 May 2022, a total of 54 units were sold, with gross proceeds of RMB42.78 million.

二零二二年四月二十九日，迎來渭南項目14號樓盛大開盤，本次開盤共推售房源156套，開盤當日到訪46組，認購41套，解籌率88%；此次開盤恰逢五一黃金週，截至二零二二年五月四日止，合共認購54套，認購金額4,278萬。

With a mission “to build each project into a benchmark that represents best quality”, we continue to build a more mature, differentiated and diversified product system, never letting go of any detail of product innovation from design to construction, to create a brand experience that exceeds customer expectations.

我們以「每個項目都打成品質標桿」為使命，不斷打造更成熟化、差異化、多元化的產品體系，從設計到施工從不放過產品上的任何一個細節的創新，打造超越客戶期待的品牌體驗。

Case 案例



In order to capitalise on the popularity of the eastern coastal area, to maximise the benefits of the night-time economy and to highlight the diverse consumption experience of the project complex, the Shantou Eastern Coast Project organised the “Marketplace Fun — Sunrise, Sunset” event from 26 August 2022 through the National Day holiday period in October.

為利用東海岸區域熱度，發揮夜間經濟效益，突出項目綜合體多樣化消費體驗，汕頭東海岸項目於二零二二年八月二十六日至十月國慶節假期期間舉辦「集市行樂 — 日出而作 • 日落而集」活動。

The delivery service team, consisting of engineering, property and marketing departments, provides patient answers to every question raised by the property owners and helps them understand more fully the information of the property, and takes detailed notes on the comments and suggestions made by the property owners and provides timely feedback on the closing time. We have been recognised by property owners for our meticulous and patient service. We also emphasise the importance of being open to the testing of time and the scrutiny of our customers, so that property owners can feel at ease with the process of building up their homes.

針對業主的每一個提問，由工程、物業、行銷等各部門組成的交付服務小組給予耐心的解答，協助業主更全面地瞭解房屋信息，對業主提出的意見及建議亦詳盡記錄並及時回饋整改閉環時間。細緻、耐心的服務得到業主的認可。讓業主們瞭解我們的精工品質的同時，也強調敢於接受時間的考驗與客戶的監督，讓廣大業主對家的建造過程感到放心、安心和省心。

Case 案例

On 30 August 2022, the shops in the southern zone of Shantou Eastern Coast Project were delivered as scheduled. The delivery took place in a simple and warm atmosphere.

二零二二年八月三十日，汕頭東海岸項目南區商鋪如期交付。交付活動在簡約而溫馨的氛圍中進行。



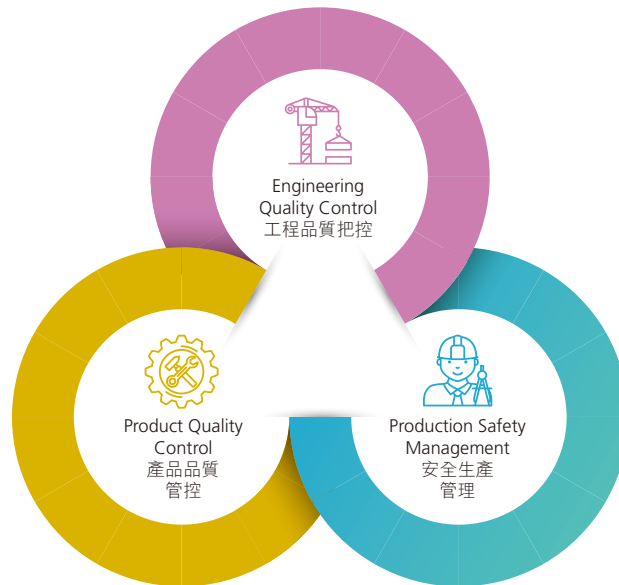
2

Ingenuity to create excellent quality and safe production

匠心錘煉品質 安全生產

The Group always regards product quality, engineering quality, and safety management as the lifeblood of the Group's development, with strict control of quality and strives for excellence. The Group firmly believes that only through fine-crafting of every single product and ensuring its excellent quality can earn the confidence by more consumers, and only on which the enterprise can achieve further long lasting development.

我們始終將產品品質、工程品質、安全管理視為本集團發展的生命線，嚴把質控，精益求精，我們堅信唯有用心做好每一個產品，確保其卓越品質，才能贏得更多消費者的信賴，從而讓企業得到更長足的發展。



As per the relevant national industry technical standards, technical specifications have been issued for various construction industry categories such as door and window designs, office/commercial hardcover grading standards, and residential product standards. Before 2024, all projects of the Group will be implemented in accordance with the abovementioned standards, and relevant system documentation will be continuously revised in accordance with national policies or industry standards.

- In 2022, the “Guidelines for the Application of Residential Products Standardisation Results” have been integrated with residential projects.
- The one-star certification of green buildings for office building projects has been completed in 2022.
- In 2022, 100% of new apartment development projects were confirmed to qualify for national one-star certification of green buildings or other higher-level certifications, realising perfection of the Group's apartment complex regime.

我們已根據國家相關行業技術標準，編制了建築行業各類別，例如門窗設計、辦公／商業精裝分級標準、住宅產品標準化等技術標準制度檔。二零二四年前，本集團所涉及項目將全部按上述標準執行，並根據國家政策或行業標準，持續修訂相關制度歸檔。

- 二零二二年，住宅項目已完成「住宅產品標準化成果應用導則」。
- 二零二二年寫字樓項目已完成綠色建築一星級認證。
- 二零二二年公寓項目確保100%新開發項目獲得國家綠色建築一星級認證或其他更高等級認證，同時實現本集團公寓體系的搭建。

Product Quality Control
產品品質管控

The Group strictly abides by the “Products Quality Law of the People’s Republic of China”, the “Construction Law of the People’s Republic of China”, the “Regulations on the Quality Control of Construction Projects”, and the “Unified Quality Acceptance Standard of Construction Projects” (GB50300-2013), etc., and conducts business in accordance with relevant laws, regulations and standards. Complete quality control procedures and system are developed according to the Group’s business characteristic to provide customers with safe, healthy and high-quality products to create a people-oriented living space.

嚴格依照「中華人民共和國產品品質法」、「中華人民共和國建築法」、「建設工程品質管制條例」、「建築工程施工品質統一驗收標準」(GB50300-2013)等相關法律法規和標準開展業務，並依據業務運營特點制定了自有的完整的品質管控制度和體系，為客戶提供安全安心的高品質、健康的建築產品，打造以人為本的生活空間。

Categories 分類	Content 內容	Standard 標準
Incidents Control Index 事故控制指標	Production safety-related casualties’ incidents (including casualties during work progress) 生產安全亡人責任事故(含施工過程中亡人事故)	0
	Fire hazards-related injuries and casualties’ incidents 火災傷亡責任事故	0
	Production safety incidents with direct economic loss of RMB100,000 or above 直接經濟損失達十萬元或及以上的安全生產事故	0
	Social order and criminal cases 發生有影響的治安事件、刑事案件	0
Compliance Management Index 合規性管理指標	The betterment of safety management structure with corresponding responsible officers at all levels signing production safety responsibility agreement 健全安全管理組織機構，落實各級安全管理責任人，簽訂安全生產責任書	100%
	Enforcement of Group’s safety and fire control systems and standards, with strict enforcement through meetings/learning/training/duty/inspection/drills/examinations/assessment/benchmarking 執行集團安全、消防管控制度及標準，會議／學習／培訓／責任／檢查／演練／考試／考核／績效／落實嚴格到位	100%
	Completion of all safety permits and the qualifications of all safety and fire control-related duties staff (including special duties staff, special equipment operators, fire safety equipment operators, etc.) 各類安全證照辦理完成率，各安全、消防相關崗位員工持證上崗率(特種作業人員、特種設備操作人員、消防設施操作人員等)	100%
	Improvement percentage of major production safety hazards and fire hazards under the Group’s direct management 集團掛牌督辦的重大生產安全事故隱患和重大火災隱患整改率	100%
	Ensure the Company’s contribution to safety expenditure and the completion percentage of safety insurance policies 確保公司安全經費投入，安全類保險投保完成率	100%
Regulations-breaching design, constructions and illegal operations (project oversight, evaluation, preparation and inspection compliance) 違規設計、違章建設、違法經營(工程審、驗、備、檢合法合規)情況	0	



Strict control of product quality from the origin is emphasised, and the quality of materials and parts are controlled through random inspection and special on-site project inspection. Product quality is assured by performing a full spectrum of inspection on project safety, project quality and internal management of the engineering department.
堅持從源頭管控產品品質，以材料部品飛檢、項目現場檢測，對工程安全、品質及工程部內部管理、管理行為等內容進行檢查等方式全面立體把控產品品質。

Cooperate to rectify and eliminate safety hazards and implement the Group's safety, quality, planning, technical and engineering management systems and related requirement documents, to ensure project quality, safety and quality control and deliver the best quality products to customers.

聯動整改消除安全隱患，落地執行集團安全、品質、計劃、技術、工程管理制度及相關要求文件，確保項目品質、安全、品質可控，向客戶交付匠心產品。



Production Safety Management 安全生產管理

The Group strictly abides by the "Production Safety Law of the People's Republic of China", the "Construction Law of the People's Republic of China", and the "Regulations on the Management of Production Safety of Construction Projects", and continuously improves the production safety management system. The Group values the establishment of a safety management structure. The headquarters of the Company has established a safety management committee, while the subordinate companies have established individual safety management committees or safety management teams integrated with their actual operations, and set up independent safety management and supervision department. Employees in all departments and job positions have comprehensively signed the "Safety Production Responsibility Letter" to clarify the responsible parties for safety, ensuring that daily safety management measures can be meticulously implemented.

- During the Reporting Period, the quality of the Group's products developed steadily and there were no recalls due to product quality issues.

本集團嚴格遵守「中華人民共和國安全生產法」、「中華人民共和國建築法」、「建築工程安全生產管理條例」，不斷健全安全生產管理體系。高度重視安全管理架構的設置，總部建立安全管理委員會，下屬公司結合實際經營情況建立安全管理委員會或安全管理小組，建立獨立的安全管理與安全監督機構，各部門各崗位全員100%簽訂《安全生產責任書》，明確安全責任主體以及督促日常安全管理措施能落實到位。

- 本報告期間，本集團產品品質平穩發展，未出現因產品品質問題而進行回收的情況。

Safety Production Management 安全生產管理



Monthly safety meetings, Group morning meetings and WeChat workgroups are used to promote knowledge of production safety, fire safety laws and regulations and advanced production safety management concepts.

利用月度安全會議、集團晨會和微信工作群宣導安全生產、消防安全法律法規知識和先進的安全生產管理理念。

Safety education campaigns covering all staff are launched. Combined with Production Safety Week and Production Safety Month and other thematic activities, we have effectively raised the safety awareness of our staff and improved their ability to prevent risks.

積極開展覆蓋全員的安全教育活動，結合安全生產週、安全生產月等主題活動，切實有效地提高員工安全意識，提高風險防範能力。

In the face of increasingly diverse consumer demands, the Group insists on serving customers with honesty and pragmatism, and constantly reiterates and upgrades its operations to meet the needs of different business forms and customer segments, so that customers can fully enjoy high-quality services.

面對日益多元化的消費需求，本集團堅持以誠實、務實的態度服務客戶，針對不同業態和不同客群需求，不斷反複運算升級，讓客戶充分享受高品質服務。

3.1 Customers' Feedback and Response Mechanism

客戶回饋回應機制

The Company attaches great importance to customer experience and evaluation at different stages including pre-sales, in-sales, and after-sales. The Company has also established a professional customer services system and complaint feedback system to cope with different business forms such as residential projects and commercial projects by means of membership centers, service desks, service hotlines, WeChat and other channels to accept feedback across the whole customer services flow in real time.

To ensure service quality, standard customers' services operating guidelines have been formulated for all business forms to address issues of problem responses, handling, closure, and return visits.

本公司高度重視售前、售中、售後不同階段的客戶體驗與評價，針對住宅項目、商業項目等不同業態建立專業的客戶服務體系和投訴回饋體系，借助會員中心及服務台、服務熱線、微信等管道即時受理回饋，貫穿客戶服務全過程。

為保證服務品質，各業態均制定有問題回應、處理、關閉、回訪的標準客戶服務操作指引。



- Throughout the year, the Group received a total of 11 complaints for various projects in relation to delivery delays, quality issues, as well as disputes over labour wages for general contractors, all of which were received in a timely manner and dealt with within the stipulated deadline, thus resolving the problems of customers and stakeholders quickly and effectively.
- 本集團全年各項目共接到11宗投訴，來源為交付延期和品質問題，總包勞務工資糾紛問題，均及時受理、限期處理，快速有效解決了客戶及利益相關方的問題。

▼ 3.2 Confidentiality of Property Owners' Personal Data

業主個人信息保密

The Company values the protection of customer information and has established the “Confidentiality Management Regulations” and “Information Management System” in accordance with the latest national requirements for network security level protection and the ISO27001 information security management system. Abiding to laws and regulations such as the “Cybersecurity Law of the People’s Republic of China”, the Company safeguards the customers’ fundamental rights by preserving their privacy and information security and observing the bottom lines of marketing.

1. The information and data of property owners are managed by dedicated personnel and stored in a dedicated filing room, the access of which by staff not responsible for such file handling is strictly forbidden. All file handling staff have signed “confidentiality agreements” and are liable for legal responsibilities in case of any breach of confidentiality.
 2. The Company has strict rules and regulations governing access to the records, which is subject to relevant record retrieval procedures, requiring verification and approval by various levels of management of the Company.
- During the Reporting Period, the Group did not receive any complaints of leakage of customer information.

本公司重視客戶信息保護，按照國家最新網路安全等級保護的要求和 ISO27001 信息安全管理體系，制定了《保密管理辦法》與《信息化管理制度》。「中華人民共和國網路安全法」等法律法規，通過保護客戶隱私、守護客戶信息安全、堅持營銷底線等方式，保障客戶的基本權益。

1. 由專人管理業主的的信息和資料，存放於專用檔案室裡，非檔案管理人員嚴禁入內，檔案管理人員均簽署「保密協議」，如出現洩密情況需承擔相關法律責任。
 2. 本公司制定嚴格規定，檔案查閱需嚴走相關之檔案查閱流程，經本公司各級領導層層把關審批後方可進行查閱。
- 本報告期間，本集團未接獲客戶資料外漏投訴事件。

▼ 3.3 Improving Customers' Satisfaction

提升客戶滿意度

The Company values the customers’ evaluation and feedback on our products and services. To this end, we have established a full-stage and full-contact satisfaction survey system according to the characteristics of different businesses, shifting from traditional telephone research to a more customer-friendly online survey. The Company integrates the sensitive points of customer concerns and designs questionnaires with indicators in terms of quality, design and service, so as to understand the timely status of customer satisfaction, and adopts an incentive approach to promote service awareness across the Group by benchmarking against industry standards.

本公司十分重視客戶對於產品和服務的評價回饋，根據不同業務特點建立了全階段、全觸點的滿意度調查體系，從傳統的電話調研方式轉變為客戶更易接受的網路問卷調研方式。本公司結合客戶關注的敏感點，從品質、設計、服務等方面設計問卷指標，及時瞭解客戶滿意度現狀，通過對標行業值，採用激勵的方式促進服務意識在全集團的落地。



- The Company has planned to include green-related issues in all its projects progressively starting from 2022. 自二零二二年起，本公司部署陸續將所有項目的綠色環保相關事項納入調研指標。

3.4 Protection of Intellectual Property 知識產權保護

The Company values highly the protection of intellectual property rights and strictly abides by the “Trademark Law of the People’s Republic of China”, the “Copyright Law of the People’s Republic of China”, the “Patent Law of the People’s Republic of China”, the “Anti-unfair Competition Law of the People’s Republic of China” and other applicable laws and regulations. We work to strengthen the management of intellectual property rights such as patents, copyrights, and trademarks, and undertake sound legal measures to safeguard intellectual property rights.

The Company has formulated the “Measures for the Management of Intellectual Property Rights” in 2017 to implement an intellectual property management system, and clearly define management responsibilities and details. The Company has also established a standing mechanism to provide intellectual property training for employees at least once a year. To support fair competition, the Company also fully respects the intellectual property rights of its partners. Intellectual property management systems have been established in a number of companies in related industries, which are periodically supervised and audited by third parties, with an aim to protect the legal rights of our partners and ourselves from infringement.

- During the Reporting Period, the Group received no complaint regarding intellectual property infringement.

本公司重視對知識產權的保護，嚴格遵守「中華人民共和國商標法」、「中華人民共和國著作權法」、「中華人民共和國專利法」、「中華人民共和國反不正當競爭法」及其他適用法律法規要求，加強對專利、著作權、商標等知識產權的管理，採取有效的法律手段保護知識產權。

本公司已於二零一七年制定「知識產權管理辦法」，明確知識產權管理制度、管理職責及內容。並建立恒常機制，為員工提供知識產權培訓，至少每年為員工提供培訓一次。本公司也充分尊重合作方的知識產權支援公平競爭，其中多家相關產業公司建立了知識產權管理體系，定期通過第三方監督審核，盡力維護合作方和自身的合法權益不受侵害。

- 本報告期間，本集團全年未出現知識產權侵權投訴案件。

4

Cooperate to Achieve Win-win Results

齊心共建 合作共贏

Suppliers are our cooperating partners in the process of delivery of customer services. Implementing standardized supplier management can enhance suppliers' management capability, and at the same time promote the provision of quality products and services to our customers.

供應商是我們實現客戶服務的合作夥伴，進行規範的供應商管理一方面能提升供應商的管理能力，另一方面也將促進我們對客戶提供優質產品和服務。

4.1 Supply Chain Management

供應鏈管理

The Company has always pursued responsible procurement by taking a supplier's commercial credit and social responsibility as the key premises for cooperation.

本公司一貫追求責任採購，將商業信用和社會責任表現作為供應商合作的重要前提。

Optimized Cooperative Contract Performance Management

With a complete Suppliers Cooperative Contract Performance System established, suppliers' performance implementation is comprehensively tracked by digitized information system.

完善合作履約管理

建立了完善的供應商合作、履約管理體系，並採用資訊化資料系統全面跟蹤落實執行情況。

Comprehensive Review of Contract Performance Capabilities

Contract performance capabilities of potential suppliers are ensured by the verification of their credentials and qualifications, comprehensive corporate capacities, office environment, as well as quality, safety and culture management.

全面考查履約能力

對供應商的資質資格、企業綜合能力、辦公環境、品質安全文明管理方面進行核實，確保潛在供應商的履約能力。



Full Process Information Review

When registering on the Yangguang Zhaocai Platform, reviews on the business registration information, business scope, major business performance and contract obligation fulfilment condition of every supplier are being carried out.

全流程資訊審核

所有供應商在陽光招採平台註冊時，均需要對企業工商註冊信息、經營範圍、主要業績、履約情況進行審核。

In 2022, the Company further enhanced its "Procurement Management System" to improve the efficiency and effectiveness of tender procurements. It strictly applies the concept of achieving "proper selection as the prerequisite, and good cooperation as the goal", and maintaining good quality customer resources with the awareness of service and win-win situation to realise the goal of healthy cooperation.

- During the Reporting Period, the Company well protected the rights and interests of its suppliers and partners, achieving mutual benefit and win-win results for all parties concerned

二零二二年，本公司進一步完善《採購管理制度》，提高招標採購效率和效益，堅持「選好是前提、合作好才是目標」理念，以服務、共贏的管理意識，維護好優質客戶資源，實現形成良性合作的目標。

- 本報告期間，本公司充分保障供應商、合作夥伴的權益，實現了合作各方的互利共贏。

Hierarchical Supplier Management

To uplift the suppliers' environmental awareness, the Group requires the manufacturing suppliers to possess ISO9000 management system certification for management standards and ISO14000 environmental system certification for environmental standards. It has also set stringent technical requirements for energy conservation and environmental protection to support the development of green and low-carbon industries.

供應商分級管理

為提高供應商的環境責任意識，本集團要求製造企業管理標準達到ISO9000管理體系認證，環保標準達到ISO14000環境體系認證，並設置了嚴格的節能、環保技術要求，支援綠色低碳產業發展。

Transparency in Cooperation

To prevent and combat misconduct in duty performance, we have set up an "Integrity Report" column on the Yangguang Zhaocai Platform (陽光招採平台) as a dedicated website for reporting job malpractices. We will deal seriously with those confirmed guilty companies and individuals in accordance with the relevant regulations of the Company, in order to eliminate supply chain misconduct.

合作透明

我們在陽光招採平台設立「廉政舉報」專欄作為舉報職務舞弊的專門網站，預防並打擊職務犯罪，對經查實存在問題的公司及個人，將按照本公司相關規定進行嚴肅處置，杜絕供應鏈不當行為。

Green Purchasing

The Company incorporates key indicators such as safety and health, low carbon and energy saving into the evaluation system of suppliers, improves the supervision and evaluation assessment mechanism for the operation of the quality system of suppliers, and accelerates the promotion of quality system certification. We rigorously supervise the fulfillment of environmental responsibilities of suppliers, strengthen the management of suppliers, eliminate sources of environmental pollution, and enhance the level of environmental protection of green energy saving.

綠色採購

本公司將安全健康、低碳節能等主要指標納入對供應商的評價體系，完善對供應商品質體系運行的監督評價考核機制，加快推進品質體系認證；嚴格監督供應商環境責任履行情況，加強供應商管理，杜絕環境污染源，提升綠色節能環境保障水平。

Spirit of Contract

The Group continues to improve the supplier evaluation system, amend the supplier evaluation cycle, and expand the weighting of integrity and contract performance scores in order to guide suppliers to operate with integrity. It has strengthened contract performance management, standardised contract texts, improved contract performance terms and uplifted contract performance rates. A daily reporting system for contract performance irregularities has been implemented to enable the monitoring of ordinary contract performance irregularities.

According to the "Supplier Assessment and Grading Management System", supplier assessments are collected on a semi-annual and annual basis, and suppliers are graded and managed dynamically with their performance monitored in the following seven dimensions:

契約精神

本集團不斷完善供應商評價體系，調整供方評價週期，擴大誠信、履約評分賦值權重，引導供應商誠信經營；強化合同履約管理，規範合同文本，完善合同履約條款，提高合同的履約率；建立合同履約異常日報制度，實現了對日常合同履約異常的監管。

根據「供應商評估定級管理辦法」，按半年度、全年度組織供應商評估，對供應商實施分級管理，從以下七個維度對供應商履約的表現進行動態監督：



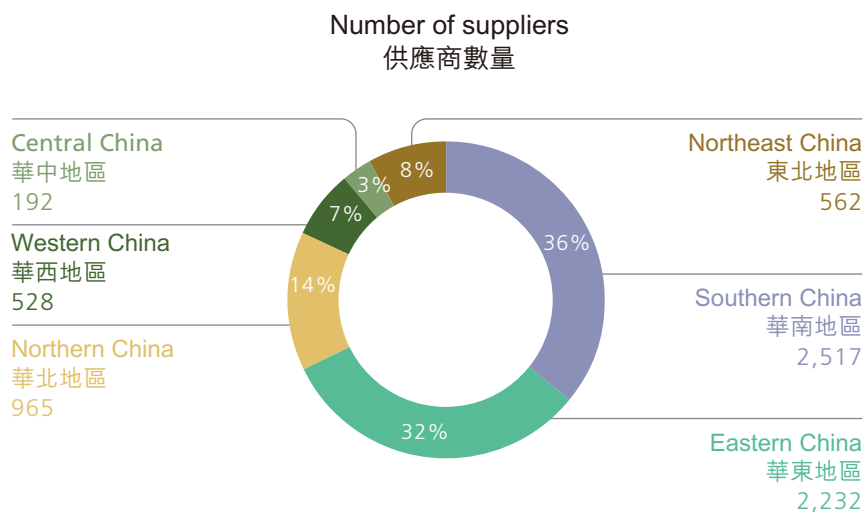
Each year, suppliers will be classified into four levels of A,B, C and D based on their dynamic performance scores, and unqualified suppliers at the D level will have their qualifications for shortlisting and winning tenders cancelled for two years.

A total of 236 new suppliers were introduced during the Year where 36 of which were classified as Class D suppliers.

每年依據動態履約得分將供應商評定為ABCD四個等級，對D級不合格供應商予以兩年內取消其入圍、中標資格。

本年度共引進新增供應商236家，當中列入D級供應商有36家。

Total number of suppliers in the Group's supplier database (by place of registration of suppliers): 6,996.
本集團供應商庫供應商總數量(按供應商註冊地分)：6,996家。



▼ 4.2 Closed-loop Management of Procurement Chain

採購鏈閉環管理

In order to regulate the Company's contracting and tender management business departments in respect of the tendering and procurement practices in construction project, and to establish an efficient, clean and fair procurement management system, the Group has established a standard mechanism for the introduction of suppliers and the principle that "short-listed bidding suppliers must first be accepted to the prospective supplier database" must be followed.

為規範本公司建設項目工程發包及招標管理業務部門的招標採購行為，構建高效、廉潔、公正的採購管理體系，本集團建立了對供應商常態化引進機制，對供應商的使用遵循「先入庫後入圍」原則。

Resource Conservation

As long as it is in line with its procurement policy, the Company encourages subsidiaries to give preference to the products, equipment and services of local suppliers, and priorities are given to the suppliers in closer proximities who adopt eco-friendly means of transport. Such practices can reduce the emission of greenhouse gas, and the use of social resources. While reducing the risks associated with our supply chain, the Group works seamlessly with suppliers to achieve further resource saving through effective solutions.

資源節約

本公司宣導各附屬公司於符合採購政策的前提下，優先選購本地供應商的產品、設備與服務，並優先選擇距離較近及採用較環保的交通運輸工具的供應商，避免溫室氣體的排放及社會資源的佔用。在降低與供應鏈相關的風險同時，本集團與供應商合作無間地通過有效的解決方案，來進一步實現資源節約。

Green Assessment

The Group inspects and grades the EHS (Integrated Environment, Health and Safety) management practices and status of supervisors and main sub-contractors, and applies outcome of such inspection and grading in performance assessment for the suppliers. We have centralized procurement processes and through on-site supervision of the production process, promote eco-friendly manufacturing in the suppliers. Moreover, regional service centres have been established to enhance the efficiency in supply and technical services.

- With reference to the national standards, the Group has initially completed the setting up of green procurement category standards, establishing a full life-cycle concept from the product design stage, fully considering environmental protection and reducing resource and energy consumption in the Year.
- The initial development and monitoring of quantitative targets for the green supply chain is planned to be completed by the end of 2025.

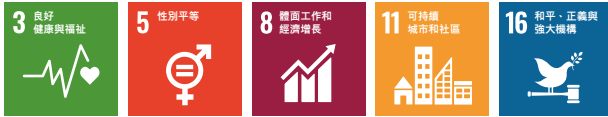
綠色考核

本集團對監理和總包類供方的EHS(環境、健康與安全一體化)管理行為和管理狀態進行檢查評分，並作為定級指標進行考核。整合集採物料履約過程，通過駐場監造監督和促進供應商綠色生產，通過設立區域服務中心提高供貨和技術服務效率。

- 對照國家標準，本年度本集團已初步完成綠色採購品類標準，從產品設計階段開始樹立生命全週期理念，充分考慮環境保護，減少資源能源消耗。
- 計畫二零二五年底前初步完成制定及監察綠色供應鏈量化目標。

3

Employee Organisation: Diversity and Common Growth 員工組織篇：多元發展 共同成長



Employee satisfaction determines the core competitiveness of an enterprise. The Company always adheres to the responsibility concept of people-orientation and treating employees well, and upholds the vision of sharing values with employees to promote our talent strategy by giving full consideration to employee diversity and equal opportunities. In addition to strengthening our talent pool, we continue to improve our welfare system and employee care measures, showing the care for each and every employee and accompanying their growth. The Company provides employees with market-competitive remuneration and benefits as well as a comprehensive talent development system. The occupational health and safety of employees and their legitimate rights and interests are safeguarded and protected.

員工滿意度決定了企業的核心競爭力，本公司始終堅持以人為本、善待員工的責任理念，堅持與員工價值共用的願景扎實推進人才戰略，並充分考慮員工多元化和機會平等。在加強企業人才隊伍建設的同時，不斷完善福利體系與員工關懷措施，用心關愛與陪伴每一位員工的成長。本公司為員工提供具有市場競爭力的薪酬福利和完善的人才發展體系，切實維護員工職業健康安全，保護員工合法權益。

1 Employees' Rights and Interests 員工權益

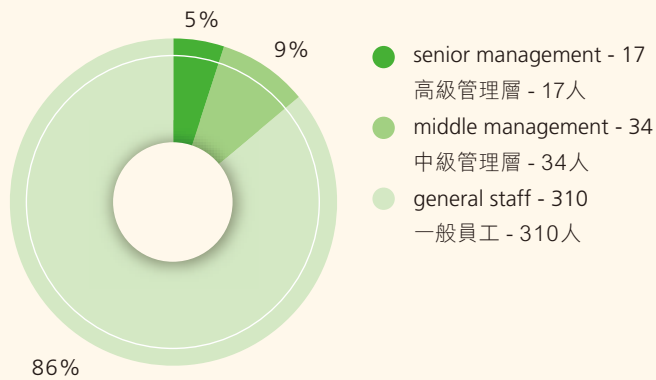
In terms of talent strategy and employee's caring, the Company has always committed to equal and transparent talent recruitment, respected cultural differences among employees of different backgrounds, and strived to create a safe working environment as well as equal and diversified career development paths for employees at the same time.

於人才戰略及員工關懷的領域上，本公司一直堅持平等、透明的人才招聘，尊重不同背景員工之間的文化差異，同時致力為員工營造安全的工作環境和平等多元的職業發展路徑。

Number of employees in 2022 by employee category, gender, age and region 二零二二年按僱員類別、性別、年齡、地區劃分的員工人數

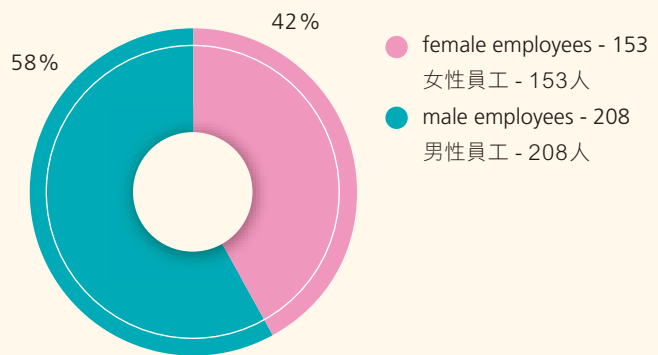
By employee category

按僱員類別劃分



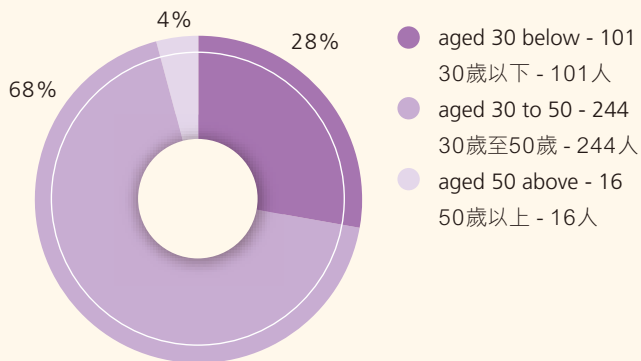
By gender

按性別劃分



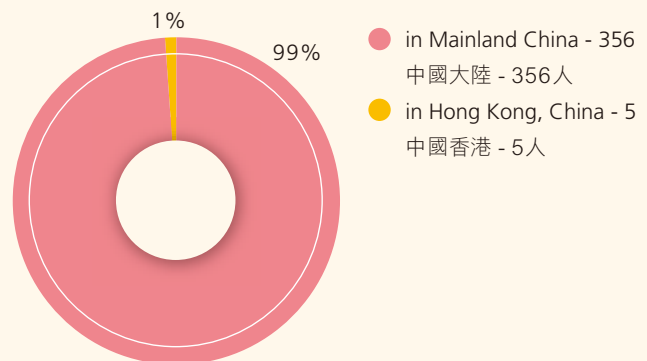
By age

按年齡劃分



By region

按地區劃分

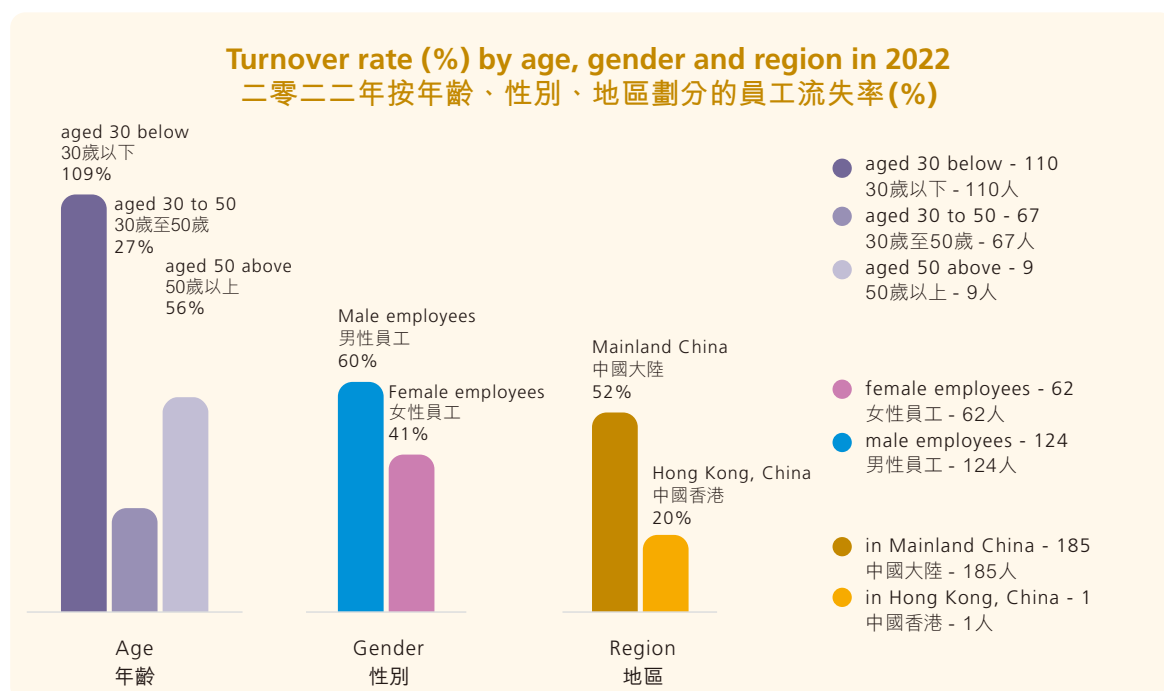


1.1 Diversity Recruitment and Equal Opportunity Employment

多元招聘與平等僱傭機會

The Company strictly complies with the “Labour Law of the People’s Republic of China”, the “Labour Contract Law of the People’s Republic of China”, the “Provisions on Prohibition of Child Labour of the People’s Republic of China” and other relevant laws and regulations. It fully follows statutory requirements in the processes of signing, renewing, terminating and cancelling labour contracts with employees. All relevant processes are fair, transparent and impartial, regardless gender and race or other relevant factors. The Company’s recruitment process is based on equal employment practices and ensures that each candidate is given the rights to which he or she is entitled and is not denied employment on the basis of gender, age, race or religion.

本公司嚴格遵守「中華人民共和國勞動法」、「中華人民共和國勞動合同法」、「中華人民共和國禁止使用童工規定」等法律法規，在員工合同簽訂、續訂、終止、解除勞動關係等過程中，嚴格遵守法定程式，所有相關流程都保證公平公開公正，不受性別、種族或其他相關因素的影響。本公司在招聘流程中堅持平等規範僱傭，招聘時確保每一位應聘者都能享受應有的權利，不會因為性別、年齡、種族或信仰等因素而被拒絕聘用。



The Company has established a “Recruitment Management System”, a “Recruitment Operations Manual” and a “Job Description Manual” to regulate the recruitment process of our staff, ensuring that the employment of staff meets the requirements of laws and regulations, and eliminating child labour and forced labour at the source.

In terms of staff promotion, the Company explicitly sets out the functional requirements and promotion conditions for each rank and position, and implements the “Employee Performance Management Measures” and “Reward and Punishment Management System”, for performance appraisals on employees covering areas in job performance, abilities and attitudes on a periodic basis. The assessment results formed important basis for bonus payout, salary adjustment and promotion.

- During the Reporting Period, the Group did not employ any child labour nor forced labour.

本公司制定了「招聘管理制度」、「招聘操作手冊」和「職位說明書」，規範員工招聘流程，保證員工僱傭符合法律法規要求，從源頭上杜絕童工和強制勞工。

於員工晉升方面，本公司明確制定各職級及崗位的職能要求及晉升條件，並實施「員工績效管理辦法」和「獎罰管理制度」定期對員工進行涵蓋工作表現、能力和態度等方面的績效考核，評估結果則作為獎金發放、薪金調整及晉升的重要依據。

- 本報告期間，本集團沒有發生僱用任何童工與強制勞工的情況。

▼1.2 Remuneration and Benefits

薪酬與福利

The Company always follows the market changes and talent needs, and continues to optimise the remuneration and benefits system to enhance its attractiveness to talented people.

In accordance with laws and regulations, the Company makes full contribution payments to social insurance and housing provident fund schemes for the employees, provides commercial comprehensive insurance plans covering both outpatient and hospitalization benefits for employees suffering from accidental injuries and major diseases, and lets the employees enjoy the share of goals accomplishment by setting up corporate annuity plans. It also provides statutory benefits such as paid leave and labour insurance products. In addition, the Company provides a combination of benefits including dormitories, free shuttle buses and working meals for the employees.

In order to ensure reasonable working hours and duration of employees, overtime work of employees are compensated with overtime pay or off-shift arrangement according to the overtime circumstances recognised in the relevant management system. In addition to statutory holidays, employees are also entitled to paid leaves including marriage leave, bereavement leave, maternity leave, nursing leave, family visit leave and annual leave, with adjustments made on annual leaves according to individual employees' length of services.

To meet the housing needs of employees in need, the Company provides housing for employees who have met certain criteria. The Company also organises a variety of festive activities to create a warm and welcoming atmosphere during the festive season.

本公司時刻關注市場變化與人才需求，持續優化薪酬福利體系，加強對優秀人才的吸引力。

本公司依規合法地為員工足額繳納社會保險與住房公積金；為員工提供商業綜合保險，對意外傷害、重大疾病及門診住院醫療提供保障；設立企業年金計畫，幫助員工分享發展成果。提供帶薪休假和勞保用品等法定福利。除此以外，本公司還為員工提供宿舍、免費班車、工作餐等福利項目組合。

為保障員工合理的工作時間和時長，員工的超時工作均按照相關制度管理制度中認可的加班情形提供加班費或安排調休。除了法定假期外，員工還享有婚假、喪假、產假、護理假、探親假及年休假等帶薪假期，並會根據員工年資對其年假進行相應的調整。

本公司為達到特定條件的員工提供人才保障性住房，切實解決困難員工的居住需求。本公司還組織形式多樣的節日活動，營造溫馨的節日氛圍。

▼1.3 Occupational Safety

職業安全

The Company is very concerned about the working environment and safety of employees, and therefore has formulated sound management policies and regulatory requirements. On both regular and ad-hoc basis, the Company undertakes specific safety checks on office premises, places of operation and construction sites. All project companies are required to put in place a safety management office according to the regulatory standards with designated staff to take charge of safety management, and regularly conduct trainings and conferences on safety. On-site safety inspections are being conducted to ensure zero accident in the workshops. Measures to mitigate safety risks are actively taken, with an ultimate goal of building a zero-accident working environment.

本公司十分重視員工的工作環境與安全，因此制定了健全的管理制度與規範要求，定期與不定期對辦公場所、經營場所、在建工程等開展各類安全專項檢查，要求各公司按照相應規範設置安全管理機構，制定安全管理人員，定期開展安全培訓，召開安全生產會議，組織現場安全檢查，全力確保工作場所的安全零事故。積極採取減少安全隱患的措施，目標營造一個零意外的工作環境。

In strict compliance with Article 20 of the “Production Safety Law of the People’s Republic of China”, the Company assigns production safety personnel with relevant production knowledge and management capability, who hold relevant certificates and licences, to be on duty for inspection in the real estate development business,

The Company’s specific measures to ensure employees’ safety include the followings:

於有關房地產開發業務中，本公司嚴格遵從「中華人民共和國安全生產法」第二十條，安排具有生產知識和管理能力和持有有關證照的安全生產管理人員值班巡檢。

本公司注重下列各個細節以高度保障員工安全：



Periodic inspection

To ensure the safety of work sites at all times, the Company has set up a special inspection task force to compile all inspection details and carry out periodic inspections for alerts of potential hazards related to fire, electric circuits and chemicals, etc.

定期檢查

為確保工作場所安全常態化，公司設量了專項檢查小組，羅列檢查明細，定期開展檢查，以提示消防、電路、化學品等方面的風險。



Clear Signs

Safety slogans are displayed in the office premises and work areas, such as “Be Careful! High Temperature” at the location on which the drinking water equipment is installed, and “Do Not Move” at the storage place for fire-fighting equipment.

標識明確

在辦公場所及工作區域張貼安全溫馨提示標語，包括開水供應區「高溫小心」、消防器材處張貼「消防器材請勿挪移」等標識。



Strengthened Protection

In addition to displaying safety operating procedures and work instructions at conspicuous locations, we actively provide and update safety equipment for employees to prevent the occurrence of occupational diseases and work-related injuries.

加強防護

在顯眼處懸掛安全操作規程及作業指導書以外，還積極為員工提供並更新安全勞保用品以防治職業病及工傷的發生。

Labour Rights				
勞工權益				
Index	Unit	2022	2021	2020
指標	單位	二零二二年	二零二一年	二零二零年
Occupational health and safety				
職業健康和 safety				
Work-related injury cases	Cases	0	0	0
因工受傷個案	宗			
Serious work-related injury cases	Cases	0	0	0
嚴重工傷個案	宗			
No. of lost working days due to work-related injuries	Days	0	0	0
工傷引致損失工作天數	天			
Death cases due to work-related accidents	Cases	0	0	0
因工傷死亡個案	宗			
Employee Complaints				
員工申訴				
Employee reporting cases of discrimination	Cases	0	0	0
有關歧視的員工舉報個案	宗			
Employee complaints regarding basic human rights, employment and labour rights	Cases	0	0	0
有關基本人權、僱傭與勞工權益的員工申訴個案	宗			

- The number and rate of work-related fatalities and the number of days lost due to work-related injuries during the Reporting Period were all nil.
- 本報告期間，因工作關係而死亡的人數與比率及因工傷損失工作日數均為零。

1.4 Occupational Safety Drills and Training

職業安全演練與培訓

Safety Training

The Company prepares an employee safety training programme at the beginning of each year to provide appropriate occupational health and safety training to its employees. In addition to effectively safeguarding the safety of the Group's employees, the Company also effectively performs the function of supervising the safety management of contractors in its business areas.

安全培訓

本公司於每年年初會編制員工安全培訓計畫，為員工提供適當的職業健康及安全培訓，除了有效保障本集團員工安全以外，本公司也有效履行了對業務範圍內承包商的安全管理監督職能。



Safety Training

Training topics include the identification of safety warning signs, the operation of safety facilities and equipment, the safe operating procedures for relevant job positions, and case studies of safety incidents, etc., which are aimed at raising employees' safety awareness so that they can recognize safety hazards effectively and stay vigilant.

安全培訓

培訓內容主要包括安全標識的識別、安全設施設備的操作、相關操作崗位的安全操作規程、安全事事故案反思等，以此提升相關員工的安全意識，使其能有效辨別安全隱患並時常保持警惕。

Supervision of Contractors Safety

The Company discharges the safety supervision role for those contractors within its business scope. The contractors are requested to establish sound safety management procedures, comprehensively complete all kinds of safety instructions and continuously improve the occupational health and safety management systems.



承包商安全監督

本公司也有效履行了對業務範圍內承包商的安全管理監督職能，要求其建立健全安全管理制度，充份做好各類安全指導工作，完善職業健康與安全管理體系。

Emergency Drills

The Company periodically organizes employees to go through fire and emergency drills, in which they are trained with basic self-rescue and emergency escape skills. Emergency measures such as fire-fighting deployment, fire safety knowledge and skills, safety electricity use in office as well as safe use of high-rise elevators are shared in details. Typical fire-fighting cases are also shared to help strengthen their awareness of safety precautions, increase their awareness of work safety and increase their sense of working responsibility.

應急演練

本公司定期組織員工開展消防及安全應急演練，指導員工學習基本自救和緊急逃生本領。從消防佈防、消防安全知識與技能、辦公用電安全、高層電梯安全使用規範等應急措施方面進行了深入分享，結合消防經典案例分享，結合消防經典案例幫助員工強化安全防範意識，增加工作責任防範意識，增加工作責任心。

1.5 Employee Care and Well-being

員工關愛與福祉

The Company continues to promote the establishment of the employee health care system to help employees identify and reduce health risks at all levels.

本公司持續推動建立員工健康關懷體系，幫助各級員工識別和降低健康風險。



The Company organise employees to join the “critical illness insurance” scheme as recommendable by the government, and purchases commercial casualty insurance for employees whose work involves risky operations risks.

本公司積極組織員工參加政府提倡的「重大疾病保險」，並針對涉及風險的業務，為有關員工購買了意外傷害商業保險。



The Company carries out a number of tasks including employees’ health assessments and promotion of health concept, and consistently provides annual health inspection and body check for all employees.

本公司從員工健康狀況評估、健康理念宣導等多方面開展工作，堅持每年為全體員工提供健康檢查、體質檢測。



A “Caring for Female Workers” campaign has been launched. Maternal rooms are established for female employees during the time of pregnancy, childbirth and breastfeeding. Female health education activities are held periodically.

開展「女職工關愛行動」，為孕期、產期和哺乳期女性員工建立母嬰室，定期開展女性健康科普教育活動。

It has become the main objective of the Company's talent development system for the Year to create an efficient, pragmatic and flexible multi-dimensional training venue to support the Company's continuous business development, keep pace with market demands and meet the needs of talent development.

Taking into account of the business needs of every business segment, the Company will periodically organize one or two professional knowledge training course(s) and one general quality training course each month, as well as organize a high-quality public course once every two months in the future. Duration of each course is expected to last for one to two hours. Adequate publicity and announcement will be made prior to such courses so as to encourage the active participation by the employees.

為助力本公司業務持續發展，緊跟市場需求，滿足人才發展需要，打造高效務實且靈活的多維度培訓陣地，已成為本年度本公司人才發展體系落地的主要目標。

未來本公司將結合各板塊業務需要，每月定期組織一至兩次專業知識類培訓、一次通用素質類培訓，又每兩個月組織一次高品質的公開課。課程時長規劃一至二小時，課前做好宣傳工作，鼓勵員工積極參與。

2.1 Live Broadcast and Online Training

直播授課線上培訓

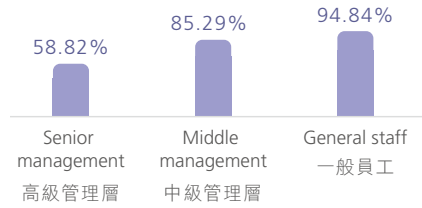
2022 was a year when the prevention and control of the COVID-19 epidemic (the "Pandemic") has become normalised and the Pandemic was approaching its end. To facilitate the strategic development of the Company, the Group actively expanded its online learning platform to enhance the effectiveness of internal training in the post-epidemic era.

二零二二年是新冠疫情(「疫情」)防控常態化的一年，也是疫情接近尾聲的一年。於後疫情時代，為助力本公司戰略發展，本集團積極拓展線上學習平台，強化內部培訓效果。

2022 二零二二年	As of the end of 2022 截至二零二二年底		
Per-capita training hours 人均培訓學時	Accumulated training sessions launched (organised by the Company) 累計開展培訓場次 (公司組織)	Accumulated number of trainees 累計參訓人次	Accumulated total of training hours (including external training) 累計培訓總學時 (含外部培訓)
15.85	118	2,784	5,723

By employee category 按僱員類別劃分

Percentage of employees trained
受訓僱員百分比
92.24%



Average training hours completed per employee (hours)
每名僱員完成培訓的平均時數(小時)

15.85



By gender 按性別劃分

91.50%

Female
女性

92.79%

Male
男性

14.41

Female
女性

16.92

Male
男性

2.2 Creating an Online Training Platform

打造線上培訓新陣地

In order to enrich the knowledge base of our staff and at the same time meet the management requirements of normalised epidemic situation, external professional courses in relation to the real estate business and training broadcasts from external experts were actively introduced on the Group's online learning platform to meet the fragmented learning needs of our staff.

為豐富員工知識儲備，同時符合疫情常態化管理要求，本集團線上學習平台，積極引入外部房地產相關專業課程，轉播外部專家教學，以滿足員工碎片化學習需要。

2.3 Enhancing Quality of Internal Training to Strengthen Basic Skills

提升內訓品質強化基本功

Internal training resources were continuously explored to effectively promote internal training at all levels, facilitating the development of the Company. In 2022, a total of 118 training sessions were organised at various levels, with a training satisfaction score of 9.24.

A total of 9 new employee inductions were conducted, helping 29 new recruits to integrate into their jobs quickly with a training satisfaction score of 9.65.

持續深挖內部培訓講師資源，有效推動各級組織內訓落地，助力本公司發展。二零二二年各級組織累計開展培訓共118場，培訓滿意度評分達9.24分。

累計開展新員工入職培訓9期，共計助力29位新員工快速融入崗位，培訓滿意度達9.65分。

3

Work and Life Balance 工作與生活的平衡

The Company is committed to maintaining the physical and mental health of its employees. Taking full advantage of its strength in human resources management, the Company has conducted detailed analysis on the workload of each job position and has assessed the work intensity of employees to ensure reasonable deployment of work, without pushing the employees to work overtime.

To help employees relax and relieve their working pressure and to achieve a balance between life and work, the Company has enhanced internal communication and allocated funding every quarter to different departments to subsidise social and cultural activities for the relief of the employees' stress and to uplift their vitality.

本公司致力維持員工的身心健康，充分運用人力資源管理優勢，詳細調查各崗位的工作量，並進行工作強度評估，合理用人，絕不強迫員工超時工作。

為協助員工放鬆及平衡工作壓力，加強內部交流，本公司會每季度按部門劃撥活動經費，積極開展各類文體活動，幫助員工緩解壓力，激發員工活力，讓員工更好地達到生活與工作之間的平衡狀態。

4

Anti-corruption and Probity Cooperation 反貪污與廉潔合作

The Company values integrity management highly and continues to strengthen its supervision and accountability. It is committed to the belief of "making progress through performance, building credibility through integrity and gaining support for actions" and is resolute to stand the test of principle.

The Company has been improving its monitoring, auditing and disciplinary policies. Meanwhile, company-wide anti-corruption education and training are strengthened through various means, to establish and reinforce the integrity culture across the Company, thus controlling the risk of corruption and consolidating the foundation of integrity.

本公司高度重視廉潔管理並持續加強監督問責力度，時時刻刻秉持「以實績求進步、以品行樹威信、以作為得擁護」的信念，並且於原則問題上面必須要時刻經得起考驗。

本公司一方面完善監督、審查與懲處制度，另一方面加強全體員工的反貪污教育培訓，通過多種辦法樹立和強化公司上下的廉潔文化，防控腐敗風險，夯實廉潔建設。

▼4.1 Establishing a System of Integrity

建立廉政機制

In accordance with the relevant national laws and regulations, the “Basic Norms for Enterprise Internal Controls” formulated by the Ministry of Finance in conjunction with China Securities Regulatory Commission, the National Audit Office, China Banking Regulatory Commission and China Insurance Regulatory Commission, the “Anti-unfair Competition Law of the People’s Republic of China”, and the provisions of the relevant management systems of the Company, with consideration given to our actual situation, the Company have compiled the “Key Business Monitoring Measures”, “Anti-Corruption Monitoring System” and “Complaints Reporting Management Measures”, establishing the Company’s integrity system, which is supplemented by audit checks, process monitoring and control, in order to drive the top-down implementation of internal responsibilities for integrity.

The Company engages both internal and external auditors to audit the financial accounts of the Group, to ensure the accuracy of the account ledgers and strengthen the internal financial control and monitoring system. To enhance the stakeholders’ awareness of integrity, subsidiaries of the Group always attach the “Probity Cooperative Agreement” as an appendix to agreements. All levels of management (including Directors) and employees of the Group receive special-topic training on anti-corruption at the time of job appointment. The Company requires all employees to uphold an “authority transparency framework”, in which they are not permitted to accept bribes, nor allowed to bribe government officials and representatives from commercial organisations.

The Company has established a whistle-blowing mechanism that enables making complaints via hotline, mailbox, webpage and other reporting channels. The information of the whistleblowers and the contents of the reports are kept strictly confidential, and the reports are filed and classified as confidential documents. The audit department and the legal department are held strictly accountable for any breaches or violations of anti-corruption rules in order to maintain the authoritative weight of the integrity system.

本公司根據由國家有關法律法規，財政部會同證監會、審計署、銀監會、保監會制定的《企業內部控制基本規範》、《中華人民共和國反不正當競爭法》和本公司相關管理制度的規定，結合本公司實際情況，特別編制了《重點業務監控辦法》、《反貪污監察制度》、《投訴舉報管理辦法》等文件，構建本公司廉政體系，輔以審計檢查、流程監控，自上而下督促廉潔內部責任落實。

本公司採用內部審計與外部審計相結合的方式核算本集團財務帳目，以確保帳目正確，加強財務內控制度與監控。為加強廉潔從業意識，本集團旗下公司在所有合約簽訂過程中均會將「廉潔合作協議」作為附件。包括董事在內的本集團所有級別管理層、各層級員工在入職時都將進行反貪污的專項內容培訓。本公司要求所有員工必須做到「讓權力在陽光下運行」，不得受賄的同時，也絕不允許向政府官員及商業機構的代表人員行賄。

本公司設有舉報機制，設置了舉報熱線、郵箱、網頁等多種投訴舉報通道，對舉報人的信息及舉報內容嚴格保密，舉報材料列入密件管理。繼而由審計部門、法務部門對違反、破壞制度的行為進行嚴格問責，維護制度的權威性。

▼4.2 Strengthening Integrity Education 強化廉政教育

Since the Company joined the China Enterprise Anti-fraud Alliance in January 2019, it has actively participated in various activities of the Alliance and has shared information and conducted business communication with the Alliance and other member units. The Company has also launched a variety of anti-corruption awareness education activities, and provided occasional special-topic trainings and anti-corruption-theme awareness campaigns for the Company's senior management and employees of sensitive positions. All employees of the Company are being constantly reminded the principle of "guarding the bottom line and staying away from risky areas", and to build a strong defence against corruption with integrity and self-discipline.

本公司於正式二零一九年一月加入中國企業反舞弊聯盟，通過積極參與聯盟組織的各項活動，與聯盟及其他會員單位之間正常進行信息共用與業務交流。本公司還開展了多樣化的廉政警示教育活動，對於本公司高級管理人員、敏感崗位員工進行不定期的主題培訓和反腐倡廉專題宣導。時刻提醒本公司全體員工「守住底線，不碰高壓線」，築牢廉潔自律防線。



Integrity Education Training 廉政教育培訓

The Auditing and Monitoring Centre organizes periodic integrity education trainings for senior and middle management employees in the headquarters and companies in cities and next level down.

審計監察中心定期組織總部、城市公司及各二級公司中高層員工進行廉政教育培訓。



Posting Integrity Slogans 張貼廉政標語

Integrity slogan are displayed in the Company's office areas.

在公司辦公區域張貼廉政宣傳標語。



Integrity Education Presentations 廉潔教育宣講

Integrity education presentations are introduced to new employees at induction trainings.

在新員工入職培訓時進行廉潔教育宣講。



Yangguang Glory Sun Column 陽光寶新專櫃

Promotional articles or photos of integrity education are regularly released on the "Yangguang Baoxin" column on Corporate WeChat.

在企業微信「陽光寶新」專欄定期發佈廉政教育宣傳文章或圖片。

- During the Reporting Period, there were no corruption litigations filed and concluded against the Company nor its employees.
- 於本報告期間，未發生針對本公司或其僱員提出並已審結的貪污訴訟案件。

4

Public Welfare and Charity: Caring for People's Well-being and Contributing to Society

公益慈善篇：關愛民生、奉獻社會



As an enterprise with a high sense of social responsibility, the Group has always closely integrated the concept of social responsibility with its corporate development strategies and participated in various community activities, helping to build a positive image of the industry and of the Company. For a long period of time, the Group has taken the responsibility of contributing to the community and caring for people's well-being by carrying out various forms of public welfare activities in the areas of education, medical care and social assistance. By sharing, cooperating and planning together with our stakeholders, we are able to draw a blueprint of a better life for the community.

作為一家具有高度社會責任感的企業，本集團始終將社會責任理念與企業的發展戰略緊密相互結合，參與各類有助建立行業及本公司正面形象的社區活動。長期以來，本集團以奉獻社會、關愛民生為己任，在教育、醫療、社會救助等領域開展形式多樣的公益活動，與利益相關方同享、同心、同創，共同描繪美好生活藍圖。

1 Responsibilities on Pandemic Prevention and Control 疫情防控彰顯擔當

As the prevention and control of the Pandemic in China has achieved phased results and has become normalised, the Company, in collaboration with its various businesses segments, is actively deploying the new phase of production work, strictly following the requirements of governments at all levels to reduce the impact of the Pandemic, protecting public health and fulfilling its corporate social responsibility.

隨著國內疫情防控取得階段性成效，常態化，本公司協同各業態積極部署新階段生產工作，嚴格按照各級政府要求，降低疫情影響，恪盡己責保障公眾健康，踐行企業社會責任。





Since 15 March 2022, the Company has been actively responding to calls from various departments and communities in Luowu District, and has recruited a group of young volunteers from within the Company to support community epidemic prevention tasks.

自二零二二年三月十五日以來，本公司積極回應羅湖區多個部門及街道的號召，招募一批公司內部的青年志願者支援社區防疫任務。

2

Concerns over the Strategy of Rural Revitalisation 關注鄉村振興戰略

In recent years, the Company has responded to the country's rural revitalisation strategy and launched various poverty alleviation initiatives to benefit the public with the results of development and to help realise the common prosperity of all public people. It has actively appealed to caring enterprises and people in the community to participate in the development, concerns and support of the rural revitalisation cause.

近年來，本公司回應國家鄉村振興戰略，開展各項扶貧行動，讓發展成果更好地惠及人民群眾，助力實現全體人民共同富裕；並積極呼籲社會更多的愛心企業、愛心人士參與到關心和支持鄉村振興事業的發展中來。

3

Charitable Acts of Employees

全員公益大愛寶新

Through encouraging its employees to participate in charitable activities, and actively exploring the combined effects of public charitable acts by employees and the enterprise, a new path has been built for the Company to practice social responsibilities.

The Shantou Project's Chinese New Year Lantern Community Fair in 2022 was a great success in promoting traditional Chinese culture and was well received by the community at large.

本公司通過鼓勵其員工參與慈善公益活動、積極探索員工公益、企業公益以及行為公益相結合，為企業構建了一種踐行社會責任的全新路徑。

二零二二年汕頭項目新春元宵遊園公益活動，深入弘揚中華民族的優秀傳統文化，受到廣大社區居民喜愛。



Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Corresponding chapter 對應章節
A. Environmental 環境		
Aspect A1: Emissions 層面 A1 : 排放物	<p>General Disclosure Information on:</p> <p>(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.</p> <p>一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>註：廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。 溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化物、全氟化碳及六氟化硫。 有害廢棄物指國家規例所界定者。</p>	Environmental Sustainability 環境可持續發展
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Environmental Sustainability 環境可持續發展
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍 1）及能源間接（範圍 2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Product Construction: Green and Low-carbon with Great Craftsmanship – Environmentally Friendly Workplace
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	產品建設篇： 綠色低碳 匠心營造 – 環境友好型職場

<p>Aspect A2: Use of Resources 層面 A2 : 資源使用</p>	<p>General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. <i>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</i> 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。 註:資源可用於生產、儲存、運輸、樓宇、電子設備等。</p>	<p>Environmental Sustainability</p> <p>Product Construction: Green and Low-carbon with Great Craftsmanship – Green Construction 環境可持續發展</p> <p>產品建設篇: 綠色低碳 匠心營造 – 綠色建造</p>
<p>KPI A2.1 關鍵績效 指標 A2.1</p>	<p>Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。</p>	
<p>KPI A2.2 關鍵績效 指標 A2.2</p>	<p>Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。</p>	
<p>KPI A2.3 關鍵績效 指標 A2.3</p>	<p>Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。</p>	
<p>KPI A2.4 關鍵績效 指標 A2.4</p>	<p>Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題, 以及所訂立的用水效益目標及為達到這些目標所採取的步驟。</p>	
<p>KPI A2.5 關鍵績效 指標 A2.5</p>	<p>Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。</p>	

<p>Aspect A3: The Environment and Natural Resources</p> <p>層面 A3 : 環境及天然 資源</p>	<p>General Disclosure</p> <p>Policies on minimising the issuer's significant impacts on the environment and natural resources.</p> <p>一般披露</p> <p>減低發行人對環境及天然資源造成重大影響的政策。</p>		<p>Environmental Sustainability</p> <p>環境可持續發展</p>
	<p>KPI A3.1 關鍵績效 指標 A3.1</p>	<p>Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.</p> <p>描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。</p>	<p>Product Construction: Green and Low-carbon with Great Craftsmanship</p> <ul style="list-style-type: none"> - Green-friendly Enterprise <p>Cooperation and Service: Service Excellence and Cooperation for Win-win</p> <ul style="list-style-type: none"> - Cooperate to Achieve Win-win Results <p>產品建設篇： 綠色低碳 匠心營造</p> <ul style="list-style-type: none"> - 綠色友好型企業 <p>合作服務篇： 精品服務 攜手共贏</p> <ul style="list-style-type: none"> - 齊心共建 合作共贏
<p>Aspect A4: Climate Change</p> <p>層面 A4 : 氣候變化</p>	<p>General Disclosure</p> <p>Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.</p> <p>一般披露</p> <p>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。</p>		<p>Product Construction: Green and Low-carbon with Great Craftsmanship</p> <ul style="list-style-type: none"> - Green-friendly Enterprise
	<p>KPI A4.1 關鍵績效 指標 A4.1</p>	<p>Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.</p> <p>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。</p>	<p>產品建設篇： 綠色低碳 匠心營造</p> <ul style="list-style-type: none"> - 綠色友好型企業

B. Social 社會			
Employment and Labour Practices 僱傭及勞工常規			
Aspect B1: Employment 層面 B1 : 僱傭	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		Employee Organisation: Diversity and Common Growth 員工組織篇： 多元發展 共同成長
	KPI B1.1 關鍵績效 指標 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。	Employee Organisation: Diversity and Common Growth – Employees' Rights and Interests 員工組織篇： 多元發展 共同成長 – 員工權益
	KPI B1.2 關鍵績效 指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	
Aspect B2: Health and Safety 層面 B2 : 健康與安全	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		Employee Organisation: Diversity and Common Growth – Employees' Rights and Interests 員工組織篇： 多元發展 共同成長 – 員工權益
	KPI B2.1 關鍵績效 指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括彙報年度）每年因工亡故的人數及比率。	
	KPI B2.2 關鍵績效 指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	
	KPI B2.3 關鍵績效 指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	

<p>Aspect B3: Development and Training 層面 B3 : 發展及培訓</p>	<p>General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. <i>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</i> 一般披露 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。 註： 培訓指職業培訓，可包括由僱主付費的內外部課程。</p>		<p>Employee Organisation: Diversity and Common Growth – Employees' Rights and Interests – Employees' Development 員工組織篇： 多元發展 共同成長 – 員工權益 – 員工發展</p>
	<p>KPI B3.1 關鍵績效指標 B3.1</p>	<p>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。</p>	
	<p>KPI B3.2 關鍵績效指標 B3.2</p>	<p>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。</p>	
<p>Aspect B4: Labour Standards 層面 B4 : 勞工準則</p>	<p>General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>		<p>Employee Organisation: Diversity and Common Growth – Employees' Rights and Interests 員工組織篇： 多元發展 共同成長 – 員工權益</p>
	<p>KPI B4.1 關鍵績效指標 B4.1</p>	<p>Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。</p>	
	<p>KPI B4.2 關鍵績效指標 B4.2</p>	<p>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。</p>	

Operating Practices 營運慣例			
Aspect B5: Supply Chain Management 層面 B5 : 供應鏈管理	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。		Cooperation and Service: Service Excellence and Cooperation for Win-win - Cooperate to Achieve Win-win Results 合作服務篇： 精品服務 攜手共贏 - 齊心共建 合作共贏
	KPI B5.1 關鍵績效 指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	
	KPI B5.2 關鍵績效 指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	
	KPI B5.3 關鍵績效 指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
	KPI B5.4 關鍵績效 指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	

<p>Aspect B6: Product Responsibility 層面 B6 : 產品責任</p>	<p>General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p> <p>一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：</p> <p>(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Cooperation and Service: Service Excellence and Cooperation for Win-win 合作服務篇： 精品服務 攜手共贏</p>
<p>KPI B6.1 關鍵績效 指標 B6.1</p>	<p>Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。</p>	
<p>KPI B6.2 關鍵績效 指標 B6.2</p>	<p>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。</p>	
<p>KPI B6.3 關鍵績效 指標 B6.3</p>	<p>Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障智識產權有關的慣例。</p>	
<p>KPI B6.4 關鍵績效 指標 B6.4</p>	<p>Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程式。</p>	
<p>KPI B6.5 關鍵績效 指標 B6.5</p>	<p>Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。</p>	

<p>Aspect B7: Anti- corruption 層面 B7 : 反貪污</p>	<p>General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Employee Organisation: Diversity and Common Growth – Anti-corruption and Probity Cooperation 員工組織篇： 多元發展 共同成長 – 反貪污與廉潔合作</p>
<p>KPI B7.1 關鍵績效 指標 B7.1</p>	<p>Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。</p>	
<p>KPI B7.2 關鍵績效 指標 B7.2</p>	<p>Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。</p>	
<p>KPI B7.3 關鍵績效 指標 B7.3</p>	<p>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。</p>	
Community 社區		
<p>Aspect B8: Community Investment 層面 B8 : 社區投資</p>	<p>General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 一般披露 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。</p>	<p>Public Welfare and Charity: Caring for People's Well-being and Contributing to Society 公益慈善篇： 關愛民生 奉獻社會</p>
<p>KPI B8.1 關鍵績效 指標 B8.1</p>	<p>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)。</p>	
<p>KPI B8.2 關鍵績效 指標 B8.2</p>	<p>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)。</p>	

