



China Tianbao Group Development Company Limited
中國天保集團發展有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 01427



2024

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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ABOUT THIS REPORT

關於本報告

This Environmental, Social and Governance (“ESG”) Report (“the Report” or “ESG Report”) of China Tianbao Group Development Company Limited (hereinafter referred as “Tianbao”, “we” or the “Company”, and together with its subsidiaries, collectively as the “Group”) is prepared in accordance with the ESG Reporting Guide (“HKEx ESG Reporting Guide”) outlined in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and based on the principles of materiality, quantification, balance and consistency. The climate change section was prepared with reference to the requirements in the Climate-related Disclosures of Part D of the HKEX ESG Code.

The contents covered in this report comply with the “comply or explain” provisions as required in the HKEX ESG Reporting Guide during the Reporting Period and the reporting principles of “materiality”, “quantification”, “balance” and “consistency”.

- Materiality:** The materiality of the Group’s ESG issues is determined by the board of directors (“Board”) of the Company. The stakeholder communication and the process and criteria of identification of material issues are all disclosed in this report.
- Quantification:** Statistical standards, methods, assumptions and/or calculation tools for quantitative key performance indicators herein and source of conversion factors are all explained in this report.
- Balance:** The Report shall provide an unbiased picture of the performance of the Group during the Reporting Period. It should avoid selections, omissions or presentation formats that may inappropriately influence the decision or judgment by the readers of this report.
- Consistency:** The statistical methodologies applied to the data disclosed in this report shall be consistent with the previous year unless otherwise specified.

The Board has overall responsibility for the ESG strategy and reporting of the Company.

中國天保集團發展有限公司(以下稱為「天保」、「我們」或「本公司」,並與其附屬公司合稱為「本集團」)的環境、社會及管治(「ESG」)報告(「本報告」或「ESG報告」)參考香港聯合交易所有限公司(「港交所」)上市規則附錄C2環境、社會及管治報告指引(「港交所ESG報告指引」),並依照重要性、量化、平衡及一致性原則,來編製本集團的報告內容。氣候變化部份內容參考香港聯交所《環境、社會及管治報告守則》中「D部分:氣候相關披露」要求進行編製。

本報告所涵蓋的內容符合港交所證券上市規則《環境、社會及管治報告指引》於報告期內所規定的「不遵守就解釋」規定,以及「重要性」、「量化」、「平衡」及「一致性」的匯報原則。

- 重要性:** 本集團ESG議題的重要性由本公司董事局(「董事局」)釐定。權益人溝通及實質性議題識別過程與標準均在本報告中進行披露。
- 量化:** 本報告中量化關鍵績效指標的統計標準、方法、假設及／或計算工具以及轉換因素的來源均在本報告中進行說明。
- 平衡:** 本報告須不偏不倚地呈報本集團於報告期內的表現。避免可能不恰當地影響本報告讀者決策或判斷的選擇、遺漏或呈報格式。
- 一致性:** 如無特別說明,本報告披露的數據所採用的統計方法與上年度保持一致。

董事局對本公司的ESG策略及匯報承擔全部責任。

ABOUT THIS REPORT 關於本報告

REPORTING BOUNDARIES

The scope of this ESG Report summarizes the environmental and social performance regarding corporate social responsibility of the Group's material business operations.

Reporting period: January 1, 2024 to December 31, 2024, the financial period of our Annual Report 2024 (the "Reporting Period")

Business scope: (i) Construction contracting
(ii) Property development
(iii) Healthcare

Geographical scope: The People's Republic of China ("the PRC")

The reporting boundaries are determined by whether the subsidiaries are contributing to the operating business of Tianbao. In 2024, all subsidiaries and business entities of Tianbao are included in the ESG Report.

REFERENCE BASIS

Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited – ESG Reporting Guide.

The requirements in the Climate-related Disclosures of Part D of the HKEX ESG Code.

CONFIRMATION AND APPROVAL

The Report was approved by the Board on March 31, 2025 after confirmation by the management.

FORM OF ISSUANCE

The report is issued in the form of online versions and available for access and download from the website of The Stock Exchange of Hong Kong Limited (www.hkexnews.hk) and the website of the Company (www.chinatbjt.com).

CONTACT

Should you have any enquiries or feedback on this Report, please do not hesitate to contact us via the following methods:

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Official website: <http://www.chinatbjt.com/>

報告範圍

本ESG報告的範圍概述了本集團重要業務運營在企業社會責任方面的環境和社會表現。

報告期：2024年財政年度(2024年1月1日至2024年12月31日)(「報告期」)

業務範疇：(i) 建築承包
(ii) 房地產開發
(iii) 康養

地理範圍：中華人民共和國(「中國」)

報告範圍取決於附屬公司是否為天保的經營業務做出貢獻。在2024年，天保的所有附屬公司及業務實體均被納入ESG報告。

參考依據

香港聯合交易所有限公司上市規則附錄C2環境、社會及管治報告指引 — ESG報告指引。

香港聯交所《環境、社會及管治報告守則》中「D部分：氣候相關披露」要求。

確認及批准

本報告經管理層確認後，於2025年3月31日獲董事局通過。

發佈形式

本報告以網絡版形式發佈，可在香港聯合交易所有限公司網站(www.hkexnews.hk)及本公司網站(www.chinatbjt.com)查閱及下載。

聯絡方式

如閣下對本報告有任何查詢或意見，請隨時透過以下方式與我們聯繫：

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CHAIRMAN STATEMENT 主席的話

During the past year, we have worked hard and generated superior result for our shareholders, and we also employed extensive resources to promote sustainable development and better ESG performance.

We have built a solid foundation of ESG management system over the years and we strive for the best ESG practices in industry in the future. Our governance structure has an integrated ESG management system for better board-level oversight. Moreover, we are also aware as a socially responsible corporate, we need to provide the best resources for our employees to improve their self-being and productivity. Over the past year, we have introduced different training workshops for the workers and staff, and the results are highly positive.

We also see climate change is a crucial topic that may bring disastrous impact to the operation of our business in near future. We will do our best to contribute and reduce our carbon footprint.

I would also like to take this opportunity to express my appreciation to our staff last year for their contributions made to the Company in order to achieve outstanding business performance.

Li Baotian

Chairman of the Board and Executive Director

March 31, 2025

過去一年，我們努力不懈，為股東創建卓越成就，我們亦動用了海量的資源，以推動可持續發展及更出色的ESG表現。

歷年來，我們為本集團的ESG管理系統確立了穩固基礎，並極力爭取於未來達至業內實踐ESG措施的最出眾典範。我們的管治架構融合了ESG管理系統，就董事局層面而言會有更好的監督。此外，作為一家重視社會責任的企業，我們深知需要為僱員提供最好的資源，以改善其自我價值及生產效率。過去一年，我們為工人及員工提供了不同培訓課程，獲取極為正面的成果。

我們亦視氣候變化為一個至關重要的議題，其有可能於不久將來，對我們的業務營運構成災難性影響。我們定當竭盡所能，減少碳足跡。

我也想藉此機會感謝我們的員工，為實現出色的業務業績而對公司做出的貢獻。

李保田

董事局主席及執行董事

2025年3月31日

BOARD STATEMENT

The Group places great importance on the green and sustainable developments of the corporation and has established a sound ESG management framework. The Board, being the highest management organization for the Group's sustainability, assumed full responsibility for ESG issues, including formulating ESG strategies, directions and objectives, as well as monitored the implementation progress and performance of ESG targets. The Group has established an ESG executive committee responsible for assisting the Board in promoting the practical implementation of ESG issues, integrating ESG concept into daily operations, and striving to continuously enhance the ESG governance standards of the Group.

CORE VALUES/MANAGEMENT PRINCIPLES

Tianbao has continuously provided high quality service to the clients as a leading construction and property development company. The ESG management system is fully embedded in the business decision-making process and a top-down management approach is adopted to address all material ESG issues. A governance framework is developed to ensure common principles of ESG management are adhered across the Group. All ESG issues are identified separately from various departments and specific policies are in place to provide guidance in day-to-day operations.

ORGANIZATIONAL STRUCTURE

The Group has a clear organizational structure to perform different business operations and development effectively. An ESG executive committee is setup to regularly monitor the ESG development and performances of Tianbao and report to the Board.

董事會聲明

本集團高度重視企業綠色可持續發展，建立健全ESG管理架構，由董事局作為本集團可持續事務的最高管理組織，承擔ESG事宜的全部責任，包括制定ESG策略、方向與目標，監督ESG目標實施進度及表現。本集團已設立ESG執行委員會，負責協助董事局推動ESG事務的實際執行，將ESG理念融入日常業務，力求持續提升本集團ESG治理水平。

核心價值／管理原則

天保作為一家擁有領先地位的建築及房地產開發商，一直為客戶提供最優質的服務。其ESG管理系統完全納入業務決策過程，並採用自上而下的管理方法來解決任何與ESG相關的重大問題。制定治理結構以確保整個集團遵守ESG管理的共同原則。所有ESG問題均與各個部門分開標識，並且制定了具體政策為日常運營提供指導。

組織架構

本集團擁有清晰的組織架構，以助有效率地開展各種類型的業務運營和發展。本集團成立了ESG執行委員會，以定期檢視天保的ESG發展及業績，並向董事局報告。

OVERVIEW

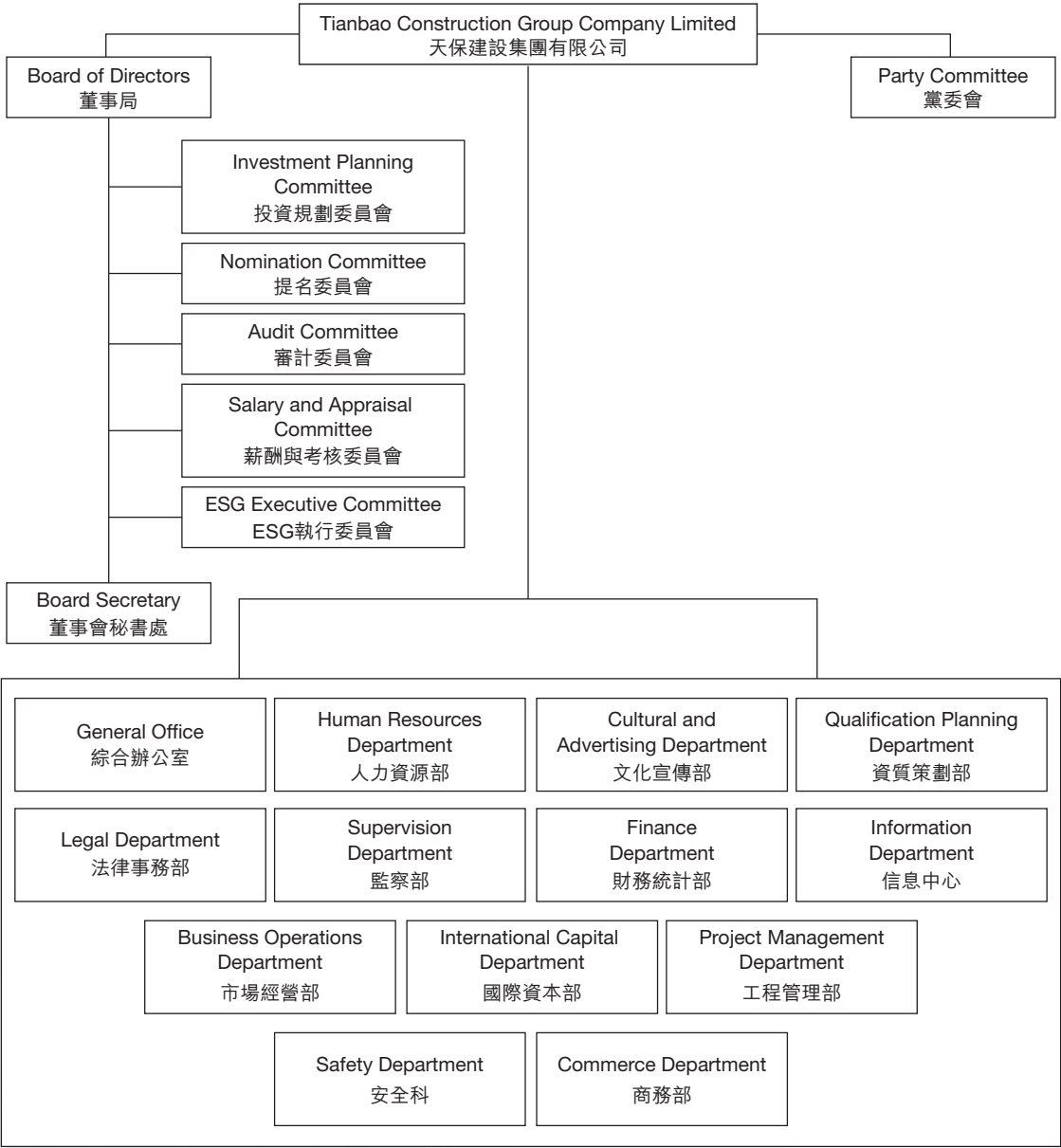
概述

The following charts demonstrate the organizational structure of Tianbao Construction Group Company Limited and Tianbao Real Estate Group Co., Ltd..

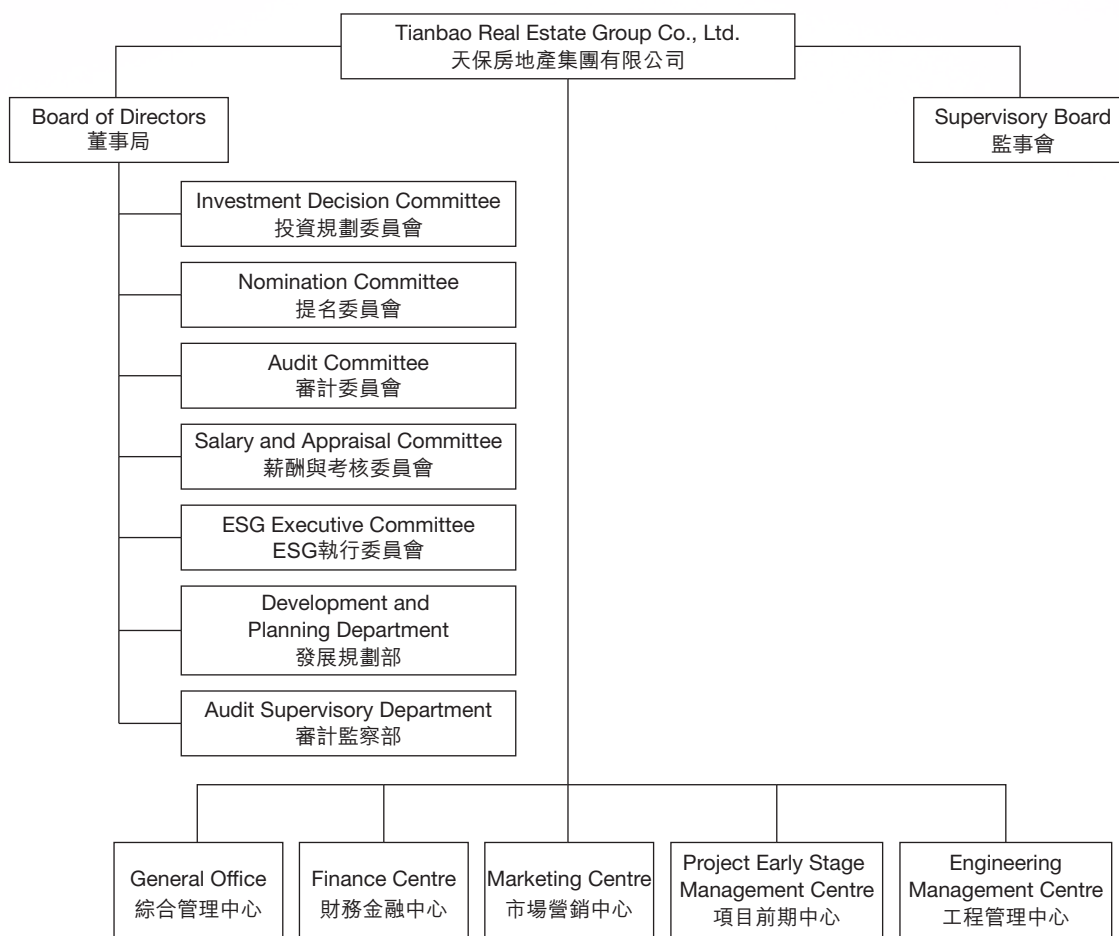
以下圖展示了本集團旗下天保建設集團有限公司和天保房地產集團有限公司的組織架構。

ORGANIZATIONAL CHART OF TIANBAO CONSTRUCTION GROUP COMPANY LIMITED

天保建設集團有限公司架構圖



ORGANIZATIONAL CHART OF TIANBAO REAL ESTATE GROUP CO., LTD.
天保房地產集團有限公司架構圖



STAKEHOLDER IDENTIFICATION AND COMMUNICATION

權益人識別和溝通

To better understanding the concerns of our stakeholders, we have incorporated stakeholder engagement into our ESG Report. We believe this would significantly improve the Group's ESG performance from day-to-day. We have engaged different types of stakeholders, such as suppliers, employees, clients, etc. to provide valuable comments on our ESG issues. As a result, we could harness this information to further improve the internal control system and corporate governance structure. The table below summarizes the key methods to communicate with our stakeholders.

本集團深信邀請各權益人為本年度環境、社會及管治措施提出意見能夠顯著提升本集團的可持續發展表現，而且是了解各利益相關方的重點活動之一。因此，本集團邀請我們的供貨商、員工、客戶及其他利益相關者評論我們對各事宜的處理方法，並進一步完善內部監控制度和公司治理結構，訂立更長遠的政策。下表列出了本集團與內外部利益相關者溝通的關鍵方法。

	Types of Stakeholders 權益人種類	Focus Topics 關注議題	Means of Communication 主要溝通方法
Internal Stakeholders	Board of Directors	Risk Management Corporate Operating Conditions Corporate Reputation	Consultation via phone calls and emails Direct communication Meetings Suggestion box
內部利益相關方	董事局	風險管理 公司營運狀況 企業信譽	電話郵件諮詢 面對面溝通 會議 意見箱
	Employees	Occupational Training and Development Remuneration and Benefit Health and Safety	Consultation via phone calls and emails Direct communication Meetings Suggestion box
	員工	職業培訓及發展 薪酬與福利 健康安全	電話郵件諮詢 面對面溝通 會議 意見箱

STAKEHOLDER IDENTIFICATION AND COMMUNICATION

權益人識別和溝通

	Types of Stakeholders 權益人種類	Focus Topics 關注議題	Means of Communication 主要溝通方法
External Stakeholders 外部利益相關方	Shareholders/Investors	Stable Investment Returns Transparency of Information Disclosure	Annual General Meeting Consultation via phone calls and emails Annual report
	股東／投資者	穩定的投資回報 信息披露的透明度	年度股東大會 電話郵件諮詢 年報
	Suppliers/Customers	Sound Performance of Contract Standard Supply Chain Management System and Procurement Process Complaint System	Annual report Meetings
	供貨商／客戶	履行合約精神 規範的供應鏈管理系統及採購流程 申訴機制	年報 會議
	Distributors	Complete Information Exchange System Steady and Stable Supply of Products	After-sales opinion box Consultation via phone calls and emails Meetings
	經銷商	完善的信息交流機制 穩定的產品供應	售後服務意見箱 電話郵件諮詢 會議
	Government	Operation in Compliance with Laws and Regulations	Annual report Meetings
	政府	合規企業經營	年報 會議
	Community/ Academic Institutions	Contribution to Community Development	Annual report Community service
	小區／院校	小區發展及貢獻	年報 小區服務

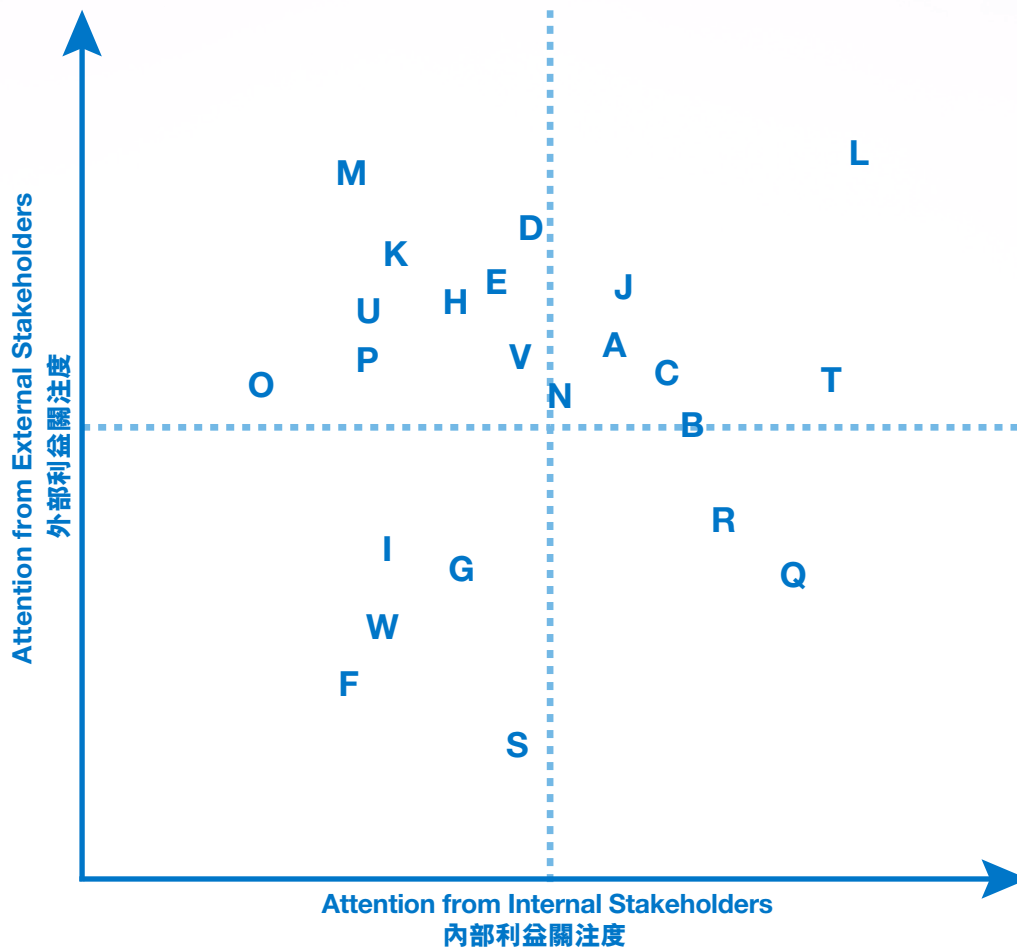
MATERIALITY ASSESSMENT

重要性評估

In order to incorporate stakeholders' feedback on sustainability topics in this year's ESG report and understand the material topics of our ESG work, Tianbao organised the major stakeholders to conduct the materiality assessment of relevant issues. Material topics are evaluated and assessed externally and internally according to the impact on business of the Group. The Group believes to conduct the materiality assessment biennially given that the business of the Group does not experience material changes. The Group has identified the following major concerns of stakeholders: environmental management policies and measures, water consumption and wastewater discharge control, occupational health and safety, product safety and quality assurance management, and employees' education and training. Please refer to the ESG report 2024 for the detail results of the materiality assessment.

為了在本年度ESG報告中納入各權益人對可持續發展議題的反饋意見，以及了解ESG工作的重大議題，天保組織了各主要利益相關方進行相關議題的重要性評估，並根據重要議題對本集團業務的影響，對該等議題進行外部和內部評估。鑑於本集團的業務沒有發生重大變化，本集團認為可以每兩年進行一次重要性評估。本集團已確定利益相關方的主要關注點是：環境管理政策及措施、水資源使用與排污措施、職業安全及衛生、產品安全及質量保證管理以及員工教育及培訓。有關重要性評估的詳細結果，請參閱2024年的ESG報告。

MATERIALITY ASSESSMENT 重要性評估



A Environmental management system and related policies 環境管理政策及措施	I Information on greenhouse gas emission 溫室氣體排放的資料	Q Measures to reduce emissions and achievements 減少排放的措施及成效
B Compliance with laws and regulations on emissions 排放物管理及法規遵守	J Amount of hazardous waste generated and handling method 有害廢棄物總量及處理方法	R Amount of non-hazardous waste generated and handling method 無害廢棄物總量及處理方法
C Waste management and recycling method 廢物管理及其回收方法	K Energy efficiency and management 能源效益及管理	S Resource management 資源管理
D Water consumption and wastewater discharge control 水資源使用與排污措施	L Occupational health and safety 職業安全及衛生	T Employees' education and training 員工教育及培訓
E Employees' rights and turnover rate 員工權益與流失率	M Employees' welfare and remuneration 員工福利與薪資	U Policies on preventing child labour and forced labour 防止童工或強制勞工的政策
F Donation and community participation 捐贈及社區利益參與	N Stakeholder communication 與各權益人的溝通	V Supply chain management policy 供應鏈管理政策
G Product safety and quality assurance management 產品安全及品質檢驗管理	O Customer data protection and privacy policies 私隱權及資料保護	W Customer satisfaction survey 客戶滿意度調查
H Anti-corruption policies 反貪污政策	P Whistle-blowing procedures 舉報程序	

ENVIRONMENTAL PERFORMANCE

環境範疇

I. ENVIRONMENTAL ASPECTS

(I) Responding to Climate Change

The Group attaches great importance to climate change issues and dynamically identifies and assesses climate-related risks and opportunities based on its own circumstances. In 2024, we systematically identified and assessed climate-related risks and opportunities with reference to the requirements of “Part D: Climate-related Disclosures” in the Environmental, Social and Governance Reporting Code of the Hong Kong Stock Exchange. Going forward, we will gradually improve the disclosure information about the response to climate change.

1. Governance

The Board of the Group is fully responsible for the supervision of ESG-related matters including climate change. The Board has set up an ESG Executive Committee to regularly review the implementation of ESG-related matters such as the identification and management of climate change risks and report to the Board.

2. Strategies

The Group has continuously reviewed its actual operations, re-identified the risks and opportunities related to climate change and assessed the impact of the risks and opportunities related to climate change on the Company in time dimension.

一、環境範疇

(一) 應對氣候變化

本集團高度重視氣候變化議題，結合自身實際，動態識別與評估氣候變化相關風險與機遇。2024年，我們參考香港聯交所《環境、社會及管治報告守則》中「D部分：氣候相關披露」要求，系統識別並評估了氣候變化相關風險與機遇。未來，我們將逐步完善披露應對氣候變化信息。

1. 治理

本集團董事局全面承擔含氣候變化在內的ESG相關事務的監督職責。董事局下設ESG執行委員會，定期審查氣候變化風險的識別與管理等ESG事項的執行情況，並向董事局匯報。

2. 策略

本集團不斷審視自身實際運營情況，重新識別了氣候變化相關風險與機遇，並評估了氣候變化相關風險與機遇對公司在時間維度上的影響強度。

Risk type 風險類型	Climate risk factors 氣候風險因素	Risk classification 風險分類	Risk examples 風險舉例描述	Potential financial impact 潛在財務影響	Time dimension 時間維度	Impact intensity 影響強度
Physical risk	Extreme weather	Acute operational risk	Extreme weather will affect safety construction of project, delivery time of project, production and transportation of raw materials and construction of facilities; there are potential risks of work-related injuries during construction under extreme weather.	The impact on normal construction will reduce operating revenue.	Long-term	High
實體風險	極端天氣	急性運營風險	極端天氣會影響項目安全施工、項目交付時間、原材料的生產和運輸以及建造設施；極端天氣下施工會存在潛在的工傷風險。	影響正常施工將降低營業收入。	長期	高

ENVIRONMENTAL PERFORMANCE

環境範疇

Risk type 風險類型	Climate risk factors 氣候風險因素	Risk classification 風險分類	Risk examples 風險舉例描述	Potential financial impact 潛在財務影響	Time dimension 時間維度	Impact intensity 影響強度
Transformation risk 轉型風險	Climate change	Chronic operational risk	The rise of the sea level will affect the production and transportation of raw materials; global warming will lead to slow progress of construction.	Slow material supply and construction progress would affect project delivery, resulting in loss of reputation and revenue.	Long-term	High
	氣候變化	慢性運營風險	海平面上升會影響原材料的生產及運輸；全球氣候變暖會導致施工進度緩慢。	材料供應和施工進度緩慢會影響項目交付，從而導致聲譽和收入損失。	長期	高
	New policies for low-carbon economy transformation	Market and technology risk	With China's commitment to a 3060 dual carbon target and new government policies to support a low carbon transformation, the places where it operates may increase energy prices and set energy use caps.	Increased operating costs due to higher energy prices.	Long-term	Low
	低碳經濟轉型新政策	市場及技術風險	中國承諾3060雙碳目標，政府出台支援低碳轉型的新政策，經營所在地可能會提高能源價格，設定能源使用上限。	因能源價格上市，導致運營成本增加。	長期	低
	Energy transformation policy	Market and technology risk	As the government launches more stringent emission reduction policies, additional investment is required to replace or renovate high energy-consuming construction equipment and machinery.	Increased operating costs due to the additional costs to be invested in fixed assets.	Mid-term	Medium
	能源轉型政策	市場及技術風險	因政府出台更嚴謹的減排政策，需新增投資用於替換或者改造高耗能施工設備和機具。	由於需投入更多的費用用於固定資產，所以運營成本增加。	中期	中
	Regulatory mandatory disclosure	Operation and reputation risk	Regarding the regulatory mandated disclosure of climate-related financial information, a lack of historical data and accurate calculating methods may affect the quality of disclosure.	Reputation being affected may reduce revenue.	Short-term	Low
	監管強制信息披露	運營及聲譽風險	監管強制披露氣候相關財務信息，缺乏歷史資料與精準核算方法，影響披露質量。	聲譽受到影響會降低收入。	短期	低

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Risk type 風險類型	Climate risk factors 氣候風險因素	Risk classification 風險分類	Risk examples 風險舉例描述	Potential financial impact 潛在財務影響	Time dimension 時間維度	Impact intensity 影響強度
	Green building policy	Market and technology risk	Due to the government's policy to support green buildings, the Company needs to enhance the design technology and construction level of energy-saving and environmental-friendly buildings.	To enhance the design technology of energy-saving and environmentally friendly buildings, the Company needs to invest funds in technological research and development, thereby increasing operating costs.	Long-term	High
	綠色建築政策	市場及技術風險	因政府出台支持綠色建築的政策，公司需要增強節能環保建築的設計技術和施工水平。	為增強節能環保建築的設計技術，公司需要投入資金進行技術研發，從而增加運營成本。	長期	高
Opportunity type 機遇類型	Opportunity examples 機遇舉例描述		Potential financial impact 潛在財務影響		Time dimension 時間維度	Impact intensity 影響強度
Resource efficiency	In construction activities, the Company reduces the waste of construction materials and conserves water resources through technological and process improvements, recycling, and other methods; during the development process of real estate project, efficiently utilizing land resources and rationally planning project indicators such as plot ratio and building density can achieve more saleable area on limited land, thereby diluting land costs.		Improving resource efficiency can reduce operating costs and increase revenue.		Short-term	High
資源效率	在建築施工中，通過技術和工藝改進，回收利用等方式，減少建築材料的浪費，節約水資源；在房地產項目開發過程中，高效利用土地資源，合理規劃項目的容積率、建築密度等指標，可在有限的土地上實現更多的可售面積，攤薄土地成本。		提高資源效率可以降低運營成本、增加收入。		短期	高

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Opportunity type 機遇類型	Opportunity examples 機遇舉例描述	Potential financial impact 潛在財務影響	Time dimension 時間維度	Impact intensity 影響強度
Energy source	The country has introduced more stringent greenhouse gas emission policies, using low-carbon or clean energy can reduce greenhouse gas emissions.	More investors tend to favor companies with low-carbon development, and reducing their own greenhouse gas emissions may increase capital.	Long-term	Medium
能源來源	國家出台更嚴謹的溫室氣體排放政策，使用低碳能源或清潔能源，可降低溫室氣體排放。	更多的投資者傾向於低碳發展企業，減少自身溫室氣體排放可能會使資本增加。	長期	中
Market	We advance the research and development of technology and project practices in the field of green building, enabling us to offer more competitive building products and services to the market, meeting the demand for green, environmentally friendly, and livable buildings, thereby securing a more advantageous position in market competition.	We establish a good corporate brand image and increase revenue to obtain government policy and financial support.	Short-term	High
市場	推進綠色建築領域的技術研發和項目實踐，能夠為市場提供更具競爭力的建築產品和服務，滿足市場對綠色、環保、宜居建築的需求，從而在市場競爭中佔據更有利的地位。	樹立良好的企業品牌形象，提高收入，獲得政府政策與資金支持。	短期	高
Resilience	We enhance resilience to climate change through the use of renewable energy, adoption of green construction technologies, and optimization of the supply chain.	We enhance our climate resilience to increase the likelihood of obtaining financing support, as financial institutions are increasingly focusing on companies' climate resilience and environmental performance.	Long-term	High
韌性	使用可再生能源、採用綠色施工技術、優化供應鏈等措施提升應對氣候變化的韌性。	金融機構越來越關注企業的氣候韌性和環境表現，提升自身氣候韌性更可能獲得融資支持。	長期	高

Note: Short-term (1-3 years), medium-term (3-5 years), long-term (over 5 years).

註：短期(1-3年)、中期(3-5年)、長期(5年以上)

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3. Risk Management

We have incorporated climate risk management into our comprehensive risk management system, established a climate-related risk emergency management system, and allocated reasonable emergency resources to effectively respond to risks related to climate change.

In response to physical risks related to climate change, we have actively taken measures and formulated the “Job Sheets of Safety Instruction of Winter Construction”, the “Flood Emergency Rescue Plan”, the “Earthquake Emergency Rescue Plan” and other targeted systems. At the same time, in order to enhance employees’ ability to cope with climate change, we organized comprehensive training and educational activities covering aspects such as construction safety in summer, construction safety in rainy season, and construction safety in flood control which ensured that employees could master the correct construction methods and safety precautions under different climatic conditions, thereby ensuring construction safety and project quality.

In order to effectively cope with transformation risks related to climate change, Tianbao Group started from the source of project and has undertaken comprehensive and in-depth consideration of the overall requirements of green construction in the stage of project planning and design. We adhered to the principle of adapting to local conditions, implemented relevant national, industry, and local technical and economic policies, optimized the overall plan, and formulated a comprehensive green construction implementation plan. We have developed the “Green Construction Procedures” to regulate and manage all key stages including construction planning, material procurement, on-site construction and project acceptance. We strictly controlled the selection of construction machinery and equipment, adopted green construction technologies, and implemented energy conservation and emission reduction measures to contribute to addressing climate transition risks.

3. 風險管理

我們將氣候風險管理納入全面風險管理體系，建立氣候相關風險應急管理體系，投入合理應急資源，有效應對氣候變化相關風險。

為應對氣候變化相關實體風險，我們積極行動，制定了《冬季施工安全提示指導卡》《水災應急救援預案》《地震應急救援預案》等一系列針對性制度。同時為提升員工應對氣候變化的能力，我們組織了全面的培訓教育活動，內容涵蓋夏季施工安全、雨季施工安全、防汛施工安全等方面，讓員工在面對不同氣候條件時，都能掌握正確的施工方法和安全防範措施，保障施工安全與工程質量。

為有效應對氣候變化相關轉型風險，天保集團從項目的源頭上著手，在項目規劃與設計階段，便將綠色施工的總體要求進行了全面且深入的考量。我們按照因地制宜的原則，貫徹執行國家、行業和地方相關的技術經濟政策，進行總體方案優化，制定完善的綠色施工實施方案。我們制定了《綠色施工管理制度》，對施工策劃、材料採購、現場施工以及工程驗收等項目建設的各個關鍵階段進行規範管理，嚴控施工機械設備選用，採用綠色施工技術，落實節能減排，為應對氣候轉型風險貢獻力量。

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4. Indicators and Targets

The Group adhered to the goal of further reducing GHG emissions and has accounted for its own GHG emissions. We planted 423 new trees with a height of more than 5 metres during the Reporting Period, which will help remove about 9.7 tonnes of CO₂ in the atmosphere every year. In 2024, our total GHG emissions were 6,150.34 t-CO₂ eq., of which the total GHG emissions of Scope 1 and Scope 2 were 6,125.17 t-CO₂ eq.. The specific GHG emissions are shown in the following table:

GHG emissions ¹ indicator type	溫室氣體排放量 ¹ 指標類型	Unit (t-CO ₂ eq.) 單位 (噸二氧化碳當量)
Diesel	柴油	0.82
Gasoline	汽油	267.04
Scope 1 in total	範圍一合計	267.86
Purchased electricity	外購電力	5,857.31
Scope 2 in total	範圍二合計	5,857.31
Business travel	商務出行	12.87
Paper disposal	紙張處理	12.30
Scope 3 in total	範圍三合計	25.17

GHG emission intensity	溫室氣體排放密度	Unit (t-CO ₂ eq./person) 單位 (噸二氧化碳當量／人)
Emission intensity (Scope 1 + Scope 2)	排放密度(範圍一+範圍二)	14.76

¹ The emission factor of purchased electricity in 2024 is selected from the average emission factor of the national grid for 2022 issued by the Ministry of Ecology and Environment of the PRC; Scope 3 GHG emissions include the greenhouse gas generated by employees taking transportation (aircraft) during business travel and paper disposal. The GHG emissions generated by employees taking transportation means (aircraft) during business travel are calculated through ICAO Carbon Emissions Calculator. The emission factors of paper disposal and fuel consumption of owned vehicles in Scope 1 derive from Reporting Guidance on Environmental KPIs of the Stock Exchange.

4. 指標和目標

本集團堅持進一步減少溫室氣體排放的目標，核算了自身溫室氣體排放情況。報告期內，我們新種植了423棵樹，樹高超過5米，每年將幫助清除大氣中約9.7噸二氧化碳。2024年，我們溫室氣體排放總量為6,150.34噸二氧化碳當量，其中範圍一與範圍二溫室氣體排放總量為6,125.17噸二氧化碳當量，具體的溫室氣體排放情況如下表所示：

¹ 2024年外購電力排放因子選自國家生態環境部發佈的2022年全國電網平均排放因子；範圍三溫室氣體排放量包括員工商務出行中乘坐交通工具(飛機)與紙張處理產生的溫室氣體，員工商務出行中乘坐交通工具(飛機)產生的溫室氣體排放量通過ICAO Carbon Emissions Calculator進行計算，紙張處理以及範圍一中自有車輛消耗燃料的排放因子均源於港交所《環境關鍵績效指標匯報指引》。

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(II) Environmental Protection

Tianbao Group consistently adheres to the concept of sustainable development, complies with national and local environmental laws and regulations, establishes a comprehensive environmental management system, and strictly manages pollutant emissions. The Group has laid a solid foundation for sustainable development by formulating scientific and standardized management systems and implementing effective governance measures to minimize the environmental impact of its operations.

1. Environmental Management

Tianbao Group always regarded environmental protection as an important responsibility for corporate development, and strictly abode by the Environmental Protection Law of the PRC, the Prevention and Control of Atmospheric Pollution Law of the PRC, the Prevention and Control of Water Pollution Law of the PRC, the Prevention and Control of Environmental Pollution by Solid Waste Law of the PRC, the Law of the PRC on Prevention and Control of Soil Pollution, the Prevention and Control of Noise Pollution Law of the PRC, Green Construction Guidelines and other relevant laws, regulations and standards on environmental protection. We have formulated internal documents such as “Environmental Targets and Indicators Management Plan” and “Environmental Protection Management System”, and have established a comprehensive environmental management system. We have established an environmental protection leadership group, led by the Company leaders, with members from the safety department, technical quality department, and general office, and was responsible for the construction of the environmental management system.

The Group has encountered different types of environmental problems in the property development and construction contracting businesses, respectively. For the construction contracting business, the Group has effectively implemented the ISO14001: 2015 environmental management system. During the property development business, we have fully implemented green construction to achieve four savings and one environmental protection (i.e. energy saving, water saving, land saving, material saving and environmental protection).

(二) 環境保護

天保集團始終堅持可持續發展理念，遵守國家及地方環境相關法律法規，構建全面的環境管理體系，嚴格管理污染物排放。本集團通過制定科學規範的管理制度及實施有效的治理措施，最大限度地降低自身運營對環境的影響，為實現可持續發展奠定了堅實基礎。

1. 環境管理

天保集團始終將環境保護視為企業發展的重要責任，嚴格遵守《中華人民共和國環境保護法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國固體廢物污染環境防治法》《中華人民共和國土壤污染防治法》《中華人民共和國環境噪聲污染防治法》《綠色施工導則》等一系列環境相關法律法規和標準規範，制定了《環境目標指標管理方案》《環境保護管理制度》等內部文件，建立完善的環境管理體系。我們設有環境保護領導小組，由公司領導任組長，小組成員由安全部、技術質量部、綜合辦公室等人員組成，負責環境管理體系建設相關工作。

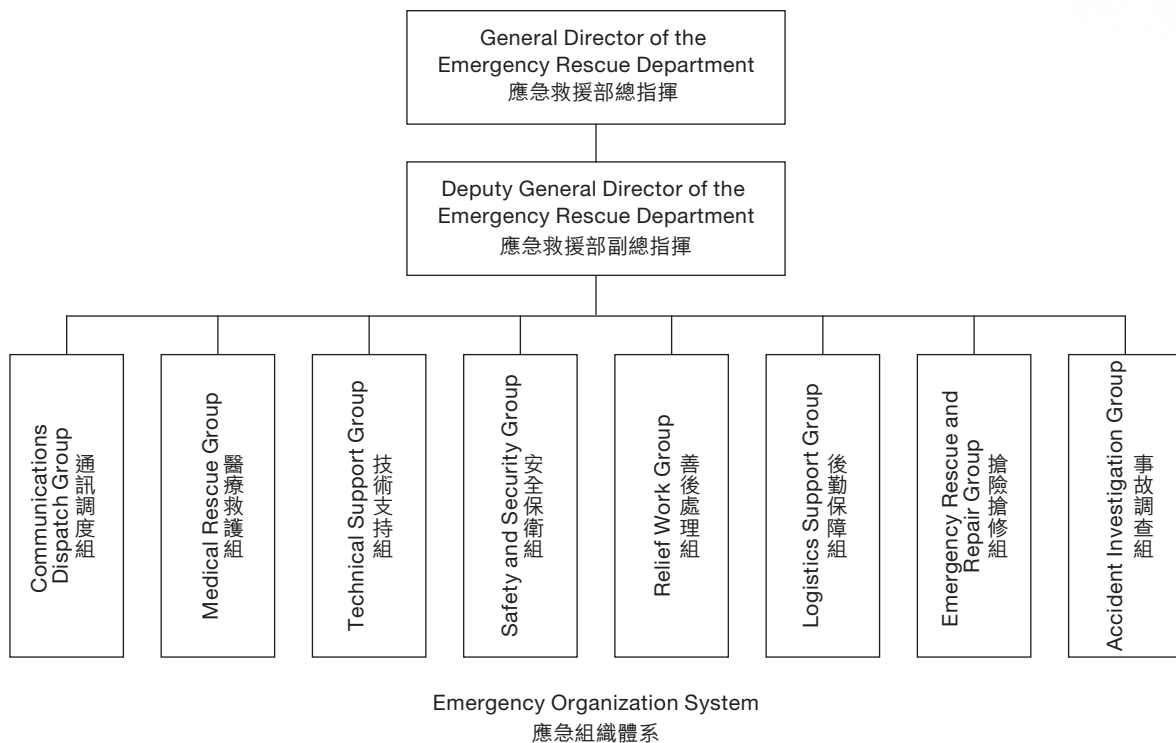
本集團於房地產開發及建築承包業務分別遇到了不同類型的環境問題，就建築承包業務而言，本集團有效實施ISO14001：2015環境管理體系。在房地產開發業務中，我們落實綠色施工，實現四節一環保（節能、節水、節地、節材和環境保護）。

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In terms of environmental risk management, we have formulated and implemented the “Environmental Pollution Emergency Plan”, which clearly defined the emergency organizational system, preventive measures, and other relevant content. It also clearly stipulated that various preventive measures must establish a responsibility system and implement at the departmental and individual levels.

在環境風險管理方面，我們制定並實施《環境污染應急預案》，明確應急組織體系、預防措施等相關內容，且明確規定各種預防措施必須建立責任制，落實到部門和個人。



2. Pollutant Discharge Management

(1) Wastewater management

Tianbao Group strictly complies with the Prevention and Control of Water Pollution Law of the PRC, Regulation on Urban Drainage and Sewage Treatment, and other relevant laws and regulations, establishing a comprehensive wastewater management system that clarifies wastewater treatment methods. Due to the business nature of the Company, we use relatively less water. Therefore we only generate a small quantity of wastewater.

2. 污染物排放管理

(1) 廢水管理

天保集團嚴格遵守《中華人民共和國水污染防治法》《城鎮排水與污水處理條例》等相關法律法規，建立完善的廢水管理體系，明確了廢水處理方式。由於公司的業務屬性，我們用水相對較少，因此僅產生少量廢水。

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Our wastewater primarily consists of domestic sewage and construction wastewater. All the wastewater is discharged into the municipal pipe network after proper treatment, and then treated by the local sewage treatment plant. In 2024, we implemented 100% standardized discharge of wastewater. Furthermore, we monitor the sewage system on a daily basis to prevent any potential leakage.

(2) Exhaust Gas Management

Tianbao Group is committed to the goal of further reducing exhaust gas emissions and strictly manages exhaust gas emissions. The exhaust gas generated from our daily operations is mainly dust from the construction sites and the fuel consumption on owned vehicles. According to the "Environmental Targets and Indicators Management Plan", we have implemented a series of effective measures to manage dust at the construction site. For construction dust, we strictly implement a sprinkler and dust reduction system, equip with special personnel and sprinkler equipment, and regularly clean the construction site of floating dust during dust-prone seasons and in densely populated areas to reduce particulate emissions. We adopt enclosed storage or covering measures for cement and other dust-prone bulk materials, and use sealed vehicles during transportation to avoid spillage and dust pollution along the way; and we adopt water-spraying measures at all times to reduce the emission of dust during demolition of old buildings. In addition, we have designated relevant personnel at each construction site to manage and monitor the effectiveness of dust control procedures. For vehicle exhaust gas emissions, the Group strictly implements the "Vehicles Standard Operating Procedures" to regulate the use of vehicles during work and reduce the number of vehicle outings.

In 2024, the exhaust gas pollutants that we emitted mainly include nitrogen oxides, sulfur oxides, and particulate matter, with specific emission volumes as follows:

Air Emissions ²	空氣排放物 ²	Unit 單位	Emissions in 2024 2024年排放量
Nitrogen oxides (NO _x)	氮氧化物 (NO _x)	kg 千克	71.33
Sulphur oxides (SO _x)	硫氧化物 (SO _x)	kg 千克	1.45
Particulate matter	顆粒物	kg 千克	5.43

² The calculation method is selected from the Reporting Guidance on Environmental KPIs of the Stock Exchange.

我們的廢水主要為生活污水和工程施工廢水，所有廢水均通過適當處理後排入市政管道，由當地的污水處理廠進行處理。2024年，我們產生的廢水100%達標排放。此外，我們每天對污水系統進行監控，以防止任何潛在的洩漏。

(2) 廢氣管理

天保集團堅持進一步減少廢氣排放的目標，對廢氣排放進行嚴格管理。我們日常業務中產生的廢氣主要源於施工場所產生的粉塵以及自有車輛的燃料消耗。根據《環境目標指標管理方案》，我們在施工現場採取了一系列有效措施對粉塵進行管理。針對施工揚塵，我們嚴格執行灑水降塵制度，配備專人和灑水設備，並在易揚塵季節和居民密集區域定期清理施工場地浮塵，降低顆粒物排放；對水泥及其他易揚塵的散體材料採取封閉存儲或覆蓋措施，並在運輸過程中使用密封車輛以避免沿途遺撒和揚塵污染；對舊建築拆除施工過程，採取隨時灑水的方式減少粉塵擴散。此外，我們在每個建築工地設有相關人員管理和監控粉塵控制程序的有效性。對於車輛廢氣的排放，本集團嚴格執行《車輛管理制度》，規範工作期間的車輛使用，減少車輛外出次數。

2024年，我們排放的廢氣污染物主要包括氮氧化物、硫氧化物和顆粒物，具體排放量如下：

² 計算方法選自港交所《環境關鍵績效指標匯報指引》。

(3) Waste Management

Tianbao Group strictly complies with the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, Guidelines for Green Construction and other relevant laws, regulations and standards, and fully implements internal management systems such as the Environmental Target Management Plan and Construction Waste Disposal Plan at Construction Sites to handle waste in a compliant manner. We have consistently advanced towards the goal of waste reduction and kept to reduce waste emissions year by year by adopting a series of measures for effective waste management.

During the Reporting Period, the vast majority of waste generated from the Group's operations was non-hazardous waste, with hazardous waste accounting for a very small proportion. For the very small quantity of hazardous waste, we strictly comply with relevant regulations and ensure that all such waste is handed over to entities with professional qualifications for proper disposal, so as to ensure that the hazardous waste was disposed of in a safe and compliant manner to avoid causing pollution and harm to the environment.

The non-hazardous waste generated by the Group mainly consists of two categories, namely domestic waste and construction waste. In terms of domestic waste disposal, we actively practiced the principle of waste classification and carry out refined classification management. Closed garbage containers have been specifically placed in the living areas of the construction sites for the classified collection of different types of domestic waste, while implementing bagged waste management for domestic waste to ensure timely removal and maintain cleanliness and hygiene in the living areas.

In terms of construction waste management, we actively implement the concept of green construction and manage construction waste in a comprehensive and systematic manner. On one hand, by optimizing construction processes and strengthening construction management, we reduce the amount of construction waste generated at the source. On the other hand, we actively explore ways to recycle and utilize construction waste, and carry out scientific and reasonable development and utilization of generated construction waste to achieve resource recycling, and reduce dependence on natural resources, thereby promoting green development and sustainable development through practical actions.

(3) 廢棄物管理

天保集團嚴格遵守《中華人民共和國固體廢棄物污染環境防治法》《綠色施工導則》等相關法律法規與標準規範，全面落實《環境目標管理方案》《施工現場建築垃圾處置方案》等內部相關管理制度，對廢棄物進行合規處理。我們一直向減少廢物的目標邁進，並保持逐年減少廢棄物排放，採取系列措施對廢棄物進行有效管理。

報告期內，本集團運營所產生的廢棄物中，絕大部分為無害廢棄物，有害廢棄物的佔比極低。針對數量極少的有害廢棄物，我們嚴格遵循相關規定，全部交由具備專業資質的單位進行妥善處理，確保有害廢棄物得到安全、合規地處置，避免對環境造成污染和危害。

本集團產生的無害廢棄物主要包括生活垃圾和建築垃圾兩大類。在生活垃圾處理方面，我們積極踐行垃圾分類原則，實施精細化分類管理。在施工現場的生活區，專門設置了封閉式垃圾容器，用於分類收集不同類型的生活垃圾，同時推行生活垃圾袋裝化管理，做到及時清運，保持生活區環境的整潔衛生。

在建築垃圾管理上，我們積極落實綠色施工理念，對建築垃圾進行全方位、系統性地管理。一方面，通過優化施工流程、加強施工管理等措施，從源頭上減少建築垃圾的產生量；另一方面，積極探索建築垃圾的資源化利用途徑，對已產生的建築垃圾進行科學合理的開發利用，實現資源的循環利用，降低對自然資源的依賴，以實際行動推動綠色發展和可持續發展。

ENVIRONMENTAL PERFORMANCE

環境範疇

Reduction of Construction Waste:

- To strengthen the organization and management of building construction, improve the level of building construction management, and reduce the waste of building materials and the large amount of waste generated by reworking due to construction quality;
- To raise environmental awareness among construction personnel on site;
- To promote new construction technologies to avoid construction waste caused by damage and destruction of building materials during transportation, storage and installation;
- To optimize building design.

Development and Utilization of Construction Waste:

- To reuse the bricks and tiles in construction waste after cleaning;
- To recycle the sorted scrap metal, steel and waste glass as raw materials for production;
- In addition to being reused as formwork and building materials, the waste wood in the construction project can be used as raw materials for paper making or as fuel, or used in the manufacturing of MDF board after being broken down into debris by wood crusher.

建築垃圾的減量化：

- 加強建築施工的組織和管理工作，提高建築施工管理水平，減少因施工質量原因造成返工而使建築材料浪費及垃圾大量產生；
- 加強施工現場施工人員環保意識；
- 推廣新的施工技術避免建築材料在運輸、儲存、安裝時的損傷和破壞所導致的建築垃圾；
- 優化建築設計。

建築垃圾的開發和利用：

- 建築垃圾中磚、瓦經清理後重複使用；
- 廢金屬及鋼料、廢玻璃分揀等經分揀後回煉、做生產原料；
- 建設工程中的廢木材，除了作為模板和建築用材再利用外通過木材破碎機，弄成碎屑可作為造紙原料或作為燃料使用，或用於製造中密度纖維板。

Waste Types	廢棄物種類	Unit 單位	Consumption in
			2024 2024年排放量
Non-Hazardous Waste	無害廢棄物	Tonnes噸	2.6

(4) Noise Pollution Control

In strict compliance with the Regulations on the Prevention and Control of Environmental Noise Pollution of the PRC and the Emission Standards of Environmental Noise for boundary of Construction Site, Tianbao Group implements a series of noise reduction measures to effectively control noise pollution at construction sites and minimize its impact on the surrounding environment and residents. During the construction process, we assign dedicated personnel to regularly conduct precise noise monitoring at the site boundaries and maintain detailed records, enabling us to keep abreast of the noise dynamics and provide a solid foundation for developing subsequent noise reduction measures.

We have established a series of effective noise reduction measures. When selecting construction equipment, priority is given to procuring equipment with low noise and low vibration to reduce noise generation at the source. For unavoidable noise sources, we implement noise and vibration isolation measures to minimize the spread of noise.

For high-noise equipment in the construction site, we positioned such equipment on the side farthest from noise-sensitive areas such as hospitals, schools and residential areas after meticulous planning and comprehensive consideration of the surrounding environment. At the same time, depending on the actual situation, we adopt closed or semi-closed operation methods for high-noise equipment operation areas to further block the noise from spreading. Furthermore, we strictly control the working hours of high-noise equipment to avoid high-intensity noise operations during residents' rest periods, thus minimizing disruption to the normal lives of nearby residents. In the transportation phase, we enforce strict management regulations for vehicles transporting materials entering the construction site. Vehicles are strictly prohibited from whistling, and materials must be handled gently during loading and unloading to avoid generating additional noise due to improper human operation.

(4) 噪聲污染治理

天保集團嚴格遵守《中華人民共和國環境噪聲污染防治條例》《建築施工場界環境噪聲排放標準》，採取一系列降噪措施，在施工場地有效控制噪聲污染，最大限度降低對周邊環境和居民的影響。在施工過程中，我們安排專人定期對場界噪聲進行精確檢測，並詳細記錄數據，以便及時掌握噪聲動態，為後續降噪措施的制定提供有力依據。

我們制定了一系列行之有效的降噪舉措。在施工設備的選用上，優先採購低噪音、低振動的機具，從源頭上降低噪聲的產生。針對無法避免的噪聲源，採取隔音與隔振措施，減少噪聲的傳播。

對於施工場地內強噪聲設備的佈局，我們進行了精心規劃，綜合考慮周邊環境，將其設置在遠離醫院、學校、居民區等噪聲敏感區域的一側。同時，根據實際情況，對強噪聲設備作業區域採取封閉或半封閉式作業方式，進一步阻隔噪聲向外擴散。此外，我們嚴格控制強噪聲設備的作業時間，避免在居民休息時段進行高強度噪聲作業，最大程度減少對周邊居民正常生活的干擾。在運輸環節，對進入施工現場的材料運輸車輛制定了嚴格的管理規定。嚴禁車輛鳴笛，裝卸材料時務必做到輕拿輕放，杜絕因人為操作不當而產生額外噪聲。

ENVIRONMENTAL PERFORMANCE

環境範疇

(III) Use and Management of Resources

On the journey towards actively practicing green development, Tianbao Group has always upheld a strong sense of responsibility, viewing the efficient use of resources as a key focus for the Company's growth. We adhere to the concept of green construction and implement resource-saving measures in all aspects.

1. Energy Consumption and Management

Tianbao Group has always regarded energy management as one of the key priorities for the sustainable development of the Company. We comprehensively optimize energy use efficiency through systematic energy management measures.

Energy conservation measures:

- Formulate reasonable construction energy consumption index and increase the utilization rate of construction energy;
- Prioritize the use of energy-saving, efficient and eco-friendly construction equipment and machinery recommended by government and industry;
- Set electricity usage control targets for production, living, office and construction equipment at the construction site, regularly conducting measurement, calculation and comparative analysis, with preventive and corrective actions in place;
- In the construction organization design, arrange the construction sequence and work areas rationally to reduce the number of machines in the operation area, and make full use of shared equipment resources in adjacent operation areas;
- When planning construction processes, give priority to those with lower energy consumption or less electricity use;
- Make full use of renewable energy such as solar energy and geothermal energy according to local climate and natural resource conditions;
- Scientifically and rationally develop construction technical plans, organize construction production progress in an orderly manner, strive to improve the quality of construction products, and reduce rework and repair rates.

(三) 資源使用與管理

在積極踐行綠色發展理念的征程中，天保集團始終懷著高度的責任感，將資源的高效利用視為企業發展的關鍵著力點。我們秉持綠色施工理念，全方位落實節約資源措施。

1. 能源消耗與管理

天保集團始終將能源管理作為企業可持續發展的重要工作之一。我們通過系統化的能源管理措施，全面優化能源使用效率。

節能措施：

- 制定合理施工能耗指標，提高施工能源利用率；
- 優先使用國家、行業推薦的節能、高效、環保的施工設備和機具；
- 施工現場分別設定生產、生活、辦公和施工設備的用電控制指標，定期進行計量、核算、對比分析，並有預防與糾正措施；
- 在施工組織設計中，合理安排施工順序、工作面，以減少作業區域的機具數量，相鄰作業區充分利用共有的機具資源；
- 安排施工工藝時，應優先考慮耗用電能的或其它能耗較少的施工工藝；
- 根據當地氣候和自然資源條件，充分利用太陽能、地熱等可再生能源；
- 科學合理制定施工技術方案，秩序井然組織施工生產進度，努力提高施工產品質量，減少返工及返修率。

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In 2024, our energy consumption mainly includes electricity, gasoline and diesel. Among them, the total consumption intensity of diesel and gasoline has relatively decreased. Due to the accelerated construction of the Huailai Jingbei Health City project, the total consumption of electricity has increased compared to last year.

2024年，我們的能源消耗主要包括電力、汽油和柴油。其中，柴油總耗密度與汽油總耗密度相對降低。由於懷來京北健康城項目加緊建設，總耗電量相對去年有所增加。

Energy Consumption	能源消耗種類	Unit 單位	Consumption in 2024 2024年消耗量	Year-to-year Change (%) 年度變化(%)
Electricity	總耗電量	kWh 千瓦時	10,270,574.01	49%
Gasoline	汽油總耗量	liter 公升	98,551.00	4%
Diesel	柴油總耗量	liter 公升	297.00	-3%
Electricity	總耗電密度	kWh/person 千瓦時／人	24,748.37	37%
Gasoline	汽油總耗密度	liter/person 公升／人	237.47	-4%
Diesel	柴油總耗密度	liter/person 公升／人	0.72	-10%

2. Water Resources and Material Management

In terms of water resource management, Tianbao Group is committed to maintaining water usage at a relatively stable level in the near future, continuously implementing water-saving measures and continuing to explore any new measures to reduce water consumption. At the construction site, we strictly implement water usage metering management, setting water consumption quotas separately for domestic and construction water usage, and conduct specific metering assessments for areas and processes with concentrated water usage. In addition, water-saving domestic appliances are used for both production and domestic water at the construction site, and prominent water conservation signs are placed at water sources.

We source water from municipal supply. In 2024, our total water consumption was 25,362.39 tonnes.

2. 水資源與物料管理

在水資源管理方面，天保集團堅持在不久的將來將用水保持在相對穩定水平的目標，持續落實節水措施並繼續探索任何減少用水的新措施。我們在施工現場嚴格實行用水計量管理，對生活和工程用水分別設定用水定額指標，對用水集中的區域和工藝點進行專項計量考核。此外，施工現場生產、生活用水使用節水型生活用水器具，在水源處設置明顯的節約用水標識。

我們的用水來自市政供水，2024年，我們年度總耗水量為25,362.39噸。

Category	類別	Unit 單位	Consumption in 2024 2024年消耗量
Total water consumption	水總耗量	Tonnes 噸	25,362.39

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Water conservation measures:

- A collection and treatment system for rainwater, reclaimed water or reusable water is established on the construction site to make water resources available for cascade recycling;
- Water measurement and management measures shall be implemented at construction sites to strictly control water consumption during the construction phase;
- The use of municipal tap water is not suitable for spraying of the surface, irrigation, washing vehicles on construction sites. Non-traditional water sources or collected rainwater, sewage and domestic wastewater are preferred;
- Effective water-saving measures are adopted for on-site mixing water and curing water, and it is forbidden to water and cure concrete without measures. For example, the water for concrete curing is sprinkled instead of watering;
- The water supply pipe network at the construction site is designed and deployed according to the water consumption, with reasonable pipe diameter and simple pipeline, and effective measures are taken to reduce leakage in the pipe network and water appliances.

Due to the business nature of the Group, there is no massive consumption of packaging materials in daily operations. However, we still implement material conservation measures to reduce material consumption.

Material conservation measures:

- During the drawing review, relevant content related to material saving and resource utilization shall be reviewed to achieve a 30% reduction in the material loss rate compared to the quota loss rate;
- Optimize construction plans to promote the reasonable use of materials and reduce actual material consumption;
- Reasonably arrange material procurement, delivery time and batches efficiently to minimize inventory;

節水措施：

- 施工現場建立雨水、中水或可再利用水的收集處理系統，使水資源得到梯級循環利用；
- 施工現場應實行用水計量管理，嚴格控制施工階段用水量；
- 施工現場噴灑路面、綠化澆灌、沖洗車輛等不宜使用市政自來水，宜優先採用非傳統水源，或採用收集的雨水、污水和生活廢水等；
- 現場攪拌用水、養護用水應採取有效的節水措施，嚴禁無措施澆水養護混凝土。如：混凝土養護用水改澆水為噴灑水；
- 施工現場供水管網應根據用水量設計佈置，管徑合理、管路簡捷，採取有效措施減少管網和用水器具的漏損。

由於本集團的業務性質，我們在日常經營中未大量消耗包裝材料，但我們仍然落實等節材措施，減少物料消耗。

節材措施：

- 圖紙會審時，應審核節材與材料資源利用的相關內容，達到材料損耗率比定額損耗率降低30%；
- 優化施工方案，促進材料的合理使用，節省實際施工材料消耗量；
- 合理安排材料的採購、進場時間和批次，減少庫存；

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- Maintain and preserve turnover materials, adopting technical and management measures to increase the turnover frequency of formwork, scaffolding and other materials.

3. Green Office

Tianbao Group is fully committed to promoting green office practices. Through standardized management, we aim to improve resource utilization efficiency, reduce energy, paper and water consumption in office processes, and drive the achievement of sustainability goals.

In terms of paper management, we have formulated the Regulations on the Management of Paper Usage to further promote paperless office. Through the Company's information platform, we facilitate electronic document transmission and approval processes, reducing the use of paper documents. For documents that must be printed, we strictly enforce double-sided printing and make full use of recycled paper for printing. At the same time, we have set up waste paper recycling bins to classify and reuse paper that is not fully used.

In terms of office energy consumption management, we mainly focus on vehicle usage management to conserve energy. We strictly implement the Management System for Driver Shifts and the Vehicle Management System, scientifically and reasonably arranging vehicle usage schedules, strictly controlling the frequency of vehicle outings, and encouraging carpooling among employees to reduce fuel consumption and exhaust emissions from the source. All vehicles are regularly maintained, with oil changes conducted periodically to ensure that exhaust emission are up to standard.

In terms of water conservation, we have meticulously produced and posted water conservation signboards in the toilets in the office area to remind employees to save water resources in a perceivable manner; we have conducted regular inspections and maintenance on all drainage systems to ensure no leakage issues; we have strengthened the publicity of water resources protection and enhanced employees' awareness of water conservation.

- 保養維護好周轉材料，採取技術和管理措施提高模板、腳手架等的周轉次數。

3. 綠色辦公

天保集團全面推進綠色辦公，通過規範管理，提升資源利用效率，減少辦公過程中的能源、紙張和水資源消耗，推動實現可持續發展目標。

在紙張管理方面，我們制定了《紙張使用管理規定》，深入實施無紙化辦公，通過公司信息化平台實現文件傳遞與審批流程的電子化，減少紙質文件的使用。對於必須使用的紙質文件，嚴格執行雙面打印原則，充分利用二次紙進行打印，並設置廢紙回收箱，對未完全使用的紙張進行分類回收和二次利用。

在辦公能源消耗管理方面，我們主要通過車輛使用管理，節約能源消耗。我們嚴格落實《司機班管理制度》《車輛管理制度》，科學合理安排車輛使用計劃，嚴格控制車輛外出頻次，鼓勵員工拼車出行，從源頭減少燃油消耗和廢氣排放。所有車輛定期進行保養維護，定期更換機油，確保尾氣排放達標。

在節水行動上，我們在辦公區域的衛生間，精心製作並張貼節約用水標識牌，以直觀醒目的方式時刻提醒員工珍惜水資源；對所有排水系統進行定期檢查和維護，以確保沒有洩漏問題；加強保護水資源的宣傳力度，提升員工的節水意識。

SOCIAL PERFORMANCE

社會表現

Employment

Tianbao has a well-establishment human resources management system to ensure the overall employment situation being complied with all national and local laws and regulations, including the *Labour Law of the PRC*, the *Labour Contract Law of the PRC*, the *Employment Promotion Law of the PRC*, the *Labour Dispute Mediation and Arbitration Law of the PRC*, the *Regulation on the Annual Leave of Employees* and other relevant national labour laws and regulations. Tianbao also formulated various policy documents to systematically conduct employment activities, which could maintain Tianbao's competitiveness, such as *Measures on Salary Management*, *Measures on the Management of Recruitment and Interviews*, *Internal Employee Promotion Mechanism*, *Measures of Employee Attendance*, and *Measures on the Management of Employee Turnover*. The policies cover compensation and benefits, working hours and holidays, recruitment and promotion, dismissal, diversity, anti-discrimination, training and development. No non-compliance issues related to employment laws and regulations were observed during the Reporting Period.

In 2024, we have employed 415 employees who are all Chinese and full-time employment and located in the PRC. Employees are the most valuable asset and Tianbao highly values and treats them all fairly. The established human resources management system regularly reviews and updates all employment policies to better in line with industry latest standards, as well as maintaining employees' morale and facilitating the allocation of human resources. During the hiring process, the principles of "open recruitment, equal competition, not overstaffing and allocate the right position to the right person" are strictly upheld.

The major recruitment channels of Tianbao are organizing recruitment talks in campuses and labor market, posting online job advertisement, and internal referral with several rounds of interview with candidates. All qualification and experience requirements are clearly stated during interviews and job ads which could help the interviewees to effectively assess the candidates' background and abilities.

The Group also adheres to its internal measures to prevent employment discrimination on the grounds of nationality, age, ethnicity, religion, gender, marital status, pregnancy, sexual orientation, or political stance and all applicants are qualified for application and selection.

就業

天保有一套完善的人力資源管理系統，以確保整體僱傭情況遵守所有國家和地方法律法規，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》、《中華人民共和國勞動爭議調解仲裁法》、《職工帶薪年休假條例》及其他有關國家勞動法律法規。人力資源部還制定了各種政策文件來增強集團的競爭力，例如《薪酬管理辦法》、《招聘面試管理制度》、《員工晉升管理制度》、《考勤管理制度》和《員工離職管理制度》。該等政策涵蓋薪酬及福利、工作時數及假期、招聘及晉升、解僱、多元化、反歧視、培訓及發展。報告期內，未發現與僱傭法律法規有關的違規問題。

於2024年，我們已於中國僱用415名中國籍全職員工。員工是本集團最寶貴的財產，天保重視並公平對待他們。本集團建立的人力資源管理系統定時檢討和更新所有僱傭政策，以加強配合行業標準、維持員工的士氣並促進人力資源的分配。在招聘過程中，嚴格堅持「公開招聘、平等競爭、不超員和將合適的職位分配給合適的人」的原則。

天保的主要招聘渠道包括組織校園和勞動力市場的招聘會、發佈在線招聘廣告和安排幾輪與候選人面試的內部推薦。在面試和招聘廣告中會明確說明所有資格和經驗要求，這可以幫助被訪者有效評估候選人的背景和能力。

本集團還堅持其內部措施，以防止基於國籍、年齡、種族、宗教、性別、婚姻狀況、懷孕、性取向或政治立場的就業歧視，所有申請人都有資格申請和選擇。

SOCIAL PERFORMANCE 社會表現

Tianbao adopts an all-round performance appraisal and promotion mechanism to provide equal and fair opportunities to all staff in order to promote the career development of employees. Tianbao has a clear vertical and horizontal development for the employees along their career path. Based on the performance appraisals for the evaluation of employees' capability, outstanding employees with suitable personality and contribution to Tianbao are able to receive a fair promotion as recognition and all employees will receive improvement recommendations according to their performance. Subject to approval from corresponding manager and Human Resources Department, Tianbao also encourages employees to apply for promotion across different departments according to their working ability.

Tianbao also offers a competitive remuneration package to every level of employees with a comprehensive job grading system, in order to effectively evaluating their pay structure and salary benchmarking in line with the market trends. All employees are entitled to statutory holidays and the Group's benefits, including paid leaves, marriage leaves and maternity leaves. Employees are encouraged to seek consultations from their managers and communicate with the management in order to maintain an open and credible relationship between employees and the management.

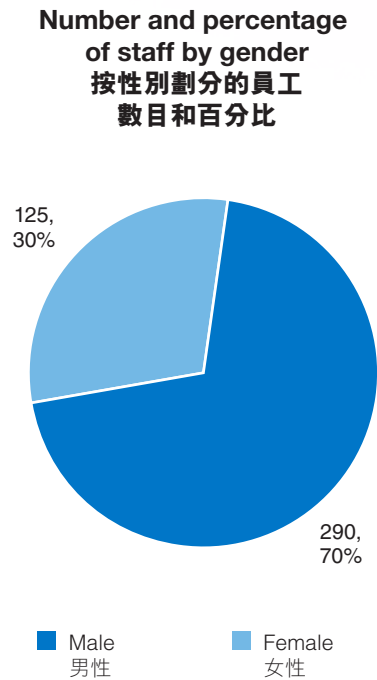
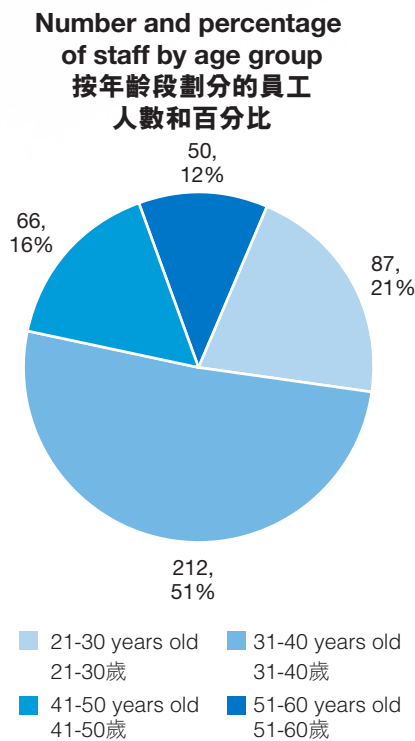
天保採納了全面的績效考核和晉升機制，以確保晉升的機會均等和公平，以促進員工的職業發展。僱員在職業道路上，天保提供清晰的縱向和橫向發展。根據評估員工能力的績效評估結果，表彰優秀員工對本集團的貢獻，他們將獲得晉升，所有員工亦將根據其績效結果獲得改進建議。在得到相應經理和人力資源部的批准後，本集團還鼓勵員工根據自己的工作能力跨部門申請晉升。

天保還透過一套完善的工作評級系統，為每個級別的員工提供具有競爭力的薪酬待遇，並根據市場趨勢，有效地評估他們各自的薪酬結構和薪水基準。所有員工均有權享受法定假期及本集團的福利，包括帶薪假、結婚假和產假。公司亦非常鼓勵員工尋求經理的諮詢並與管理層溝通，以保持員工與管理層之間的開放和可信的關係。

SOCIAL PERFORMANCE

社會表現

Major indicators for employment 主要就業數據



Employee turnover rate 員工離職率

By gender		
Male	男性	20%
Female	女性	7%
By age group		
Age 21-30	21-30 歲	5%
Age 31-40	31-40 歲	13%
Age 41-50	41-50 歲	7%
Age 51-60	51-60 歲	2%

Note: All employees of the Group work in the PRC.
註：集團員工全部在中國工作。

Health and Safety

Tianbao strictly complies with all workplace health and safety related laws and regulation, in particular the *Labour Law of the PRC*, the *Fire Prevention Law of the PRC*, the *Prevention and Control of Occupational Diseases of the PRC*, by implementing the management system of occupational health and safety.

The environment, health and safety (“EHS”) management system established by Tianbao is strictly in-place with a series of policies and control procedures which have clearly highlight all standard operating procedures (SOP), regarding to instruction of safety equipment, workplace safety guidance, hazardous products handling and potential safety risks. The EHS committee regularly reviews the workplace potential hazard and risks in order to keep our employees safe. The implemented EHS policies help the Group prevent any potential health issue to our employees, such as food poisoning, occupational health hazards, and eliminating the spread of infectious diseases. Tianbao has held occupational safety workshops for the workers and staff to help them identify all potential risks that may occur in construction sites.

During the Reporting Period, the Group was not aware of any non-compliance issues with regard to relevant laws and regulations, which may significantly impact the Group to provide a safe working environment. From 2020 to 2024, there was no work-related fatalities and no days was lost due to work injury.

Development and Training

Tianbao has a well-established occupational training management system to provide a systematic framework for different business operating units within the Group to provide suitable training courses and workshops to different staff. The system could help us improve overall business performance, and realize the Group’s business goals.

We assign different trainings to different staff, including new employees, professional and technical personnel, specific job role personnel and key position personnel, according to the needs. In general, the internal trainings include basic introduction of the Group, compliance issues, engineering and technology management, and corporate culture. Pre-job training will be provided by the HR department and the corresponding department. Transfer training will also provide for the staff who have switched their job role among departments. External qualification training will also be provided to employees in order to obtain national recognized qualifications for construction business.

健康與安全

本集團通過實施職業健康及安全管理體系，嚴格遵守所有與工作場所健康和安全的法律法規，特別是《中華人民共和國勞動法》、《中華人民共和國消防法》、《中華人民共和國職業病防治法》。

天保建立的環境、健康與安全(「EHS」)管理體系配合一系列政策及控制程序嚴格實施，明確強調了所有有關安全設備、工作場所安全指南、危險產品處理和潛在安全的標準操作程序(SOP)。EHS委員會定期審查工作場所的潛在危害和風險，以確保員工安全。已實施的EHS政策有助於本集團預防員工的任何潛在健康問題，例如食物中毒、職業健康危害以及消除傳染病的傳播。天保為所有工人及員工舉辦了職業安全課程，以幫助他們識別所有可於建築工地出現的潛在風險。

報告期內，本集團沒有發現任何可能對本集團的工作環境產生重大影響的有關違規問題。從2020年到2024年，沒有因工傷亡的事件發生，也沒有因工傷而損失工作日數。

發展與培訓

天保擁有完善的職業培訓管理系統，為集團內不同業務部門的員工提供合適的培訓課程和講習班。該系統可以幫助我們改善整體業務績效，實現集團的業務目標。

我們根據需要為新員工、專業技術人員、特定工作角色人員和關鍵崗位人員等不同人員分配不同的培訓。內部培訓主題通常包括對集團的基本介紹、合規性問題、工程和技術管理以及企業文化。人力資源部門和相應部門將提供崗前培訓。我們亦會為在部門之間轉換工作職責的員工提供調動培訓。為了獲得國家認可的建築業務資格，我們亦會向員工提供外部資格培訓。

SOCIAL PERFORMANCE

社會表現

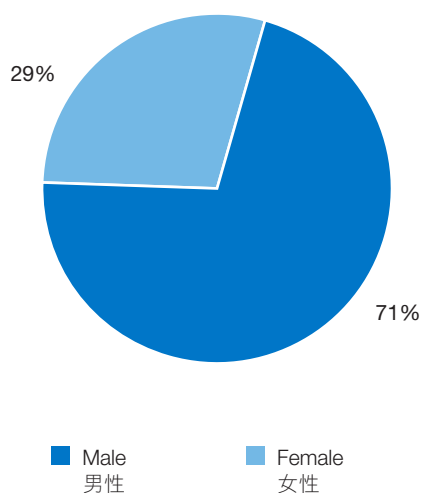
In 2024, the Group conducted various management training workshops, including “Digital Transformation Applications for Private Enterprises”, “Risk Prevention for Construction Industry Enterprises” and “Renovation Techniques and AI Application Training”, etc. In the future, we will establish multiple partnerships to enhance the overall competitiveness of the Group, while also providing more training for our employees.

2024年，本集團舉行多個管理培訓講習班，包括「民營企業應用數字化轉型」、「建築業企業風險防範」、「裝修技術及AI應用培訓」等。未來我們將建立多個合作夥伴關係，增強集團的整體競爭力，同時也將為員工提供更多培訓。

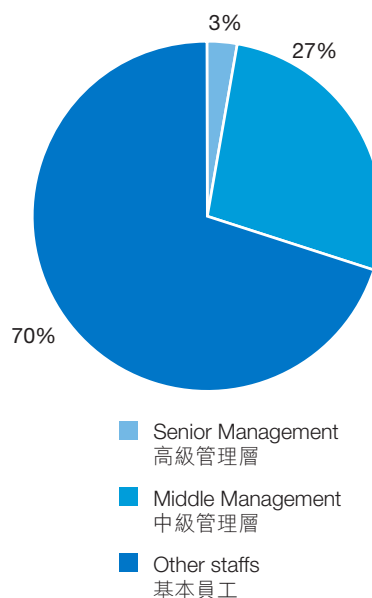
Major indicators for development and training

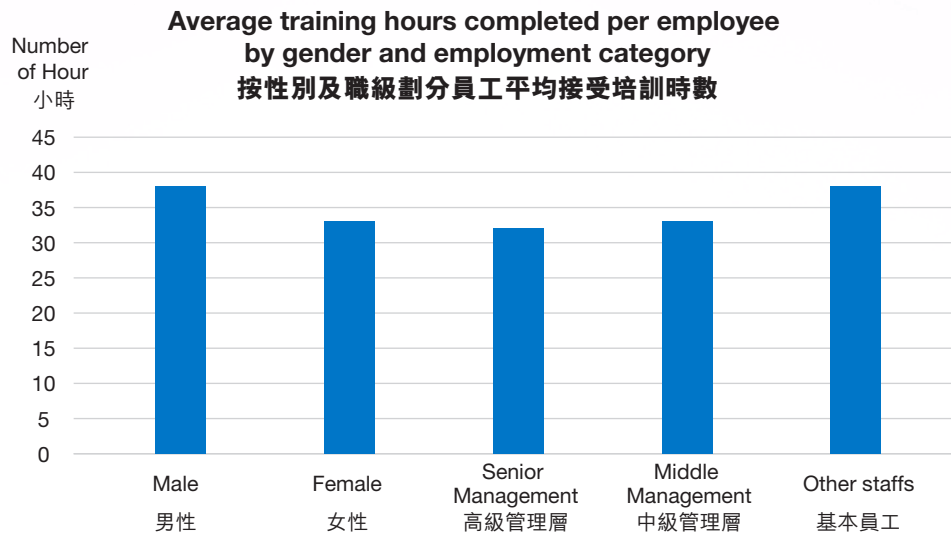
主要培訓與發展數據

Percentage of staff trained by gender
按性別劃分已接受培訓員工的百分比



Percentage of staff trained by employee category
按不同職級劃分已接受培訓員工的百分比





Note: Senior management refers to the General Manager, District Manager. Middle Management refers to Departmental Manager. Other staff refer to department staff.

註：高級管理人員是指總經理、分區經理。中層管理人員是指部門經理。基本員工是指部門人員。

Labour Standards

Tianbao has a strict monitoring system to ensure all hired labour being protected in compliance with the requirements of the *Labour Law of the PRC*, as well as the *Labour Contract Law of the PRC*, *Provisions on Prohibition of Child Labour of the PRC* and *Law of the PRC on the Protection of Minors*. Child labour and forced labour are strictly prohibited within Tianbao. To prevent the occurrence of such situation during pre-employment stage, all candidates' valid identification documents are verified by the HR staff to ensure all applicants are employable by law. The employment policy document of the Group has clearly written the employment requirements, including education qualifications, job experience, etc. All HR staff are under proper training to prevent employing any child labour. An employment letter will be issued to successful candidates, and the HR staff will further verify and register the candidate's identity, including job position, pay structure, day of employment and other personal information. If any situation of child labour or forced labour has been observed, the incident will be immediately reported to the management and the management will immediately contact their guardian. Tianbao possesses the rights to terminate the employment instantly if the related personnel are found to provide false information. Tianbao will also conduct internal evaluation to take improvement action if necessary.

勞工標準

天保具備嚴格監控系統，以確保所有受僱勞工受《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》和《中華人民共和國未成年人保護法》的保護，並嚴格遵守上述法規的要求。天保嚴禁集團內的童工和強迫勞動情況。為了在僱用階段前已防止這種情況的發生，所有待聘人士的有效身份證明文件均由人力資源人員進行核實，以確保所有申請人均可依法受聘。本集團的就業政策文件已明確規定了就業要求，包括學歷，工作經驗等。所有人力資源員工都接受了培訓，以防止僱用任何童工。受聘信將會向成功的應聘者發出，人力資源人員會進一步核實並註冊應聘者的身份，包括職位、薪資結構、工作日期和其他個人信息。如果發現童工或強迫勞動的任何情況，該事件將立即報告給管理層，管理層會立即聯絡該等人士的監護人。如果發現相關人員提供虛假信息，天保有權立即終止僱傭關係。如有需要天保亦會進行內部評估以作出改善。

SOCIAL PERFORMANCE

社會表現

No non-compliance issues with relevant laws and regulations relating to child and forced labour were discovered by the Group during the Reporting Period.

Supply Chain Management

Tianbao is highly aware that supply chain is the most crucial component in their business operation. An effective supply chain management system could help Tianbao achieve its ESG development goal in the future. Therefore, the Group has implemented several measures to manage the supply chain's environmental and social risks.

The existing "Supply Chain Management System" helps the Group effectively manage the tendering process in construction contracting business, including site surveying, design, feasibility study, construction, supervision, materials and equipment procurement, engineering consultation and other services along the project development process. Five different level of grading, ranging from failure (D-grade) to strategic partnership level (S-grade), are adopted in the aspects of research and development, engineering, procurement, consulting management, and others. Based on the suppliers' quality of works, business scale, and engagement period with us, the suppliers will have their respective assessed scores. We also regularly assess their performance during the course of project development and after the completion of each contract agreement by the review panel, which includes the cost control department, tendering and purchasing department, and the project management department. Tianbao has also established "Green procurement policy" to promote the use of low-carbon or environmentally friendly materials.

Furthermore, all suppliers and subcontractors are required to provide their established safety and civilized construction, environmental management policy to prevent noise and air pollution, as well as waste management. In the meantime, Tianbao will conduct regular qualification review in the selection process of suppliers. If necessary, pre-job trainings regarding to construction, operation precautions, safety and environmental protection procedures will also be provided to the appointed subcontractors. During the review process, suppliers are required to provide related evidences on their environmental and social qualification, such as valid environmental protection certification on their raw materials. Tianbao also aims at educating and encouraging our long-term suppliers using more environmental-friendly materials and measures to conduct their work in construction sites.

報告期內，本集團未發現任何與童工和強迫勞動有關的違規問題。

環境和社會風險的供應鏈管理

天保深知供應鏈是其業務營運中至關重要的成份。有效的供應鏈管理系統，可以幫助我們未來實現ESG發展目標。因此，本集團已實施數項管理供應鏈的環境及社會風險之措施。

現有的「供應鏈管理系統」可幫助本集團有效管理建築承包業務中的招標過程，包括在項目開發過程中進行現場勘測、設計、可行性研究、施工、監督、材料和設備採購、工程諮詢及其他服務。在研發、施工、採購、諮詢管理等方面，採用了五個不同的等級級別，從不合格(D級)到戰略合作夥伴級(S級)。根據供應商的工作質量、業務規模和與我們的合作時間，供應商將獲得各自的評估分數。我們還會在項目開發過程中以及每份合同協議完成後，由成本控制部門、招標和採購部門以及項目管理部門在內的審核小組定期評估其績效。天保亦制定了「綠色採購政策」以推動低碳及環保物料的使用。

此外，本集團要求所有供應商分包商具有既定的安全文明施工程序、防止噪聲和空氣污染的環境管理政策以及廢物管理措施。同時，天保在供應商選擇過程中進行定期的資格審查。如有必要，還將向指定的分包商提供有關施工、操作預防措施、安全和環境保護程序的崗前培訓。在審核過程中，要求供應商提供有關其環境和社會資格的相關證據，例如其原材料的有效環境保護證明。天保還旨在教育和鼓勵我們的長期供應商使用更多的環保材料和措施在建築工地進行工作。

SOCIAL PERFORMANCE 社會表現

No. of suppliers by region in China

Northeast China	5
Northern China	1,371
Eastern China	40
Southern China	2
Central China	223
Southwest China	63
Northwest China	171

Product Responsibility

Customers' personal information is Tianbao's first priority to safeguard and protection. The existing "Customer Information Management System" has put restriction to all sales and development projects in sales planning department. Such restrictions have ensured the customers' information will not be leaked to other parties. A commissioner is assigned at the sales planning department to oversee the handling of customers' information and make sure the information is properly stored and destroyed accordingly.

Tianbao formulates the corporate patent management policy by strictly abiding the *Patent Law of the PRC* and the *Implementation Rules of the Patent Law of the PRC*. With the in-place patent management policy, all employees are encouraged to invent and create new products and adopting innovative technology to strive the growth of business. On the other hand, we have formulated enterprise construction methods in accordance with the provisions highlighted in the *Management Methods for the Construction of Construction Engineering Methods*. It could enable the construction units adapting different construction technologies as preferred to carry out their research development and engineering trials. Once the construction technology is refined by the Group's technical staff and evaluated by provincial construction departments, such construction engineering method will become valid.

For trademarks and registered domain, we have complied with the *Trademark Law of the PRC* and formulated corporate trademark and domain management policies. It could ensure the Group effectively manage the domain registration service agencies, hence ensuring the stable operation of the domains according to the Administrative Measures for Internet Domains.

按中國地區劃分的供應商數目

中國東北	5
華北	1,371
華東	40
華南	2
華中	223
中國西南	63
中國西北	171

產品責任

天保視保障及守護客戶的個人信息為首要任務。現有的「客戶信息管理系統」向管理銷售策劃部門的所有銷售和開發項目施加限制，該等限制確保了客戶的信息不會洩露給第三方。銷售策劃部門指派了一名專員來監督客戶信息的處理，並確保所有資料妥善保存及銷毀。

天保嚴格遵守《中華人民共和國專利法》和《中華人民共和國專利法實施細則》，制定企業專利管理政策。實行就地專利管理政策，鼓勵所有員工發明和創造新產品，並採用創新技術來推動業務增長。另一方面，我們按照《工程建設工法管理辦法》中強調的規定制定了企業工法管理方法。它可以讓建築單位優先進行研究開發和工程試驗不同的建築技術。一旦由集團技術人員完善了施工技術並經過省級建設部門的評估，這種工法將生效。

對於商標和註冊域名，我們遵守了《中華人民共和國商標法》，並製定了公司商標和域名管理政策。可以確保本集團根據《互聯網域名管理辦法》有效地管理域名註冊服務機構，從而確保域名的穩定運行。

SOCIAL PERFORMANCE

社會表現

A comprehensive system is setup to regulate all advertising materials and to ensure that the information are aligned with the Group's value. Prior to publishing publicly, the content will under review by internal management personnel.

For quality assurance, all of the construction works are in accordance to national standards, technical standards and other relevant quality requirements. ISO9001 Quality Management System is also in-place to provide a systematic and credible quality inspection management system. We also hire qualified engineering consultants to oversee and monitor the overall quality of the construction projects. For the quality output of the works, different third-party assurance professionals are also appointed to conduct quality review in different aspects of works, such as materials, structure, indoor environmental quality, weather lightning protection, earthquake resistance, energy saving, fire protection, etc. If any disqualifies are observed by the third-party, we will immediately consult engineering consultants for a comprehensive rectification suggestion and carry out rectification works until the work output meeting the quality standard.

The Group has complied with relevant laws relating to health and safety, advertising, labelling and privacy matters, such as the Advertisement Law of the PRC. As a construction contractor, we do not tolerate any defects during construction relating to safety reasons. The Group has an established "Technical and Quality Control Procedure" (技術質量部製度彙編) to ensure the construction service provided are in compliance with "Construction Law of the PRC" (中華人民共和國建築法) and "Construction Engineering Quality Management Regulations" (建築工程質量管理條例). With the highest operational standard withhold by the Group, no products and services recall were discovered by the Group during the Reporting Period.

If the Group received complaints on the quality of construction output, the Group will immediately follow up the issues and assign staff to inspect the defects. The established "Technical and Quality Control Procedure" has listed out the standard operating procedures of managing unqualified products. During the Reporting Period, the Group did not receive any complaints on our products and services.

Anti-Corruption

Tianbao does not tolerate any unethical activities happened within the business. Tianbao upholds the highest level of ethical standard and advocates integrity and honesty as the core values and strictly complies with the Anti-corruption and Bribery Law of the PRC. We have issued Anti-corruption and Anti-bribery Management System, the Anti-fraud and Anti-money Laundering Internal Control System to prevent bribery, extortion, fraud and money laundering.

本集團建立了一套完善的系統來規範所有廣告材料，並確保信息與本集團價值保持一致。在公開發佈之前，內容將由內部管理人員進行審核。

為了保證質量，所有的建築工程均符合國家標準、技術標準和其他有關質量要求。本集團遵循實施中的ISO9001質量管理體系，以提供系統且可信的質量檢驗管理體系。我們還聘請合格的工程顧問來監督和監控建設項目的整體質量。對於工程的質量，還請不同的第三方專業機構對項目進行質量審查，例如材料、結構、室內環境質量、防雷、抗震、節能、防火，如果發現有任何不合格，我們將立即諮詢工程顧問以尋求全面的整改建議，並進行整改工作，直到工程質量達到質量標準為止。

本集團一直遵守有關健康和 safety、廣告、標籤和隱私事項的相關法律，如中國的《廣告法》。作為一個建築承包商，我們不允許在施工過程中出現任何與安全有關的缺陷。本集團有一個既定的技術質量部製度彙編，以確保所提供的建築服務符合《中華人民共和國建築法》和《建築工程質量管理條例》的規定。由於本集團堅持最高的操作標準，本集團在報告期內沒有發現產品和服務的召回。

如果本集團收到有關建築工程質量的投訴，本集團將立即跟進問題，並派人檢查缺陷。本集團製定的《技術與質量控制製程序》中已列出了管理不合格產品的標準操作程序。報告期內，本集團沒有收到產品及服務的投訴。

反貪污

天保不容忍企業內部發生任何不道德的活動。天保秉承最高的道德標準，倡導以誠信為核心價值觀，嚴格遵守《中華人民共和國反貪污賄賂法》。我們發佈了反腐敗和反賄賂管理制度、反欺詐和反洗錢內部控制制度，以防止賄賂、勒索、欺詐和洗錢。

SOCIAL PERFORMANCE 社會表現

The established audit and supervision department is responsible for preventing commercial bribery and exercising disciplinary inspection of the Group's economic activities, including raw material procurement, facilities engineering, business sales, quality supervision. All employees are required to sign "Integrity and Self-discipline Agreement" along with the employment contract.

Tianbao also provides training documents to all staff and Board, the content includes the basics of anti-corruption, the internal policies of anti-corruption, and the roles of audit and supervision department in tackling corruption. The Company held a training session for all Directors and employees on 7 October 2024, with approximately 170 participants. This training enhanced their awareness of clean practices through deeply analyzing typical cases and explaining anti-corruption policies and systems.

There were no legal cases regarding corrupt practices brought against the Company or its employees during the Reporting Period.

For whistle-blowing procedures, please refer to "WHISTLEBLOWING MECHANISM" section headed "Corporate Governance Report" of Annual Report 2024. During the Reporting Period, no cases of extortion, bribery, fraud and money laundering were observed by the Group.

Community Involvement

Tianbao Group deeply practices corporate social responsibility, interprets love with action, warms the world with public welfare, insists on serving the society, the people and the state, and actively builds a public welfare brand. In 2024, Tianbao Group has been making continuous strides on the path of public welfare, overflowing with warmth. On April 11, we entered Qigou Village, donating RMB100,000 to support rural revitalization and contribute to the development of the countryside; on June 16, we donated green plants and a bronze cauldron to the Yuxian Civic Center, with a total value of RMB83,800; on June 18, we brought RMB5,000 worth of love supplies to the Yuxian Special Education School, providing care and warmth to children with disabilities; on December 1, we sponsored RMB140,000 to support the "Tianbao Cup" National Fitness Month event in Yuxian, aiding the development of sports. Tianbao Group conveys love through practical actions, demonstrating the responsibilities that a corporation should undertake.

Tianbao believes by maintaining an active involvement and commitment to the society will benefit to the whole society and Tianbao will continue to contribute back to the society.

審計監察部負責防止商業賄賂並對集團的經濟活動進行紀律檢查，包括原材料採購、設施工程、業務銷售、質量監督。所有員工都必須與僱傭合同一起簽署「廉潔自律協議書」。

天保亦為所有員工及董事局提供培訓文件，其中內容包括反腐敗的基本概念、反腐敗的內部政策及審計監察部應付腐敗行為的職務。本公司於2024年10月7日舉行全體董事及員工培訓會，現場參與人員約170人，此次培訓通過深入剖析典型案例，講解反腐敗政策及體系，增強廉潔從業意識。

在報告期內，沒有針對本公司或其員工的腐敗行為的法律案件。

關於舉報程序，請參閱2024年度報告「公司治理報告」中的「舉報機制」。在報告期內，本集團沒有發現勒索、賄賂、欺詐和洗錢的案件。

社區投資

天保集團深入踐行企業社會責任，以行動詮釋愛心，用公益溫暖世界，堅持服務社會、人民和國家，積極打造公益品牌。2024年，天保集團在公益之路上步履不停，滿溢溫情。4月11日走進岐溝村，以十萬元愛心捐款助力鄉村振興，為鄉村發展添磚加瓦；6月16日，相繼向蔚縣市民中心捐贈綠植與青銅寶鼎，價值共計八萬三千八百元；6月18日，帶著五千元愛心物資走進蔚縣特殊教育學校，給予殘障孩子關懷與溫暖；12月1日，贊助十四萬元支持蔚縣「天保杯」全民健身月活動，助力體育事業發展。天保集團以實際行動傳遞愛心，彰顯企業擔當。

天保相信，通過保持對社會的積極參與和承諾，將使整個社會受益，而天保將繼續為社會做出貢獻。

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ESG Reporting Guidelines Aspects and General Disclosure 環境、社會及管治報告 指引層面及一般披露		Description 描述	Pages/Remarks 頁數／備註
A. Environmental A. 環境			
Aspect A1: Emissions 層面A1：排放物			12-22
General Disclosure 一般披露		Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	12-21
KPI 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。	20-22
	A1.2	Greenhouse gas emissions in total and intensity. 溫室氣體總排放量及密度。	17
	A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	21
	A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	22
	A1.5	Description of measures to mitigate emissions and results achieved. 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。	17, 20-21
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法，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。	21

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ESG Reporting Guidelines Aspects and General Disclosure 環境、社會及管治報告 指引層面及一般披露		Description 描述	Pages/Remarks 頁數／備註
Aspect A2: Use of Resources 層面 A2：資源使用			
General Disclosure 一般披露		Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	24-27
KPI 關鍵績效指標	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity. 按種類劃分的直接及／或間接能源(如電、氣或油)總耗量及密度。	25
	A2.2	Water consumption in total and intensity. 總耗水量及密度。	25
	A2.3	Description of energy use efficiency initiatives and results achieved. 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。	24-25
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	25-26
	A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及(如適用)每生產單位佔量。	26

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指引層面及一般披露			
Aspect A3: The Environment and Natural Resources			
層面A3：環境及天然資源			
General Disclosure		Policies on minimizing the issuer's significant impact on the environment and natural resources.	24-27
一般披露		減低發行人對環境及天然資源造成重大影響的政策。	
KPI	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	24-27
關鍵績效指標		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。	
Aspect A4: Climate Change			
層面A4：氣候變化			
General Disclosure		Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	16
一般披露		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。	
KPI	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	12-16
關鍵績效指標		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。	

ESG Reporting Guidelines Aspects and General Disclosure 環境、社會及管治報告 指引層面及一般披露		Description 描述	Pages/Remarks 頁數／備註
B. Social B. 社會			
Employment and Labour Practices 社會僱傭及勞工常規			
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. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視及其他待遇及福利等的：	28
一般披露		(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	
KPI	B1.1	Total workforce by gender, employment type (for example, full-or part time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	30
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。	30

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Aspect B2: Health and Safety 層面B2：健康與安全			
General Disclosure 一般披露		Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	31
KPI 關鍵績效指標	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	31
	B2.2	Lost days due to work injury. 因工傷損失工作日數。	31
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	31

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Aspect B3: Development and Training			
層面B3：發展與培訓			
General Disclosure		Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	31
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。	
KPI	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	32
關鍵績效指標		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。	
	B3.2	The average training hours completed per employee by gender and employee category.	33
		按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	
Aspect B4: Labour Standards			
層面B4：勞工標準			
General Disclosure		Information on:	33
		(a) the policies; and	
		(b) compliance with relevant laws and regulations that have a significant impact on the issuer	
一般披露		relating to preventing child and forced labour.	
		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。	
KPI	B4.1	Description of measures to review employment practices to avoid child and forced labour.	34
關鍵績效指標		描述檢討招聘慣例的措施以避免童工及強制勞工。	
	B4.2	Description of steps taken to eliminate such practices when discovered.	33
		描述在發現違規情況時消除有關情況所採取的步驟。	

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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.	34
一般披露		管理供應鏈的環境及社會風險政策。	
KPI	B5.1	Number of suppliers by geographical region.	35
關鍵績效指標		按地區劃分的供應商數目。	
	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.	34
		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。	
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	34
		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。	
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	34
		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。	

ESG Reporting Guidelines Aspects and General Disclosure		Description	Pages/Remarks
環境、社會及管治報告 指引層面及一般披露		描述	頁數／備註
Aspect B6: Product Responsibility 層面B6：產品責任			
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, labeling and privacy matters relating to products and services provided and methods of redress.	35-36
一般披露		有關所有提供的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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	
KPI	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	36
關鍵績效指標		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。	
	B6.2	Number of products and service-related complaints received and how they are dealt with.	36
		接獲關於產品及服務的投訴數目以及應對方法。	
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	35
		描述與維護及保障知識產權有關的慣例。	
	B6.4	Description of quality assurance process and recall procedures.	36
		描述質量檢定過程及產品回收程序。	
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	35
		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。	

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Aspect B7: Anti-corruption 層面B7：反貪污			
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.	36
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。	
KPI	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	37
關鍵績效指標		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。	
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	37
		描述防範措施及舉報程序，以及相關執行及監察方法。	
	B7.3	Description of anti-corruption training provided to Directors and employees.	37
		描述向董事及員工提供的反貪污培訓。	

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Aspect B8: Community Investment 層面B8：社區投資			
General Disclosure 一般披露		Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮小區利益的政策。	37
KPI 關鍵績效指標	B8.1	Focus areas of contribution. 專注貢獻範疇。	37
	B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	37



China Tianbao Group Development Company Limited

中國天保集團發展有限公司