



GLORY 国瑞

GLORY HEALTH INDUSTRY LIMITED
國瑞健康產業有限公司

Glory Health Industry Limited (國瑞健康產業有限公司)
(於開曼群島註冊成立的有限公司)
(Incorporated in the Cayman Islands with limited liability)

香港聯合交易所股份代號 Stock Code : 2329.HK

2025

環境、社會及管治報告
Environmental, Social and Governance Report

汕头国瑞医院



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1. About this Report

Glory Health Industry Limited and its subsidiaries (“Glory Health”, “the Group” or “we”) outline our efforts, strategies and objectives in terms of environmental, social and governance (or “ESG”) for the period from 1 January 2025 to 31 December 2025 (the “Reporting Period” or the “Year”) through this Environmental, Social and Governance Report (the “ESG Report” or the “Report”), and demonstrate our vision and commitment to fulfill the concept of sustainable development and corporate social responsibilities.

1.1 Reporting Standards

The Report was prepared based on the “Environmental, Social and Governance Reporting Code” (the “Code”) under Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “Stock Exchange”), and in compliance with the requirements of “Comply or Explain” provisions under the Code, and the four reporting principles (materiality, quantitative, balance and consistency). Readers may refer to the last section headed “Appendix 2: Content Index of Hong Kong Stock Exchange ESG Reporting Code” for quick reference. For detailed information on corporate governance of the Group, please refer to the section headed “Corporate Governance Report” in the 2025 annual report and the official website of the Group (www.glorypty.com/).

- **Materiality:** We have identified and disclosed the process and the criteria for identifying material ESG issues in the Report, as well as a description of material stakeholders and the process and results of stakeholder engagement.
- **Quantitative:** We have disclosed the statistical standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of KPIs.
- **Balance:** The Report provides an unbiased picture of our positive and negative information.
- **Consistency:** The statistical approaches used to disclose data in the Report are consistent with those of last year. If there are any changes to the statistical methods or KPIs or any other relevant factors that affect meaningful comparison, we will make clear explanation in the Report.

1. 關於本報告

國瑞健康產業有限公司及其附屬公司（「國瑞健康」、「本集團」或「我們」）通過本環境、社會及管治報告（「ESG 報告」或「本報告」），概述 2025 年 1 月 1 日至 2025 年 12 月 31 日（下稱「報告期」或「本年度」）期間在環境、社會及管治（「ESG」）方面的工作、策略和目標，並展示我們對履行可持續發展理念和企業社會責任的願景與承諾。

1.1 報告準則

本報告遵循香港聯合交易所有限公司（「聯交所」）的《上市規則》附錄 C2《環境、社會及管治報告守則》（下稱「《守則》」）編寫，並已符合《守則》中「不遵守就解釋」的條文及四項報告原則（重要性、量化、平衡及一致性）的要求。讀者可參閱本報告的最後一個章節 – 「附錄二：聯交所《環境、社會及管治報告守則》索引」作快速查閱。有關本集團企業管治的詳細信息，請參閱 2025 年度報告中的「企業管治報告」章節及本集團的官方網站 (www.glorypty.com/)。

- **重要性：**我們已識別及於報告中披露重要 ESG 議題的過程及準則。我們亦已識別及於報告中披露重要持份者參與的過程及結果。
- **量化：**我們已披露有關彙報關鍵績效指標所用的統計標準、方法、假設及／或計算工具，以及轉換因素的來源。
- **平衡：**我們於本報告中客觀及不偏不倚地反映正面和負面的信息。
- **一致性：**本報告披露數據所使用的統計方法均與上一報告期保持一致。如統計方法或關鍵績效指標有任何變更或有任何其他影響有意義比較的相關因素，我們會在報告中清楚說明。

1.2 Reporting Scope

As the Group is engaged in property development business, we collected environmental KPIs of 19 offices and 11 site projects during the Year. Unless otherwise specified, the social KPIs disclose the Group's performance.

1.3 Reporting Language

This Report is published in Traditional Chinese and English versions. In case of discrepancies, the Traditional Chinese version shall prevail.

1.4 Approval of the Report

This Report was approved by the board of directors on 31 March, 2026 after being confirmed by the management.

1.5 Feedback on the Report

We value your views on this Report. If you have any inquiries or suggestions, please feel free to contact us by email: ir@glorypty.com

1.2 報告範圍

由於本集團從事物業開發業務，本年度收集了 19 個辦公室及 11 個工地項目的環境關鍵績效指標。除特別註明外，社會關鍵績效指標反映本集團的整體表現。

1.3 報告語言

本報告以繁體中文和英文兩個語言版本發佈。如兩個版本存在歧義，以繁體中文版本為準。

1.4 報告批准

本報告經管理層確認後，於 2026 年 3 月 31 日獲董事會批准通過。

1.5 報告反饋

我們重視您對本報告的看法。若閣下有任何查詢或建議，歡迎通過電郵與我們聯繫：ir@glorypty.com。

2. About Glory Health

In 2025, Glory Health Industry Limited (2329.HK) continued to advance its strategic transformation from real estate development toward the healthcare industry. Anchored in the core mission of “Fostering a Better and Healthier Life for Society,” the Company has adopted “Comprehensive Health” as its operational focus, driven by the twin engines of “Tertiary Grade A Hospitals + Online Health Platforms,” while proactively expanding upstream and downstream segments to build an integrated comprehensive health industrial chain.

During the reporting period, the Company further scaled down its real estate development activities, devoting full efforts to the “three guarantees” —ensuring home handovers, project completions, and timely deliveries—while prudently disposing of existing assets to improve its financial standing and liquidity position. Concurrently, the Company made steady progress across multiple healthcare initiatives, including the development of its health headquarters, online health programs serving the elderly population, senior living communities, and rehabilitation hospitals. These efforts are gradually reshaping the Company’s product portfolio and service model toward a holistic focus on health and wellness.

Looking ahead, the Group will continue to explore innovative residential formats, develop healthy living communities and online health services, and leverage Glory Hospital together with integrated online-to-offline health and wellness services to enhance overall operational and service capabilities, thereby steadily realizing a full-scale transformation into the healthcare industry.

2. 關於國瑞健康

2025年，國瑞健康（2329.HK）持續推進從地產業務向醫療健康產業的戰略轉型，圍繞「為社會營造美好健康生活」的核心目標，以「大健康」為經營方向，以「三甲醫院+健康線上平台」為雙輪驅動，積極拓展上下游產業，構建大健康產業鏈。

報告期內，公司繼續收縮房地產開發規模，全力落實保交樓、保竣工、保交付工作，穩健處置存量資產，改善財務與流動性狀況。與此同時，公司在健康總部建設、服務老年群體的健康線上項目、養老生活社區、康養醫院等板塊持續推進，逐步實現產品形態與服務模式向健康領域全面重塑。

未來，本集團將繼續探索人居業態創新，開發健康生活社區、健康生活線上服務，透過國瑞醫院及線上線下康養服務，提升綜合運營與服務水平，穩步實現向健康產業的全面轉型。



3. Sustainable Development Strategy

3.1 Board Statement

The Group firmly believes that ESG management constitutes an integral part of our corporate responsibility and is committed to embedding ESG considerations into the decision-making process. To this end, a comprehensive ESG governance framework has been established. The Board of Directors is responsible for overseeing the Group's ESG strategy and bears ultimate accountability, conducting regular reviews of ESG strategy, risk management, materiality assessment, and the prioritization of ESG issues. During the Year, the Board integrated ESG management with key operational priorities, including debt risk control, asset disposal, and the strategic transformation into the healthcare industry, thereby consistently enhancing the Group's sustainability performance on the foundation of prudent operations. We also review and set targets to ensure that the environmental impact of our operations is minimized. While addressing the internal imperatives of corporate development, we actively fulfill our social responsibilities. Looking ahead, we will continue to explore avenues for improving our ESG performance and strive to make even greater contributions to sustainable development.

3.2 Stakeholder Engagement

The Group recognises that building enduring relationships with stakeholders is essential for implementing our ESG strategies. We are dedicated to creating and maintaining diverse communication channels. These channels help us understand the expectations and concerns of both internal and external stakeholders regarding our ESG practices and business operations. This understanding enables us to better align our ESG efforts with stakeholder needs, fostering more sustainable and mutually beneficial relationships.

3. 可持續發展策略

3.1 董事會聲明

本集團堅信 ESG 管理是我們責任的重要組成部分，致力於將 ESG 問題融入決策過程，因此建立了全面的 ESG 治理框架。董事會負責監督集團的 ESG 策略並承擔最終責任，定期審查 ESG 策略、風險管理、重要性評估以及 ESG 問題的優先級排序等方面。本年度，董事會將 ESG 管理與公司債務風險管控、資產處置、健康產業轉型等經營重點相結合，在穩健經營的基礎上持續提升可持續發展水平。我們還審查和設定目標，以確保我們的運營對環境的影響降至最低。在滿足企業發展內在需求的同時，積極承擔社會責任。未來，我們將持續尋求提升 ESG 表現的途徑，為可持續發展做出更大貢獻。

3.2 持份者參與

本集團認識到與持份者建立長久關係對實施 ESG 策略至關重要。我們致力於創建和維護多樣化的溝通渠道，通過這些渠道瞭解內外部持份者對我們 ESG 實踐和業務運營的期望和關注點。這種理解使我們能夠更好地使 ESG 工作符合持份者需求，促進可持續和互利的關係的形成。

Stakeholders 持份者	Major Communication Channels 主要溝通渠道	Issues of Concern 關注議題
Customers 客戶	<ul style="list-style-type: none"> • Customer Satisfaction Surveys 客戶滿意度調查 • Customer Advisory Team 客戶諮詢小組 • Customer Service Centre 客戶服務中心 • Daily Operations/Interactions 日常營運/交流 • Online Service Platforms 網上服務平台 • Phone Calls and Emails 電話和郵箱 	<ul style="list-style-type: none"> • Customer Information Security 客戶信息安全 • Business Codes 商業守則
Employees 員工	<ul style="list-style-type: none"> • Employee Surveys 員工意見調查 • Performance Assessments 工作表現評核 • Business Presentations 業務簡報 • Seminars/Workshops/Talks 研討會/工作坊/講座 • Publications (E.g. Employee Newsletter) 刊物(如員工通訊) • Employee Intranet 員工內部網絡 	<ul style="list-style-type: none"> • Remuneration Strategy 薪酬策略 • Occupational Safety 職業安全
Shareholders/ Investors 股東/投資者	<ul style="list-style-type: none"> • Results Announcement 業績公佈 • Senior Management Meetings, face-to-face Meetings 高級管理人員會議、面談 • Annual General Meetings and Other General Meetings 股東周年大會與其他股東大會 • Interim and Annual Reports 中期報告與年報 • Corporate Newsletters, E.g. Letters/Circulars and Meeting Notices to Shareholders 企業通訊(如:致股東信件/通函及會議通知) 	<ul style="list-style-type: none"> • Business Strategy and Sustainability 業務策略與可持續性 • Financial Performance 財務表現

Stakeholders 持份者	Major Communication Channels 主要溝通渠道	Issues of Concern 關注議題
Suppliers 供應商	<ul style="list-style-type: none"> Supplier Management System 供應商管理程序 Assessment System of Suppliers/Contractors 供應商／承辦商評估制度 Meetings 會議 Site Visits 實地視察 	<ul style="list-style-type: none"> Fair Competition 公平競爭 Business Codes 商業守則
Business Partners 業務夥伴	<ul style="list-style-type: none"> Reports 報告 Meetings 會議 Visits and Talks 探訪和講座 	<ul style="list-style-type: none"> Fair Competition 公平競爭 Business Codes 商業守則
Peers 同業	<ul style="list-style-type: none"> Industry Forums and Interaction Activities 行業論壇和交流活動 	<ul style="list-style-type: none"> Technological Innovation 技術創新
Community/ Non-Governmental Organizations 社區/非政府團體	<ul style="list-style-type: none"> Seminars/Talks/Workshops 研討會／講座／工作坊 	<ul style="list-style-type: none"> Sustainable Development 可持續發展
Media 傳媒	<ul style="list-style-type: none"> Press Conferences 新聞發佈會 Press Releases 新聞稿 Senior Management Interviews 高級管理人員訪問 Results Announcements 業績公佈 Gathering with Media 傳媒聚會 	<ul style="list-style-type: none"> Timely Disclosure of Information 及時披露信息 Improvement of the Group's competitiveness 提升企業競爭力
Regulatory Authorities 監管機構	<ul style="list-style-type: none"> Compliance Reports 合規報告 Written Responses to Public Consultation and Meetings 對公眾諮詢的書面響應和會議 	<ul style="list-style-type: none"> Compliance with Laws and Regulations 遵守法例及法規 Business Codes 商業操守

3.3 Materiality Assessment

Taking into account the mutual importance and impact of various ESG issues on stakeholders, we believe that the strategic direction and business development of the Group have not undergone significant changes during the Year, so we continue to use the 22 issues identified last reporting period. Our Group has referred to a wide range of standards and guidelines, including the Guidelines of the Hong Kong Stock Exchange, the materiality map developed by Sustainability Accounting Standards Board (SASB), and peer movements, to accurately reflect the environmental and social issues that stakeholders are concerned about. The materiality issues have been finally confirmed by the board of directors and management, and are highlighted in this report for disclosure.

3.3 重要性評估

考慮到各種 ESG 問題對持份者的相互重要性和影響，我們認為本集團的戰略方向和業務發展今年沒有重大變化，因此集團繼續沿用上一報告期識別的 22 個議題。本集團參考了廣泛的標準和指南，包括香港聯交所的《守則》、可持續會計準則委員會 (SASB) 重要議題庫以及同行的動態，以更準確地反映持份者關注的環境和社會問題。這些議題已得到董事會和管理層的最終確認，並在本報告中重點披露。

ESG Materiality Issues 重要性議題

Environmental 環境	<ul style="list-style-type: none"> Air Pollutant Emissions 空氣污染物排放 Waste Management 廢棄物處理 Energy Management 能源管理 	<ul style="list-style-type: none"> Use of Natural Resources 自然資源的使用 Green Buildings 綠色建築
Social 社會	<ul style="list-style-type: none"> Talents Acquisition 人才吸納 Employee Welfare 員工福利 Employee Health and Safety 員工健康與安全 Employee Training and Development 員工培訓及發展 Employee Rights/Labour Standard 僱傭權利／勞工準則 Procurement and Supply Chain Management 採購及供應鏈管理 Green Procurement and Usage 綠色採購及使用 	<ul style="list-style-type: none"> Responsible Marketing and Promoting 負責任營銷及宣傳 Guarantee of Product/Service Health and Safety 產品／服務健康及安全保障 Quality Control 質量管理 Customers' Satisfaction and Handling of Complaints 客戶滿意度及投訴處理 Protection of Customers' Privacy 客戶私隱保護 Community Charity 社區公益慈善
Governance 管治	<ul style="list-style-type: none"> Anti-Corruption 反貪污 Anti-Competitive 反競爭 	<ul style="list-style-type: none"> Responsible Governance 責任管治 Compliance Operations 合規營運

4. Employment Responsibilities

The Group regards its employees as its most valuable asset. The Group strictly complies with all applicable employment-related laws and regulations and continuously refines its internal policies and systems to ensure its ability to attract and retain talent in line with business growth. As of the end of the Year, the Group had a total of 328 employees. For details on the total workforce, employee distribution, and turnover during the reporting period, please refer to “Appendix I: Summary of Sustainability Performance Data.”

4.1 Employee Rights

The Group is dedicated to fostering a fair and just work environment where employees can fully display their individual talents. We strictly adhere to the “Labour Law of the People’s Republic of China” and the “labour Contract Law of the People’s Republic of China”. These laws are crucial for safeguarding employees’ legitimate rights and interests, ensuring that employees can fully utilise their capabilities and potential. Internally, we have developed the “Employee Handbook” and “Vertical Management Manual of Human Resource Management Centre”. These documents clearly define employees’ entitlements, salary and benefits, and performance-related training arrangements. They also stipulate expected behaviors and codes of conduct, covering work discipline, anti-corruption, and internal information handling, ensuring work fairness and transparency and helping employees understand their rights and obligations.

We focus on cultivating a positive work atmosphere to support employees’ personal growth and career advancement. The Group values its employees as the Group’s invaluable assets and is committed to building a harmonious and progressive platform that meets employees’ needs. Each year, we organise various welfare activities during holidays and regularly hold social events such as employee gatherings. These initiatives encourage learning and communication among employees from different departments, allowing them to feel the Group’s warm care while realizing their self-worth.

4. 僱傭責任

本集團認為員工是最重要的資產。集團嚴格遵守就業相關法律法規，不斷完善內部政策和制度，以確保隨著業務的增長，能夠吸引和留住人才。本年度，本集團共有 328 名員工，報告期內的僱員總數與分佈，以及僱員流失情況，請參閱「附錄一：可持續發展數據摘要」。

4.1 員工權益

本集團致力於營造公平公正的工作環境，使員工充分發揮個人才能。我們嚴格遵守《中華人民共和國勞動法》和《中華人民共和國勞動合同法》，這些法律對保障員工合法權益至關重要，確保員工能夠充分發揮能力和潛力。於內部，我們制定了《員工手冊》和《人力資源管理制度》，明確規定員工的權益、薪酬福利和績效培訓安排，同時規定了員工行為準則，涵蓋工作紀律、反貪污和內部信息處理等方面，以確保工作的公平性和透明度，幫助員工瞭解自身權利和義務。

我們注重營造積極的工作氛圍，支持員工的個人成長和職業發展。本集團將員工視為集團的寶貴資產，致力於搭建一個和諧進取的平臺，滿足員工需求。每年，我們在節假日組織各類福利活動，定期舉辦員工聚會等社交活動，促進不同部門員工之間的學習和交流，讓員工在實現自我價值的同時，感受到集團的溫暖關懷。

Recruitment and Resignation

The Group upholds the principle of fair and equitable employment, adhering to a culture of equal opportunity, diversity, and inclusion. To ensure recruitment fairness and transparency, we've established the "Vertical Management Manual of Human Resource Management Centre", which clearly stipulates the recruitment principles for applicants. We take into account factors like candidates' resumes, qualifications, work experience, and job fit, conducting merit-based selections. Discrimination based on age, gender, race, religious beliefs, physical condition, or other factors is strictly prohibited.

When employees submit resignation applications, we actively seek to understand their reasons, facilitate the resignation process in line with laws and regulations, verify and resolve any issues raised by departing employees, safeguard their legitimate rights, and promote the sustainable development of the Group's talent pool.

Prohibition of Child Labour and Forced Labour

The Group strictly complies with relevant laws and regulations, including the "Law on the Protection of Minors of the People's Republic of China", which focuses on protecting minors' overall well-being. We propose and comply with the "Provisions on the Prohibition of Using Child Labour", which explicitly bans the use of child labour in all employment scenarios. In the event of any violations, we will fully cooperate with government investigations to jointly maintain a healthy employment environment.

We have issued "labour Contracts" to all employees and signed contracts with each of them, clearly specifying work hours, job responsibilities, vacation policies, salary, and benefits. During the Year, no violations regarding child labour or forced labour have been detected.

招聘與離職

本集團秉持公平公正的僱傭原則，堅持平等機會、多元化和包容性的文化。為確保招聘的公平性和透明度，我們制定了《人力資源管理制度》，明確規定了招聘原則。我們會考慮應聘者的履歷、資格、工作經驗以及崗位匹配度等因素，進行擇優錄用，嚴禁基於年齡、性別、種族、宗教信仰、身體狀況等因素的歧視。

員工提交辭職申請時，我們積極瞭解其離職原因，依法辦理辭職手續，核實和解決離職員工提出的問題，保障其合法權益，促進集團人才隊伍的可持續發展。

禁止童工和強制勞工

本集團嚴格遵守相關法律法規，包括關注未成年人整體福祉的《中華人民共和國未成年人保護法》，我們提出並遵守明確禁止在所有就業場景中使用童工的《禁止使用童工規定》。如發生任何違規行為，我們將全力配合政府調查，共同維護健康的就業環境。

我們向所有員工發放《勞動合同書》並簽訂合同，明確規定工作時間、職責、休假政策、薪酬和福利。本年度，未發現任何使用童工或強制勞動的違規行為。

4.2 Talent Training

We are dedicated to talent cultivation, offering a diverse range of vocational training initiatives. These programs aim to assist employees in mapping out their career trajectories, setting clear career development goals, and receiving customised training that aligns with both business requirements and their individual strengths. By doing so, we empower our workforce to enhance their professional skills and stay competitive in the industry, ultimately driving the growth and success of both our employees and the Group.

Key performance indicators pertaining to employee development and training for the reporting period are set forth in “Appendix I: Summary of Sustainability Performance Data.

4.3 Occupational Health And Safety

The occupational health and safety of our employees serve as the cornerstone of the Group. We are committed to strictly abiding by a series of relevant laws and regulations, such as the “Law on Prevention and Control of Occupational Diseases of the People’s Republic of China”, the “Law on Production Safety of the People’s Republic of China”, the “Provisions on the Supervision and Administration of Occupational Health at Work Sites”, the “Regulation on Work - Related Injury Insurances”, and the “Fire Protection Law of the People’s Republic of China”. We are actively promoting the establishment of a healthy and safe working environment.

To achieve this, we’ve formulated the “Occupational Safety and Health Management Plan”. Through regular safety skill training, safety knowledge lectures, fire safety education, and other activities, this plan helps employees enhance their safety production awareness, master accident emergency response skills, and heighten their health and safety prevention awareness. Our goal is to prevent safety accidents caused by human error and keep employees vigilant in their daily work and lives.

Furthermore, our Group has founded a safety management team. This team is responsible for coordinating and overseeing all occupational health and safety matters within the Group. They develop preventive measures like safety risk prevention regulations, aiming to address potential risks at their source. We also require relevant departments and staff to conduct regular inspections and follow-up checks on identified security risks within a specified time limit, ensuring that all potential hazards are completely eradicated.

4.2 人才培訓

我們致力於人才培養，提供多樣化的職業培訓計劃。這些計劃旨在幫助員工規劃職業生涯，設定清晰的職業發展目標，並根據業務需求和個人優勢提供定制化培訓。通過這樣的方式，我們提升員工的專業技能，使其在行業中保持競爭力，最終推動員工和公司的共同成長和成功。

本集團報告期內的僱員發展與培訓相關關鍵績效指標，請參閱「附錄一：可持續發展數據摘要」。

4.3 職業健康與安全

員工的職業健康與安全是本集團發展的基石。我們承諾嚴格遵守一系列相關法律法規，如《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》、《工作場所職業衛生監督管理規定》、《工傷保險條例》以及《中華人民共和國消防法》，積極推進健康安全工作環境的建設。

為此，我們制定了《職業安全健康管理方案》。通過定期的安全技能培訓、安全知識講座、消防安全教育等活動，幫助員工增強安全生產意識，掌握事故應急處理技能，提高健康安全防範意識。我們旨在預防因人為因素導致安全事故，讓員工在日常工作和生活中保持警惕。

此外，本集團成立了安全管理團隊，負責協調和監督集團內部所有職業健康與安全事務。他們制定安全風險防範規定等預防措施，力求從源頭解決風險隱患。我們要求相關部門和員工在指定時間內對已識別的安全風險進行定期檢查和跟蹤，確保所有潛在危害被徹底消除。

In the past three years (including 2025), there were no work-related fatalities, and no working days were lost due to work-related injuries. We remain dedicated to continuously improving our safety management system to offer employees a more secure and healthier working environment.

4.4 Employee Welfare

Our Group has always prioritised the well-being of our employees, striving to create a comprehensive and considerate welfare system. In terms of subsidies, the Group provides various practical subsidies to employees, covering multiple areas such as transportation, housing, and medical care, effectively reducing employees' living pressure. In daily work, the Group offers free, nutritionally balanced meals, a variety of beverages, and fresh fruits to ensure employees' dietary health and vitality. During traditional festivals, we also carefully prepare festival gifts, enabling employees to fully experience the festive atmosphere and the Group's warm care. These benefits not only reflect the Group's emphasis on employees but also enhance employees' sense of belonging and happiness.

在過去三年（包括 2025 年），本集團未發生工亡事故，也沒有因工傷損失工作日的情況。我們將繼續完善安全管理體系，為員工提供更安全、更健康的工作環境。

4.4 員工福利

公司始終將員工福祉置於首位，致力於打造全面且貼心的福利體系：提供職工宿舍，發放交通、住房、醫療等實用性補貼，切實減輕員工生活壓力。日常工作中，公司免費提供營養均衡的膳食、多樣的飲料以及新鮮水果，保障員工的飲食健康與活力。每逢傳統節日，公司還會精心準備節日禮品，讓員工充分感受到節日氛圍與公司的溫暖關懷。這些福利不僅體現了公司對員工的重視，也增強了員工的歸屬感與幸福感。

5. Compliance Operations

We are dedicated to cultivating a corporate culture of integrity and ethics. This helps create a fair business environment and ensures our operations comply with relevant laws and regulations.

5.1 Service Quality Management

We strive to offer customers an outstanding service experience, firmly committed to delivering high-quality properties and services. This is achieved through establishing comprehensive management regulations, stringently implementing acceptance procedures to ensure project quality, and taking measures to uphold the quality of our offerings. This reflects the Group's unwavering sense of responsibility and integrity in managing customer relationships. We are dedicated to enhancing our management level to provide even better services.

Project Quality Control

We strictly adhere to the Construction Law of the People's Republic of China. For each project, we have formulated acceptance criteria and procedures as per "Project Engineering Management" and "Engineering Quality and Safety Control Requirements". The "Guidelines for the Acceptance of Materials and Equipment" standardise the inspection, storage, and utilisation of engineering materials, ensuring our project quality.

Our engineering department regularly inspects ongoing projects, overseeing project progress, checking quality, safety, and civilised construction, and providing evaluations and warnings. We've developed inspection and testing plans based on the material acceptance guidelines to ensure product quality and safety. Upon discovery of substandard materials, we reject them and require suppliers to rectify or replace within a set time. Regional companies are obligated to inspect properties prior to delivery. Construction projects are only approved for acceptance after passing inspections, with all projects meeting national and technical quality standards.

5. 合規營運

我們致力於培育誠信和道德的企業文化，營造公平的商業環境，確保運營符合相關法律法規。

5.1 服務質量管理

我們努力為客戶提供卓越的服務體驗，堅定致力於交付高品質的物業和服務。為此，我們制定了全面的管理規定，嚴格執行驗收程序以確保項目質量，並採取措施維護產品和服務的品質。這體現了本集團在管理客戶關係方面堅定不移的責任感和誠信態度。我們致力於提升管理水平，以提供更優質的服務。

項目質量控制

我們嚴格遵守《中華人民共和國建築法》。針對每個項目，我們依據《項目工程管理》和《工程質量和安全控制要求》制定了驗收標準和程序。《材料設備進場驗收指引》規範了工程材料的檢驗、儲存和使用，確保項目質量。

我們的工程部門定期檢查在建項目，監督項目進度，檢查質量、安全和文明施工情況，並進行評估和警示。我們根據材料驗收指引制定了檢驗和測試計劃，以確保產品質量和安全。一旦發現不合格材料，我們將予以拒收，並要求供應商在規定時間內整改或更換。區域公司有義務在交付前對物業進行檢查。建設項目只有在通過驗收後才能獲批，所有項目均需符合國家和技術質量標準。

After project completion, in case of quality issues, we promptly dispatch personnel for investigation. For complaints regarding external factors, we conduct investigations and disclose the results. Once complaints are resolved, our customer service team contacts customers to explain the process and outcome. We never issue quality certificates for unqualified projects. Our material inspection team manages non-conforming products and decides on penalties according to supplier performance. During the Year, no products or services needed to be recycled for safety or health reasons.

Customer Service

We comply with the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》). We ensure product descriptions and promotional data are true and accurate, avoiding any misleading behavior. We train employees on information authenticity, ensure the sales team thoroughly understands projects before promotion, and check sales promotions for compliance.

To handle customer complaints promptly and effectively, we have created the "Customer Complaint Handling Guidelines". These guidelines categorise common complaints, offer handling procedures, and enable tracking and statistical analysis. We accurately record complaints related to real estate management in the "Customer Complaint Handling Record" and forward them to the responsible department.

When a customer files a complaint, we immediately record and analyse it. The handling team then probes into the cause and tracks the resolution progress. After resolution, we document the outcome. During the Year, the Group did not violate any advertising or labeling regulations.

項目竣工後，如出現質量問題，我們會立即委派專員進行調查。對於因外部因素引起的投訴，我們會進行調查並公布結果。投訴解決後，我們的客服團隊會聯繫客戶，解釋處理過程和結果。對於不合格的項目，我們絕不頒發質量證書。我們的材料檢驗團隊負責管理不合格產品，並根據供應商的表現決定處罰措施。本年度，沒有出現因安全或健康原因需要召回的產品或服務的案例。

客戶服務

我們遵守《中華人民共和國廣告法》，確保產品描述和宣傳數據真實準確，避免任何誤導行為。我們對員工進行信息真實性培訓，確保銷售團隊在推廣前充分瞭解項目，並檢查銷售推廣活動的合規性。

為了及時有效地處理客戶投訴，我們制定了《顧客投訴處理作業指導書》。該指導書對常見投訴進行分類，提供處理程序，並支持跟踪和統計分析。我們將與物業管理相關的投訴準確記錄在《顧客投訴處理記錄表》中，並轉交給負責部門。

當客戶提出投訴時，我們會立即記錄並分析投訴內容。處理團隊隨後會深入調查原因，並跟踪解決進度。解決後，我們會記錄處理結果。本年度，集團未違反任何廣告或標籤法規。

5.2 Information Privacy Protection

Our Group places great emphasis on data security to ensure customers can use our services with confidence and peace of mind. Guided by the principle of “Prevention at Core, Integrated with System and Technological Prevention”, we have established the “Information Management System” to streamline the management of Group and customer data. We’ve implemented a strict hierarchical information permission control system, where business departments manage shared data. Unauthorised access to confidential and crucial data files is prohibited; visitors must obtain proper authorisation.

In addition, we have stipulated the confidentiality obligations regarding customer information in contracts with suppliers and contractors, along with clear accountability measures. In daily operations, we regularly update and maintain the computer virus database. Employees are required to strictly adhere to security and confidentiality rules when handling customer information on computer systems. Unauthorised disclosure, theft, or modification of work - related important information is strictly forbidden.

When an employee leaves the company, the Group cancels their office account within a day. We also dispose of discarded electronic devices in line with national regulations, sealing off any potential information leakage channels.

5.3 Intellectual Property Protection

In terms of intellectual property rights, our Group is committed to strict compliance. We adhere to laws like the “Patent Law of the People’s Republic of China”, along with other relevant intellectual property regulations. To safeguard our intellectual property from infringement, we take several steps. Our legal and compliance teams regularly review our intellectual property assets, such as patents, trademarks, and copyrights, to ensure their protection. We also use advanced technology to monitor for potential infringements. Additionally, we provide legal education to employees to raise awareness about intellectual property rights.

Looking into the future, we will continuously enhance our intellectual property protection mechanisms to safeguard our innovations and intangible assets in the dynamic market environment.

5.2 信息隱私保護

本集團高度重視數據安全，確保客戶能夠放心使用我們的服務。以「預防為主、系統預防與技術預防相結合」為原則，我們建立了《信息化管理制度》，以優化集團和客戶數據的管理。我們實施了嚴格的分層信息權限控制系統，由業務部門管理共享數據。未經授權，禁止訪問機密和關鍵數據文件；訪客必須獲得適當的授權。

此外，我們在與供應商和承包商簽訂的合同中規定了客戶信息的保密義務，並明確了問責措施。在日常運營中，我們定期更新和維護計算機病毒數據庫。員工在計算機系統上處理客戶信息時，必須嚴格遵守安全和保密規定。嚴禁未經授權披露、竊取或修改與工作相關的重要信息。

員工離職時，集團後臺會在一天內注銷其辦公賬號。我們還按照國家規定處理廢棄電子設備，堵塞任何潛在的信息泄露渠道。

5.3 知識產權保護

在知識產權方面，本集團致力於嚴格合規。我們遵守《中華人民共和國專利法》等相關知識產權法規。為保護我們的知識產權免受侵權，本集團採取了多項措施。我們的法律和合規團隊定期審查專利、商標和版權等知識產權資產，以確保其得到保護。我們還利用先進技術監測潛在的侵權行為。此外，我們對員工進行法律教育，提高他們的知識產權意識。

展望未來，我們將不斷完善知識產權保護機制，在動態的市場環境中保護我們的創新成果和無形資產。

5.4 Anti-Corruption

Our Group is highly committed to compliance, strictly abiding by laws such as the “Criminal Law of the People’s Republic of China” and the “Anti-Unfair Competition Law of the People’s Republic of China”. We place great emphasis on compliance risk management to uphold a fair, just, and transparent business environment.

Recognising the significance of anti-corruption, we aim to arrange training when circumstances allow. We’ve established clear behavioral standards for employees and partners regarding gifts, hospitality, transactions, and financial management. All employees are required to disclose relevant situations and follow company instructions to prevent corruption and fraud. The “Management Measures on the Group’s Litigation and Arbitration Cases” is in place. Any suspicious improper or illegal behavior can be reported confidentially, ensuring no retaliation against informants. We investigate and handle such reports, and take actions according to the violation’s severity, including reporting to law enforcement if necessary.

During the Year, the Group has neither faced corruption-related lawsuits nor violated any relevant laws and regulations that could significantly impact its operations.

5.5 Supplier Management

We are constantly enhancing our supplier management model and structure bidding and procurement into three steps based on the “Supplier Management and Operation Guidelines”. Through the process of pre-qualification and inspection, supplier reserve, and supplier performance evaluation, we review suppliers’ compliance in governance, labour, and environmental aspects. This collaborative approach with suppliers ensures the quality of our engineering and operations. To mitigate potential environmental and social risks in the supply chain, our Group gives priority to suppliers with strong environmental and social performance. We highly value supplier integrity and have signed the “Integrity and Responsibility Letter” with them, explicitly opposing illegal acts like corruption and bribery.

If a supplier fails to meet our Group’s standards, or if there are subcontractor issues, they are required to make corrections. Additionally, we update our supplier name database according to business requirements and supplier performance. This ensures that the chosen suppliers can offer products and services that align with our environmental and social criteria.

5.4 反貪污

本集團高度重視合規，嚴格遵守《中華人民共和國刑法》和《中華人民共和國反不正當競爭法》等法律。我們高度重視合規風險管理，以維護公平、公正和透明的商業環境。

認識到反腐敗的重要性，我們在條件允許的情況下為員工安排相關培訓。我們為員工和合作夥伴制定了關於禮品、款待、交易和財務管理的明確行為標準。所有員工都必須披露相關情況，並遵循公司指示，以防止腐敗和欺詐行為。我們制定了《集團訴訟、仲裁案件管理辦法》。任何可疑的不當或非法行為都可以進行保密舉報，確保舉報人不會受到報復。我們對這些舉報進行調查和處理，並根據違規行為的嚴重程度採取行動，必要時向執法部門報告。

本報告期內，集團既未面臨與腐敗相關的訴訟，也未違反任何可能對運營產生重大影響的相關法律法規。

5.5 供應商管理

我們不斷完善供應商管理模式，根據《供方管理操作指引》將招標和採購分為三個步驟。通過資格預審和檢查、供應商儲備以及供應商績效評估等流程，我們審查供應商在治理、勞工和環境方面的合規情況。與供應商的這種合作方式確保了我們工程和運營的質量。為降低供應鏈中的潛在環境和社會風險，本集團優先選擇環境和社會績效良好的供應商。我們高度重視供應商的誠信，與他們簽署了《廉政責任書》，明確反對腐敗和賄賂等違法行為。

如果供應商不符合本集團的標準，或者存在分包商問題，他們必須進行整改。此外，我們根據業務需求和供應商績效更新供應商名錄。這確保了所選供應商能夠提供符合我們環境和社會標準的產品和服務。

During the Year, our Group has 486 major suppliers in the engineering and construction field, slightly decreased compared to the same period last year, and we have closely monitored their practices.

本年度，本集團在工程和建築領域有 486 家主要供應商，較去年同期略有降低，我們密切監測了他們的業務活動。

區域 Regions	主要供應商 Major Suppliers
北京 Beijing	113
海南 Hainan	59
蘇州 Suzhou	49
上海 Shanghai	38
沈陽 Shenyang	44
西安 Xi'an	33
鄭州 Zhengzhou	46
銅仁 Tongren	42
永清 Yongqing	28
深圳 Shenzhen	26
佛山 Foshan	8

6. Green Development

Our Group is dedicated to environmental protection. We strictly adhere to the Environmental Protection Law of the People's Republic of China, the Pollution Prevention and Control Law of the People's Republic of China, and the Regulations on the Administration of Construction Project Environmental Protection. During the Reporting Period, our Group did not have any violations of environmental protection regulations that had a significant impact on us.

We actively take steps to cut down environmental pollution. Incorporating resource conservation and waste management into daily operations, we optimise real estate construction projects. Also, during project construction, we closely monitor air pollution emissions, waste disposal, sewage discharges, and noise levels. By doing so, we make our operations environmentally friendly, prevent pollution, and decrease resource consumption.

6.1 Responding To Climate Change

The Group recognises that climate-related issues may have a material impact on our business operations and long-term value. Accordingly, the Group has incorporated climate change considerations into its core strategy and strengthened its climate-related risk assessment processes to evaluate fully the material implications for the business, thereby enabling the development of targeted mitigation measures. The Group discloses climate-related information in accordance with the four-pillar framework of the Code (Governance, Strategy, Risk Management, and Metrics and Targets).

Climate Governance

The Group has established a climate governance structure led by the Board of Directors and supported by all business and functional departments, within which the management of climate-related risks and opportunities is embedded as a key area of focus. As the highest governing body, the Board is responsible for overseeing the Group's climate-related policies and strategies and takes the lead in deliberating, deciding upon, managing, and monitoring climate-related matters. To ensure that climate issues are addressed systematically, the Board includes them on the agenda of its regular meetings at least once a year, with focused discussions on the climate-related risks and opportunities facing

6. 綠色發展

本集團致力於環境保護。我們嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國污染防治法》和《建設項目環境保護管理條例》。在報告期內，本集團沒有發生任何對我們產生重大影響的違反環保法規的行為。

我們積極採取措施減少環境污染。將資源節約和廢棄物管理融入日常運營，優化房地產建設項目。此外，在項目建設過程中，我們密切監測空氣污染排放、廢棄物處理、污水排放和噪音水平。通過這些努力，我們使運營更加環保，預防污染，並降低資源消耗。

6.1 應對氣候變化

本集團認識到氣候相關議題可能對我們的業務運營和長期價值產生實質性影響。因此，本集團將氣候變化考量納入核心戰略，並加強氣候相關風險評估，以全面評估其對業務的實質性影響，從而制定有針對性的緩解措施。本集團依據《守則》的四大支柱框架（管治、策略、風險管理、指標與目標）進行氣候相關資訊披露。

氣候管治

本集團已建立由董事會領導、各業務及職能部門支持的氣候管治架構，將氣候相關風險與機遇管理作為重點工作內容納入其中。董事會作為最高管治機構，負責監督本集團的氣候相關政策與策略，牽頭對氣候相關事宜進行審議、決策、管理與監督。為確保氣候議題獲得系統化處理，董事會至少每年一次將其納入定期會議議程，重點討論本集團面臨的氣候相關風險與機遇，並評估本集團是否已落實有效措施以減緩和適應氣候變化影響。董事會每年審查氣候目標進展，並在必要時進行調整以確保策略按計劃推進。董事會在監督

the Group and an assessment of whether effective measures have been implemented to mitigate and adapt to the impacts of climate change. The Board reviews progress against climate targets annually and makes adjustments where necessary to ensure that the strategy remains on track. When overseeing strategy, major transactions, risk management, and related policies, the Board also considers climate-related risks and opportunities and evaluates their potential impact on the Group's business development and operations.

To ensure that the Board possesses the expertise necessary to fulfil its oversight responsibilities, the Group supports directors in enhancing their climate-related knowledge and capabilities. Initiatives include providing access to professional learning resources, organising targeted internal training programmes, and supporting participation in climate-focused projects and seminars hosted by external professional bodies. These efforts serve to strengthen the Board's capacity to address climate challenges and to remain abreast of the latest developments in climate risks and opportunities.

Building upon the Board's strategic oversight, day-to-day climate governance responsibilities have been delegated to the respective business and functional departments. Their duties include executing the climate strategy, achieving climate targets, overseeing the implementation of the Group's climate-related actions and plans, and reporting on the progress of climate-related assessments to enhance the Group's resilience. Each business and functional department is responsible for fully integrating the aforementioned climate-related control measures and procedures into its daily policies and operations, thereby proactively identifying relevant climate risks and opportunities and effectively implementing specific climate action plans.

策略、重大交易、風險管理及相關政策時，亦會考慮氣候相關風險與機遇，並評估其對本集團業務發展與營運的潛在影響。

為確保董事會具備履行監督職責所需的專業知識，本集團支持董事提升氣候相關知識與能力。舉措包括提供專業學習資源、組織針對性內部培訓，以及支持參與外部專業機構舉辦的氣候專題項目與研討會。這有助增強董事會應對氣候挑戰的能力，並緊貼氣候風險與機遇的最新發展。

在董事會的戰略監督基礎上，日常氣候管治職責已授予各業務及職能部門，其職責包括執行氣候策略、達成氣候目標、監督本集團氣候相關行動與計劃的實施情況，以及匯報氣候相關評估進度以提升本集團韌性。各業務及職能部門負責將上述氣候相關控制措施與程序，全面融入其日常政策與營運當中，據此主動識別所涉的氣候風險與機遇，並有效推行具體的氣候行動計劃。

Climate Strategy

The Group has refined its risk assessment procedures to analyse the potential impacts of climate change on the business and the value chain, thereby evaluating and formulating optimal response measures. During the reporting period, the Group conducted its first comprehensive climate scenario analysis, covering both physical and transition risks, as well as related opportunities, and carried out a detailed screening and assessment of each category of risks and opportunities.

Physical Risks:

Risks associated with the physical impacts of climate change, including acute risks driven by extreme weather events or chronic risks resulting from long-term shifts in climate patterns.

Transition Risks:

Risks associated with the transition to a low-carbon economy, which may involve policy, legal, technological, and market changes arising from the need to address climate change mitigation and adaptation requirements.

To analyse comprehensively the various climate-related risks and opportunities that may arise in the course of business development, the Group has taken into account factors including global warming trajectories, changes in climate policies and their time horizons, industry characteristics, and strategic objectives. The Group has selected the scenario models and related parameters set out in the table below, which are consistent with China's "Dual Carbon" strategy and the Hong Kong Government's target of achieving carbon neutrality by 2050. The Group analyses the current impacts of climate risks and opportunities, as well as the expected impacts over the short, medium, and long term (up to 2030, 2040, and 2050, respectively). These time horizons have been defined with due consideration given to the Group's operating budget cycle and strategic business planning cycle. In the scenario analysis, the Group assumes that its climate-related policies and reporting scope will remain unchanged within the expected scope of risk impacts.

氣候策略

本集團完善風險評估程序，以分析氣候變化對業務及價值鏈的潛在影響，從而評估並制定最優應對措施。本報告期內，本集團進行了首次全面的氣候情景分析，涵蓋物理風險與轉型風險，以及相關機遇，並對各風險與機遇類別進行了詳細篩查與評估。

物理風險：

與氣候變化實體影響相關的風險，包括由極端天氣事件驅動的急性風險，或由氣候模式長期變化引起的慢性風險。

轉型風險：

與向低碳經濟轉型相關的風險，可能涉及為應對氣候變化減緩與適應要求而產生的政策、法律、技術及市場變化。

為全面分析業務發展中可能出現的各類氣候相關風險與機遇，本集團綜合考慮全球溫升路徑、氣候政策變化及影響時間範圍、行業性質與戰略目標等因素，選用了下表中所列出的情景假設模型及相關參數，並與中國「雙碳」策略及香港政府「2050年前實現碳中和」的目標保持一致。本集團分析氣候風險與機遇帶來的當前影響，以及在短期、中期及長期（截至2030年、2040年及2050年）產生預期影響。這些時間範圍的界定考慮了本集團的營運預算周期及戰略業務規劃周期。在情景分析中，本集團假設在風險的預期影響範圍內，本集團的氣候相關政策及報告範圍不會發生變化。

Scope 範圍

Consistent with the scope of the Report. 與本報告範圍一致。

Scenarios Used 所用情景

IPCC Scenario Framework (for physical risk analysis):

IPCC 情景框架 (用於物理風險分析) :

- **SSP 1-2.6:** Global temperature rise is limited to within 2.0°C. Government-led social, economic, and clean energy transitions align with historical trends. Stringent policies exacerbate corporate transition risks, while physical risks remain significant.

SSP 1-2.6: 全球溫升控制在 2.0°C 以內。政府的社會、經濟及清潔能源轉型符合歷史趨勢。嚴格的政策加劇企業的轉型風險，而物理風險仍然顯著。

- **SSP 5-8.5:** Global temperature rise exceeds 4°C. Government climate action is slow, emissions reduction and adaptation efforts are stagnant, and inadequate policies exacerbate the impacts of extreme weather, increasing immediate and long-term physical risks for businesses.

SSP 5-8.5: 全球溫升超過4°C。政府氣候行動遲緩，減排/適應進程停滯，政策不足導致極端氣候影響加劇，增加企業的即時及長期物理風險。

NGFS Scenario Framework (for transition risks and opportunities analysis):

NGFS 情景框架 (用於轉型風險及機遇分析) :

- **Net Zero 2050:** Early adoption of stringent climate policies. Aims to limit global warming to within 1.5°C and achieve global net-zero CO2 emissions around 2050 by reducing energy demand and promoting low-carbon technologies.

淨零 2050: 早期採用嚴格氣候政策。通過降低能源需求及推進低碳技術，旨在將全球溫升控制在 1.5°C 以內，並於 2050 年左右實現全球二氧化碳淨零排放。

- **Business-as-Usual:** Continues only the climate policies currently in place, resulting in continued growth in greenhouse gas emissions. Global warming is projected to exceed 3°C, leading to severe physical risks.

現行政策: 僅延續目前已實施的氣候政策，導致溫室氣體排放持續增長。預計全球溫升超過 3°C，從而產生嚴重的物理風險。




The Group recognises that a combination of quantitative and qualitative analysis enables a more comprehensive assessment of climate-related risks and opportunities. However, given that the relevant operational data is dispersed across different business units and that considerable uncertainty remains with regard to industry-accepted methodologies for measuring such metrics, the Group is presently unable to compile the various cross-sectoral indicators in a reliable and cost-effective manner. Furthermore, the Group's climate-related actions are fully integrated into its day-to-day business operations, and no separately identifiable funding is specifically allocated to addressing climate-related risks and opportunities. This further precludes the Group from providing quantitative data on the current or anticipated financial impacts of these climate initiatives. Notwithstanding the foregoing, based on the qualitative assessments and analyses conducted under selected scenarios and time horizons, the Group has identified the impacts of the following four key climate-related risks and opportunities. The Group is also actively enhancing its internal data integration systems and scenario modelling capabilities with a view to progressively improving the quantitative dimension of its climate-related disclosures.

本集團認識到，結合定量與定性分析可更全面地評估氣候相關風險與機遇。然而，由於相關營運數據分散於不同業務單元，且此類指標的行業公認計量方法仍存在高度不確定性，本集團目前無法以合理且具成本效益的方式，可靠地編製各類跨行業指標。此外，本集團的氣候相關行動已完全融入日常業務營運中，並無專門用於應對氣候相關風險與機遇的單獨可識別資金，進一步使本集團無法提供有關這些氣候舉措當前及預期財務影響的定量數據。儘管如此，根據在選定情景及時間範圍下進行的定性評估與分析，本集團已識別出以下4項關鍵氣候風險及機遇的影響。本集團亦積極加強內部數據整合系統及情景模擬能力，以逐步提升氣候信息披露的量化程度。

Types of Risks and Opportunities 風險及機遇 類型	Scope of Impact 影響範圍	Materiality Levels ¹ 重要性程度 ¹	Impact on Business Models and the Value Chain 對業務模式及價值鏈的影響	Impact on financial performance 對財務表現的影響
		Short-term 短期 Medium-term 中期 Long-term 長期		
Physical Risks 物理風險				
<p>Acute – Extreme weather events (typhoons, rainstorms, heatwaves, etc.) 極端天氣事件 (颱風、暴雨、熱浪等)</p>	<p>The Group's physical assets and operational locations 本集團的實體資產及運營地點</p>	<p>● ● ●</p>	<p>Business Model 業務模式：</p> <ul style="list-style-type: none"> May cause damage to the infrastructure of the Group's health and senior living communities, development projects, and properties under management, compromising the normal living conditions and safety of residents and users. 可能對旗下康養社區、開發項目及在管物業的基礎設施造成損害，影響居民及用戶的正常生活與安全。 Extreme weather such as rainstorms and typhoons may lead to construction delays, disruptions to building material transport, and service interruptions, posing challenges to project delivery and operational continuity. 暴雨、颱風等極端天氣可能導致施工延誤、建材運輸受阻及服務中斷，對項目交付及運營連續性構成挑戰。 <p>Value Chain 價值鏈：</p> <ul style="list-style-type: none"> The transport and supply of building materials and medical goods may be delayed or disrupted due to weather-related impacts. 建材及醫療物資的運輸供應可能因天氣影響而延遲或中斷。 Employee commuting may be hindered, affecting staffing arrangements and personnel deployment across business segments. 員工通勤受阻，影響各業務板塊的崗位安排與人員調度。 	<ul style="list-style-type: none"> Loss of Revenue 收入損失： Service interruptions and project delivery delays may result in reduced revenue or deferred revenue recognition, with an elevated risk of customer attrition. 服務中斷及項目交付延遲可能導致收入減少或延期確認，客戶流失風險上升。 Increased Costs 成本增加： Emergency repairs to infrastructure, additional costs arising from construction delays, and insurance expenses may all lead to higher operating costs. 基礎設施應急維修、工期延誤引發的趕工費用及保險開支均可能導致營運成本上升。

Types of Risks and Opportunities 風險及機遇 類型	Scope of Impact 影響範圍	Materiality Levels ¹ 重要性程度 ¹ Short-term 短期 Medium-term 中期 Long-term 長期	Impact on Business Models and the Value Chain 對業務模式及價值鏈的影響	Impact on financial performance 對財務表現的影響
Transition Risks 轉型風險				
Tightening of Policies and Regulations 政策與法規收緊	Overall compliance of the Group's operations 本集團整體的合規運營		<p>Business Model 業務模式：</p> <ul style="list-style-type: none"> All business segments of the Group are subject to increasingly stringent energy efficiency standards, green building requirements, and carbon emission controls, leading to a continuous increase in compliance complexity. 集團各業務板塊均面臨日益嚴格的能效標準、綠色建築要求及碳排放管控，合規複雜度持續上升。 <p>Value Chain 價值鏈：</p> <ul style="list-style-type: none"> Suppliers may raise prices as a result of their own rising compliance costs, exerting cost transmission pressure on the procurement side. 供應商因自身合規成本增加而提高報價，採購端面臨成本傳導壓力。 	<ul style="list-style-type: none"> Compliance Costs 合規成本： Meeting new disclosure requirements and industry standards necessitates ongoing investment in carbon accounting tools, reporting systems, and professional advisory services. 為滿足新披露要求及行業標準，需持續投入於碳核算工具、報告系統及專業顧問服務。 Supply Chain Costs 供應鏈成本： Carbon costs passed on by suppliers may lead to a corresponding rise in procurement expenditure. 供應商轉嫁的碳成本可能導致採購支出相應增加。

Types of Risks and Opportunities 風險及機遇 類型	Scope of Impact 影響範圍	Materiality Levels ¹ 重要性程度 ¹			Impact on Business Models and the Value Chain 對業務模式及價值鏈的影響	Impact on financial performance 對財務表現的影響
		Short-term 短期	Medium-term 中期	Long-term 長期		
Opportunities 機遇						
Operational Energy Efficiency Optimisation 營運能效優化	The Group's operational locations 本集團的運營地點				<p>Business Model 業務模式：</p> <ul style="list-style-type: none"> Promote the application of energy-saving technologies and green office measures in project construction and operational management, systematically enhancing energy use efficiency. 在項目建設及運營管理中推廣應用節能技術與綠色辦公措施，系統性提升能源使用效率。 <p>Value Chain 價值鏈：</p> <ul style="list-style-type: none"> Prioritise service providers that utilise renewable energy or demonstrate superior energy efficiency performance. 優先選擇使用可再生能源或能效表現更佳的服務供應商。 	<ul style="list-style-type: none"> Operating Cost Savings 營運成本節約： Reduced energy consumption directly lowers operating expenditure, improving profit margins across all business segments. 能源消耗下降直接降低營運支出，提升各業務板塊的利潤率。 Enhanced Capital Efficiency 資本效率提升： Prolonging the service life of equipment reduces the frequency of replacement and associated capital expenditure. 設備使用壽命延長，降低更新換代頻率與相關資本支出。

Types of Risks and Opportunities 風險及機遇 類型	Scope of Impact 影響範圍	Materiality Levels ¹ 重要性程度 ¹			Impact on Business Models and the Value Chain 對業務模式及價值鏈的影響	Impact on financial performance 對財務表現的影響
		Short-term 短期	Medium-term 中期	Long-term 長期		
Shifts in Customer Preferences 客戶偏好轉變	All business segments of the Group 本集團旗下各業務板塊				<p>Business Model 業務模式：</p> <ul style="list-style-type: none"> Market demand for health services, green residences, and low-carbon communities continues to grow, and the Group's existing business portfolio is well-positioned to capture this trend. 市場對健康服務、綠色住宅及低碳社區的需求持續增長，集團現有業務組合具備承接該趨勢的能力。 <p>Value Chain 價值鏈：</p> <ul style="list-style-type: none"> Products and services featuring green and health-related attributes are becoming increasingly attractive to business partners. 具備綠色與健康屬性的產品及服務對合作夥伴的吸引力增強。 	<ul style="list-style-type: none"> Revenue Growth 收入增長： Capitalise on the green and health consumption trend to enhance the market recognition of the Group's services and products, thereby capturing incremental business and brand premiums. 把握綠色健康消費趨勢，推動服務及產品的市場認可度提升，獲取業務增量與品牌溢價。

Note:

Definition of materiality levels:

Light colour – Handled in accordance with existing standard procedures;

Moderate colour – Requires ongoing monitoring;

Dark colour – Requires the formulation of a management strategy and follow-up to ensure implementation.

附注：

重要性程度定義：

淺色 - 按現有標準流程處理；

常規色：需持續監測；

深色：需制定管理戰略並跟蹤落實。

Response Measures for Risks and Opportunities 風險與機遇回應措施

Risk Type 風險類型	Response Measure 回應措施
<p>Extreme weather events (typhoons, rainstorms, heatwaves, etc.)</p> <p>極端天氣事件</p>	<ul style="list-style-type: none"> Monitor the potential impacts of extreme weather events on the Group's various assets and on service continuity, and enhance the emergency response plan framework. 關注極端天氣對旗下各類資產及服務連續性的潛在影響，完善應急預案體系。 Progressively strengthen emergency preparedness and preventive measures within operational management, and enhance the climate resilience of infrastructure. 逐步加強運營管理中的應急準備及預防措施，提升基礎設施的氣候韌性。 Incorporate climate-adaptive design principles into the planning of new projects. 在新項目規劃中融入氣候適應性設計理念。
<p>Tightening of Policies and Regulations</p> <p>政策與法規收緊</p>	<ul style="list-style-type: none"> Continuously monitor developments in climate-related regulations and changes in industry standards within the Group's operating jurisdictions. 持續監測運營所在地的氣候相關法規動態及行業標準變化。 Establish and refine the internal climate risk assessment and management system, and integrate carbon emission management into all stages of business operations. 建立並完善內部氣候風險評估與管理體系，將碳排放管理納入業務全流程。
Opportunity Type 機遇類型	Response Measure 回應措施
<p>Operational Energy Efficiency Optimisation</p> <p>營運能效優化</p>	<ul style="list-style-type: none"> Progressively implement energy-saving retrofits in new and existing projects, prioritising the adoption of high-efficiency equipment and green technologies. 在新建及既有項目中逐步推行節能改造，優先採用高效設備與綠色技術。 Establish energy efficiency standards for equipment and material procurement, and give priority to products that have obtained green certification. 制定設備及材料採購的能效標準，優先選用獲得綠色認證的產品。
<p>Shifts in Customer Preferences</p> <p>客戶偏好轉變</p>	<ul style="list-style-type: none"> Continuously monitor shifts in market preferences and the level of acceptance for areas such as health services and green residences. 持續跟蹤市場對健康服務、綠色住宅等領域的偏好變化及接受度。 Incorporate green and low-carbon development pathways into business planning as a key consideration in product differentiation strategy. 在業務規劃中融入綠色低碳的發展方向，作為產品差異化競爭的重要考量。

Whilst the Group has not yet formulated a dedicated climate transition plan, it has implemented responsive measures, and the measures disclosed in the previous reporting period have been fully executed. The associated funding and execution have been carried out using the Group's internal capital and existing human resources. During the reporting period, the Group also established climate-related targets to advance decarbonisation and climate resilience initiatives comprehensively. There has been no capital expenditure, financing, or investment specifically allocated to addressing climate-related risks and opportunities during the reporting period.

Notwithstanding the proactive actions taken, the Group continues to face key uncertainties regarding the effective implementation of its future climate resilience plans. These uncertainties include the unclear pace of updates to global and regional climate policies, shifting and uncertain customer demand for green services, and the evolving speed and severity of the physical impacts of climate change. Nevertheless, the Group believes it possesses robust adjustment and adaptation capabilities, enabling it to modify its strategies and business models over the short, medium, and long term to respond to climate change. Such adaptive capacity is embedded within the Group's ongoing strategic planning and operational management, allowing the Group to adjust business priorities, operational processes, and value chain collaboration promptly in response to evolving climate risks, regulatory changes, and market dynamics.

Looking ahead, the Group will monitor climate-related risks and opportunities on a regular basis, assess the effectiveness of mitigation measures, and adjust strategies according to operational performance. Progress against all climate-related targets will be tracked through routine monitoring. The Group will refine its climate-related targets in a timely manner, guided by operational performance and external climate trends, to ensure that the targets remain both achievable and ambitious. The Group will also optimise its mitigation and adaptation measures based on progress towards targets and the outcomes of effectiveness assessments. These clearly defined targets will guide the orderly progression of all climate response actions, effectively support the Group in achieving its established climate-related goals, and further strengthen the Group's adaptive resilience to the challenges posed by climate change.

儘管本集團尚未制定專門的氣候轉型計劃，但本集團已實施回應措施，上一報告期所披露措施亦已全面實施，相關資金與執行均透過本集團內部資本及現有人力資源進行。本集團亦已於報告期內設立了氣候相關目標，以全面推進脫碳及氣候韌性建設。於報告期內，本集團並無任何專用於應對氣候相關風險與機遇的資本開支、融資或投資。

儘管已採取積極行動，本集團在未來氣候韌性計劃的有效實施方面仍面臨關鍵不確定性，包括全球及區域氣候政策更新步伐不明、用戶對綠色服務需求轉變不定，以及實體氣候變化影響的速度與嚴重性不斷演變等。儘管如此，本集團相信本集團具備強大的調整與適應能力，能夠在短期、中期及長期內調整策略與業務模式以應對氣候變化。此種適應能力已嵌入本集團持續的策略規劃與營運管理中，使本集團能夠根據演變的氣候風險、法規變化及市場動態，及時調整業務優先級、營運流程及價值鏈協作。

展望未來，本集團將定期監控氣候相關風險與機遇，評估緩解措施有效性，根據營運表現調整策略，並透過日常監控追蹤所有氣候相關目標的進展。本集團將根據營運表現與外部氣候趨勢及時調整氣候相關目標，確保目標既具可行性又具進取性。本集團亦將根據目標進展與效果評估結果優化緩解與適應措施。這些清晰的目標將指導所有氣候應對行動有序推進，有效支持本集團實現既定的氣候相關目標，並進一步增強本集團對氣候變化挑戰的適應韌性。

Climate Risk Management

The Group has integrated the processes for identifying, assessing, prioritising, and monitoring climate-related risks and opportunities into its overall risk management framework and system, thereby embedding climate risk management into day-to-day operations. The Group further ensures that it responds effectively to the challenges arising from climate change. This integration aligns with the Group's existing risk management structure, and no material changes have been made to the Group's risk management processes during the reporting period.

Throughout the process, the Group considers parameters including asset location and type, historical exposure to extreme weather events, and energy consumption patterns. The Group utilises climate data obtained from publicly available scenario sources, alongside internal data such as energy and resource consumption records and operational incident logs. An overview of the Group's climate risk and opportunity management process is set out below:

Identification:

The Group identifies climate-related risks and opportunities by examining climate change trends, domestic and international industry developments, and technological shifts; conducting peer benchmarking; and gathering stakeholder feedback. The Group also performs climate-related scenario analysis, taking into account its operating conditions and business characteristics. These measures enable the Group to collect comprehensive and objective data on potential climate risks and opportunities across all its business locations in Hong Kong and Chinese Mainland, ensuring that the final inventory of climate-related risks and opportunities covers the key aspects of the entire business process.

Assessment:

The Group undertakes a comprehensive assessment to analyse the potential impacts of climate-related risks and opportunities on its business model, value chain, and financial performance, and evaluates their likelihood of occurrence and the corresponding magnitude of impact. The inputs and parameters used in this assessment remain consistent with those employed in the identification stage, covering the same reporting scope and the complete spectrum of business process activities.

氣候風險管理

本集團已將氣候相關風險與機遇的識別、評估、排序及監察流程，納入整體風險管理框架與體系，以將氣候風險管理嵌入日常營運。本集團亦確保本集團有效應對氣候變化帶來的挑戰。此項整合符合本集團現有的風險管理結構，報告期內本集團的風險管理流程並無重大變更。

在整個流程中，本集團考慮了資產位置與類型、歷史極端天氣暴露情況及能源消耗模式等參數。本集團利用了公開情景來源的氣候數據，以及內部數據，如能源與資源消耗數據及營運事件日誌。以下為本集團氣候風險與機遇管理流程概述：

識別：

本集團透過研究氣候變化趨勢、國內外行業發展及技術變革，進行同行基準比較，並收集利益相關者意見。本集團亦進行氣候相關情景分析，同時考慮本集團的營運狀況及業務特點。這些舉措使本集團能夠全面、客觀地收集有關本集團在香港及內地所有業務地點潛在氣候風險與機遇的數據，確保最終的氣候風險與機遇清單涵蓋整個業務流程的關鍵環節。

評估：

本集團進行全面評估，分析氣候相關風險與機遇對業務模式、價值鏈及財務表現的潛在影響，並評估其發生的可能性及相應的影響程度。此評估採用的輸入與參數與識別階段保持一致，覆蓋相同的報告範圍及完整的業務流程環節。

Prioritisation:

Based on the assessment results for climate-related risks and opportunities, the Group prioritises the identified items according to their likelihood of occurrence and the severity of their impact. This prioritisation process is aligned with the Group's overall risk management framework and business objectives.

Monitoring:

Each business and functional department is responsible for the ongoing monitoring and data collection pertaining to climate-related risks and opportunities within its respective operational scope, as well as the effectiveness of the mitigation and response measures implemented. Building upon this, the Group's various business and functional departments conduct periodic overall assessments and monitoring, consolidate the information gathered, and report regularly to the Board on the identification, assessment, and management of climate-related risks and opportunities. This process enhances the Board's oversight based on frontline information and ensures that risk response measures and opportunity-seizing initiatives are effectively implemented across all departments.

Climate Metrics and Targets

The Group regards the enhancement of climate resilience and the implementation of sustainable operating models as core strategic priorities, and has consistently endeavoured to align its sustainable development objectives and related action plans with global sustainability standards. The Group accords priority to benchmarking against China's "Dual Carbon" strategy and the carbon peaking and carbon neutrality targets of the Hong Kong Special Administrative Region, which also serve as key pillars underpinning China's fulfilment of its obligations under the Paris Agreement.

To align with these climate frameworks, the Group continuously assesses its ESG key performance indicators and has formulated emissions reduction and management targets commensurate with the requirements of these national and regional climate and sustainability frameworks. Whilst these targets have not yet been subject to independent third-party verification and have not been developed using an industry decarbonisation pathway methodology, the Board will monitor progress and performance against the targets on an annual basis and assess whether revisions are required. Furthermore, the Board will continue to refine the mechanisms for target setting, evaluation, and verification, so as to uphold the transparency and credibility of its decarbonisation actions.

排序:

根據氣候相關風險與機遇的評估結果，本集團依據發生可能性及影響程度對已識別項目進行優先級排序。此排序過程與本集團的整體風險管理框架及業務目標保持一致。

監察:

各業務及職能部門負責對其運營範圍內的氣候相關風險與機遇、以及所執行緩解與響應措施的效果，進行持續監控與數據收集。本集團的各業務及職能部門在此基礎之上，進行定期的整體評估與監控，並整合信息，定期向董事會彙報氣候相關風險與機遇的識別、評估及管理結果。此流程加強了董事會基於一線信息的監督，並確保風險應對措施及機遇捕捉舉措在各部門得到有效實施。

氣候指標與目標

集團將提升氣候韌性及推行可持續營運模式列為核心戰略重點，一直致力讓可持續發展目標及相關行動計劃，符合全球可持續發展標準。本集團優先對標中國「雙碳」戰略及香港地區碳達峰、碳中和目標，該等目標亦是中國履行《巴黎協定》義務的重要支撐。

為與這些氣候框架對齊，本集團持續評估其 ESG 關鍵績效指標，並制定了與這些國家及地區氣候與可持續發展框架要求相匹配的減排與管理目標。雖然這些目標尚未經獨立第三方核證，亦非採用行業脫碳路徑法制定，董事會將每年監控目標達成進展與表現，並評估是否需要修訂。此外，董事會將持續完善目標的制定、評估及核證機制，以確保其脫碳行動的透明度與可信度。

To translate these governed targets into tangible emissions reductions, the Group is focused on achieving substantive decarbonisation through energy efficiency enhancements and operational process optimisation. At this juncture, the Group has no current plans to utilise carbon credits for emissions offsetting; however, it will closely monitor developments in carbon credit markets and related policies, with a view to potentially leveraging such instruments as supplementary support in pursuit of its long-term carbon neutrality objective at an appropriate time.

為將這些受管治的目標轉化為切實的減排成果，本集團專注於透過能效提升及營運流程優化實現實質性脫碳。在此階段，本集團暫無使用碳信用進行排放抵消的計劃，但將密切關注碳信用市場與政策發展，以便在適當時機利用此類工具作為實現長期碳中和目標的補充支持。

Category 範疇	Base Year 基準年	Climate and Environment Targets 氣候及環境目標
GHG emissions 溫室氣體排放	2025	By 2030, reduce the total intensity of Scope 1 and Scope 2 greenhouse gas emissions by 5% compared with the base year level. 到 2030 年，範圍一及範圍二溫室氣體排放總量強度較基準年降低 5%。
Energy efficiency 能源使用效益	2025	By 2030, reduce total energy consumption intensity by 5% compared with the base year level. 到 2030 年，總能源消耗強度較基準年降低 5%。
Water efficiency 用水效益	2025	Maintain or progressively reduce water consumption intensity. 維持或逐步減少耗水的密度。
Waste reduction 減少廢棄物	2025	Maintain or progressively reduce waste generation intensity. 維持或逐步減少廢棄物產生的密度。

Note:

The achievement of the above targets is premised on the assumption that the Group's business scale and operational level remain broadly comparable with those of the base year.

附注：

上述目標的實現，乃基於本集團業務規模及運營水平與基準年度大致相若的假設前提。

During the reporting period, the Group undertook greenhouse gas identification, assessment, and inventory activities to manage its greenhouse gas emissions effectively. These activities covered the Group's operations in Hong Kong and Mainland China. The Group's Scope 1 and Scope 2 emissions accounting was completed in accordance with the requirements of the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004). The Group recognises the importance of indirect emissions along the value chain and has commenced the identification of relevant emission sources. However, given that the accounting for Scope 3 emissions involves extensive upstream and downstream activity data, significant practical challenges remain at this stage in obtaining complete, reliable, and consistent quantitative information. To ensure the accuracy and reliability of the information presented in this report and to avoid potentially misleading disclosures made on an insufficiently robust data foundation, the Group has determined to focus its reporting in the current period on Scope 1 and Scope 2 emissions, which are under its direct control and influence. The Group will continue to enhance its data management capabilities and maintain communication with value chain partners, with a view to progressively incorporating relevant quantitative information on Scope 3 emissions when conditions mature and the data to be disclosed can meet stringent quality standards. For the Group's greenhouse gas emission metrics and accounting notes during the reporting period, please refer to "Appendix I: Summary of Sustainability Performance Data."

The Group's strategic focus lies in optimising core business performance and creating long-term value, which aligns with its current risk management approach. The Group has not yet introduced an internal carbon pricing mechanism, nor has it incorporated climate-related factors into its remuneration policies or governance framework. This is primarily attributable to the fact that these elements have not yet demonstrated a direct and material connection with the Group's industry, current operational priorities, or financial decision-making requirements. The Group will continue to monitor developments in climate-related metrics, industry best practices, and the application of internal carbon pricing, and will proactively assess the feasibility of integrating such elements into its governance framework and remuneration policies when conditions are deemed appropriate.

報告期內，本集團開展了溫室氣體識別、評估及盤查活動，以有效管理溫室氣體排放。這些活動覆蓋本集團在香港及中國內地的營運，本集團的範圍一及範圍二排放核算依據《溫室氣體核算體系：企業核算與報告標準（2004年）》的要求完成。本集團認識到價值鏈間接排放的重要性，並已開始對相關排放源進行識別。然而，由於範圍三排放的核算涉及廣泛的上下游活動數據，在當前階段，要獲得完整、可靠且具備一致性的量化數據，存在實際操作上的重大挑戰。為確保本報告所載資訊的準確性與可靠性，避免在數據基礎尚未穩固時進行可能產生誤導的披露，本集團決定在本報告期內聚焦於匯報可直接控制及影響的範圍一與範圍二排放。本集團將持續完善數據管理能力，並與價值鏈夥伴保持溝通，以期在未來條件成熟、能夠確保所披露數據符合嚴格的質量標準時，逐步納入範圍三排放的相關定量資訊。本集團報告期內的溫室氣體排放指標及核算說明，請參閱「附錄一：可持續發展數據摘要」。

本集團的策略重點在於優化核心業務績效並創造長期價值，這符合本集團當前的風險管理方法。本集團目前尚未引入內部碳定價機制，亦未將氣候相關因素納入本集團的薪酬政策或管治框架。這主要是因為這些要素目前尚未證明與本集團所處行業、當前的營運優先事項或財務決策需求有直接且實質的關聯。本集團將持續關注氣候相關指標的進展、行業最佳實踐及內部碳定價的應用，並將在條件成熟時，主動評估將這些要素納入本集團管治框架及薪酬政策的可行性。

6.2 Air Pollutant Management

The Group's emissions of air pollutants arise primarily from the operation of its own vehicle fleet. The Group implements a rigorous maintenance programme for its company-owned vehicles and requires drivers to plan routes carefully in order to prevent unnecessary emissions. Furthermore, the Group is actively working to increase the use of environmentally friendly vehicles, such as electric or hybrid models, whilst progressively phasing out vehicles with poor performance or high fuel consumption. These combined efforts are essential to achieving the Group's objective of reducing air pollutant emissions.

For details of the Group's air pollutant emissions during the Reporting Period, please refer to "Appendix I: Summary of Sustainability Performance Data."

6.3 Energy and Resource Management

The Group is fully dedicated to environmental protection, having set up a comprehensive green development management system. This system encompasses energy, water resources, waste management, and green building initiatives. We carry out diverse environmental protection measures in office areas and construction projects to cut down our environmental footprint.

For energy conservation, we're committed to reducing consumption and enhancing efficiency. Since most of our energy comes from office and construction project electricity, we take various steps. We monitor electricity use in offices and at construction sites, encourage employees to utilise natural light and switch off lights when not needed. Regular air-conditioning system maintenance is done, and pump and fan systems are adjusted according to actual requirements to boost energy efficiency. During the Year, the Group's electricity consumption and electricity consumption intensity have decreased compared to the same period last year.

In terms of water resources management, with water mainly used in offices and at construction sites and sourced from the municipal supply, we focus on conservation. We continuously monitor water usage, conduct regular pipeline leakage tests, and check water tanks and meter readings. Employee awareness of water-saving is raised through methods like placing reminders in bathrooms and tea rooms, and leaks are to be reported for prompt maintenance. During the Year, the Group's water consumption and water consumption intensity have decreased compared to the same period last year.

6.2 空氣污染物管理

本集團的空氣污染物排放主要來自自有車輛運營。我們對公司自有車輛實施嚴格的維護計劃，並要求司機精心規劃路線，以防止不必要的排放。此外，我們正在積極努力增加使用環保車輛，如電動或混合動力汽車，同時逐步淘汰性能不佳、油耗高的車輛。這些綜合努力對於實現我們減少空氣污染物排放的目標至關重要。

本集團報告期內的空氣污染物排放情況，請參閱「附錄一：可持續發展數據摘要」。

6.3 能源及資源管理

本集團全力致力於環境保護，建立了全面的綠色發展管理系統。該系統涵蓋能源、水資源、廢棄物管理和綠色建築相關行動。我們在辦公區域和建設項目中開展各種環境保護措施，以減少我們的環境足跡。

在節約能源方面，我們致力於減少消耗並提高效率。由於我們的大部分能源來自辦公室和建設項目的電力，我們採取了多種措施。我們監測辦公室和建築工地的電力使用情況，鼓勵員工利用自然光，並在不使用時關閉燈光。定期對空調系統進行維護，並根據實際需求調整泵和風扇系統，以提高能源效率。本年度，本集團耗電量與耗電密度較去年同期下降。

在水資源管理方面，水主要用於辦公室和建築工地，來自市政供水。我們注重節約用水，持續監測用水量，定期進行管道泄漏測試，並檢查水箱和水錶讀數。通過在浴室和茶水間張貼提醒等方式，提高員工的節水意識，如有泄漏應及時報告以便進行維護。本年度，集團耗水量與耗水密度較去年同期下降。

Regarding paper reduction, as paper is a significant office resource, we encourage employees to minimise its use and adopt online document-processing systems. We promote a green office by advocating practices such as reusing waste paper, double-sided printing, and using thinner fonts and less line spacing when printing. During the Year, both paper consumption and its intensity experienced a slight increase compared to the same period last year.

For details of the Group's energy and resource consumption during the Reporting Period, please refer to "Appendix I: Summary of Sustainability Performance Data."

6.4 Waste Management

Our Group has pinpointed the primary sources of waste generation and put in place corresponding management strategies. We've actively worked on reducing waste during the Year, and significant progress has been made towards our waste-reduction target.

Regarding hazardous waste, such as toner cartridges/ink cartridges, batteries, and computers, our Group has established dedicated recycling routes. We ensure that all hazardous waste is thoroughly collected and then submitted to qualified recycling companies for disposal. This helps to safeguard the environment and prevent potential harm from hazardous substances. During the Year, the amount and intensity of hazardous waste generated by the Group decreased compared to the same period last year.

For non-hazardous waste, we implement strict regulatory measures. All projects are required to adhere to relevant regulations and standards. This type of waste is handed over to qualified recycling companies for proper disposal to minimise environmental pollution. In daily office operations, a "daily production and daily cleaning" approach is adopted for non-hazardous waste disposal. During the Year, the amount and intensity of non-hazardous waste generated by the Group decreased compared to the same period last year.

For details of the Group's waste generation during the Reporting Period, please refer to "Appendix I: Summary of Sustainability Performance Data."

在紙張減少方面，由於紙張是重要的辦公資源，我們鼓勵員工儘量減少紙張使用，並採用在綫文檔處理系統。我們提倡綠色辦公，倡導諸如重複使用廢紙、雙面打印以及在打印時使用較細字體和較小行距等做法。本年度紙張使用量與紙張使用密度較去年同期小幅上升。

本集團報告期內的能源及資源消耗數據，請參閱「附錄一：可持續發展數據摘要」。

6.4 廢棄物管理

本集團已確定了廢棄物產生的主要來源，並制定了相應的管理策略。本年度，我們積極致力於減少廢棄物產生，在實現廢棄物相關目標方面取得了顯著進展。

對於有害廢棄物，如墨盒、電池和電腦等，本集團建立了專門的回收渠道。我們確保所有有害廢棄物都被徹底收集，然後提交給合格的回收公司進行處理。這有助於保護環境，防止有害物質可能造成的危害。本年度，本集團有害廢棄物產生量與有害廢棄物密度較去年同期下降。

對於無害廢棄物，我們實施嚴格的監管措施。所有項目都必須遵守相關法規和標準。這類廢棄物被交給合格的回收公司進行妥善處理，以儘量減少對環境的污染。在日常辦公運營中，我們採用「日產日清」的方式處理無害廢棄物。本年度，集團無害廢棄物產生量與無害廢棄物密度較去年同期下降。

本集團報告期內的廢棄物產生量數據，請參閱「附錄一：可持續發展數據摘要」。

6.5 Sustainable Buildings

In construction, we are committed to integrating green building concepts to achieve environmental sustainability.

From the project design stage, we focus on multiple environmental aspects. We carefully select locations with negligible environmental impact and ensure the project meets energy-efficiency standards. To maintain regulatory compliance, we engage a third-party to carry out an environmental impact assessment.

During construction, we implement a comprehensive set of measures to minimise environmental harm. Regular monitoring of environmental indicators allows us to adjust construction plans in real-time, ensuring that emissions align with local government standards. Strict management of air quality, noise, and sewage on the construction site is maintained to meet environmental norms.

After project completion, we create either the Environmental Acceptance and Monitoring Report on the Completion of Construction Project or the Environmental Acceptance and Study Report on the Completion of Construction Project. Based on these reports, we take appropriate mitigation and compensation actions to further reduce the project's impact on the environment. Throughout the entire construction process, from planning to post-completion, we strive to incorporate green intelligent technology, aiming to establish sustainable green spaces and promote harmonious coexistence between humanity and nature.

6.5 可持續建築

在建築過程中，我們致力於融入綠色建築理念，以實現環境可持續性。

從項目設計階段開始，我們就關注多方面環境因素。我們仔細選擇對環境影響較小的地點，並確保項目符合能源效率標準。為了遵守法規，我們聘請專業第三方進行環境影響評估。

在施工過程中，我們實施一套全面的措施，以儘量減少對環境的傷害。定期監測環境指標使我們能夠實時調整施工計劃，確保排放符合當地政府標準。我們嚴格管理建築工地的空氣質量、噪音和污水，以滿足環境規範。

項目竣工後，我們編制《建設項目竣工環保驗收監測報告表》或《建設項目竣工環保驗收調查報告表》。根據這些報告，我們採取適當的緩解和補償措施，以進一步減少項目對環境的影響。在整個建築過程中，從規劃到竣工後，我們努力融入綠色智能技術，旨在建立可持續的綠色空間，促進人類與自然的和諧共處。

7. Community And Public Welfare

7.1 Community Engagement

The Group actively responds to the call of the national urban renewal policy, takes primary land development, old area transformation and urban renewal as an important starting point for serving communities and improving the living environment, promotes a number of old renovation and urban renewal projects in core cities such as Beijing and Shenzhen, improves regional appearance, improves supporting facilities and improves the quality of life of residents.

During the Reporting Period, the development area of the group's unconfirmed primary development and old renovation projects amounted to 5.811 million square meters, of which Shenzhen accounted for 51.6%. Strengthening urban renewal and the transformation and upgrading of stock housing is a new turn in the market.

In addition to the real estate business, the Group also classified primary land development as a strategic business to stabilise the supply of potential land reserves, and continued to promote primary land development, urban renewal and "three old renovation" projects in Beijing, Shenzhen and other places during the Reporting Period.

7. 社區與公益

7.1 社區共建

本集團積極響應國家城市更新政策號召，將一級土地開發、舊區改造、城市更新作為服務社區、提升人居環境的重要抓手，在北京、深圳等核心城市推動多項舊改與城市更新項目，改善區域面貌、完善配套設施、提升居民生活品質。

報告期內，本集團未確權的一級開發及舊改專案開發面積達 581.1 萬平方米，其中深圳占比 51.6%。加強城市更新和存量住房的改造提升，是存量市場方面的新轉向。

除地產業務外，本集團亦將一級土地開發列為戰略業務，以穩定潛在土地儲備供應，並在報告期內持續推進北京、深圳等地的一級土地開發、城市更新及「三舊改造」項目。

Beijing renovation project

Since September 2007, the group has promoted the primary land development of Qinian Street West Project in Beijing. The project is located on the west side of Qinian street, less than one kilometer away from Tiananmen Square, with a planned construction area of about 474000 square meters, consisting of five pieces of land. As of the reporting period, the land entry and transaction of land No.4 and No.5 of the project have been completed, and the follow-up will continue to promote regional renewal and supporting improvement.

北京舊改項目

自 2007 年 9 月以來，本集團在北京推進祈年大街西項目一級土地開發。項目位於祈年大街西側，距天安門廣場不足一公里，規劃建築面積約 47.4 萬平方米，由五幅土地組成。截至本報告期，項目四號及五號地已完成土地入市成交工作，後續將持續推動區域更新與配套完善。



Shenzhen renovation project

In the first half of 2014, Shenzhen Dachaoshan Construction Co., Ltd., a subsidiary of the group, signed an urban renewal cooperation agreement with Xikeng Co., Ltd., Longgang District, Shenzhen to promote the urban renewal project of Xikeng community, with a total planned construction area of about 3 million square meters.

During the Reporting Period, the group completed the general survey of land ownership, permanent population and building information in Xikeng community, as well as industrial research, urban renewal planning research and willingness collection.

- The first phase of the project covers 530000 square meters, with a planned construction area of about 1.2 million square meters;
- In December 2018, it was approved by Longgang District government and completed the project announcement;

深圳舊改項目

2014 年上半年，本集團附屬公司深圳市大潮汕建設有限公司與深圳市龍崗區西坑股份合作公司簽訂城市更新合作協議，推進西坑社區城市更新項目，項目總規劃建築面積約 300 萬平方米。

報告期內，本集團已完成西坑社區土地權屬、常住人口、建築物信息普查，以及產業研究、城市更新規劃研究與意願徵集等工作。

- 項目一期範圍 53 萬平方米，規劃建築面積約 120 萬平方米；
- 2018 年 12 月獲龍崗區政府批准並完成立項公告；

- It was approved by the government in February 2019 and completed the special planning message of the first update unit in May;
- In March 2020, the second phase of metro line 16 (Dayun Xikeng section) was approved by the national development and Reform Commission, and Xikeng station is within the scope of the first renewal unit;
- The group has adjusted the special planning plan in combination with the subway planning and submitted it for approval. At the same time, according to the government's demolition work arrangement, the demolition negotiations of the first renewal unit have been launched in an all-round way, and the subsequent projects of other units will be promoted one after another.
- 2019年2月獲政府項目批覆，5月完成第一更新單元專項規劃報文；
- 2020年3月，地鐵16號線二期（大運—西坑段）獲國家發改委批覆，西坑站位於第一更新單元範圍內；
- 本集團已結合地鐵規劃調整專項規劃方案並報審，同時按政府拆遷工作安排，全面啟動第一更新單元拆遷談判，後續將陸續推進其他單元立項工作。

7.2 Philanthropic Endeavours

The Group is acutely aware that the long-term success of a business hinges upon the support and engagement of all sectors of society. As an active participant in and co-builder of a harmonious society, we are deeply committed to social welfare and community development. With a profound sense of gratitude, we dedicate ourselves to giving back to the community. The Group maintains an ongoing focus on areas including vulnerable groups, elderly care services, health education, and community assistance. We encourage our employees to take part in voluntary service and charitable activities, continuously deepening our close ties with the community and earnestly fulfilling our corporate social responsibility. Through sustainable philanthropic initiatives, we strive to promote social inclusion and long-term development.

7.2 公益踐行

本集團深明，企業的長期成功取決於社會各階層的支持和參與。作為和諧社會的積極參與者和共同建設者，我們深切關注社會福利和社區發展。懷著感恩之心，我們致力於回饋社會。本集團持續關注弱勢群體、養老服務、醫療科普、社區幫扶等領域，鼓勵員工參與志願服務與慈善活動，不斷深化與社區的緊密聯繫，切實履行企業社會責任，以可持續的公益行動推動社會共融與長期發展。

Appendix 1: Sustainability Data Statements

附錄一：可持續發展數據摘要

Environmental Aspects 環境範疇	Unit 單位	2025
Air Pollutants 空氣污染物		
Nitrogen oxides (NOx) 氮氧化物(NOx)	Kg 千克	519.91
Sulphur oxides (SOx) 硫氧化物(SOx)	Kg 千克	4.04
Particulate Matter (PM) 顆粒物(PM)	Kg 千克	10.06
GHG Emissions¹ 溫室氣體排放量¹		
Direct GHG Emissions (Scope 1) ² 直接溫室氣體排放 (範圍1) ²	Tonne Of CO ₂ e 公噸二氧化碳當量	339.84
GHG Removal (Scope 1) 溫室氣體減除 (範圍1)	Tonne Of CO ₂ e 公噸二氧化碳當量	63.57
Indirect GHG Emissions (Scope 2) ³ 間接溫室氣體排放 (範圍2) ³	Tonne Of CO ₂ e 公噸二氧化碳當量	4,729.43
Total GHG Emissions (Scope 1 and 2) 溫室氣體排放總量 (範圍1及2)	Tonne Of CO ₂ e 公噸二氧化碳當量	5,005.69
Intensity of GHG Emissions (Scope 1 and 2) 溫室氣體排放密度 (範圍1及2)	Tonne Of CO ₂ e/1,000m ² 公噸二氧化碳當量/千平方米	1.73
Energy Consumption 能源使用		
Total Electricity Consumption 耗電量	Mwh 兆瓦時	8,913.36
Intensity of Electricity Consumption 耗電量密度	Mwh/1,000m ² 兆瓦時/千平方米	3.08
Natural Gas Consumption 天然氣耗用量	M ³ 立方米	6,687.94
Liquefied Petroleum Gas Consumption 液化石油氣耗用量	Litre 公升	8,831.07
Gasoline Consumption 汽油耗用量	Litre 公升	136,875.21

Environmental Aspects 環境範疇	Unit 單位	2025
Water Consumption 水資源使用		
Total Water Consumption 耗水量	Tonne 公噸	155,405.88
Intensity of Water Consumption 耗水量密度	Tonne/1,000m ² 公噸/千平方米	53.64
Hazardous Waste 有害廢棄物		
Total Hazardous Waste 有害廢棄物產生總量	Kg 千克	32.79
Intensity of Hazardous Waste 有害廢棄物密度	Kg/Employee 千克/員工	0.10
Non-Hazardous Waste 無害廢棄物		
Total Non-Hazardous Waste 無害廢棄物產生總量	Tonne 公噸	599.38
Intensity of Non-Hazardous Waste 無害廢棄物密度	Tonne/Employee 公噸/員工	1.83
Paper Usage 紙張消耗		
Total Paper Usage 紙張用量	Kg 千克	14,397.82
Intensity of Paper Usage 紙張消耗密度	Kg/Employee 千克/員工	43.90

Notes:

- The Group uses an operational control approach for GHG emission accounting. The calculation methodology of GHG emissions follows the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) and the Appendix 2: Reporting Guidance on Environmental KPIs issued by HKEX. The Group's GHG emissions include carbon dioxide, methane and nitrous oxide, and are presented in tonnes of carbon dioxide equivalent (tCO₂e).
- Scope 1 direct emissions originate from the Group's daily fuel consumption by stationary combustion equipments and vehicles.
- Scope 2 refers to energy indirect GHG emissions, including electricity purchased from power companies. Emission factors used for calculating GHG emissions from purchased electricity are based on data provided by the Ministry of Ecology and Environment of the People's Republic of China.

附註：

- 本集團採用營運控制法進行溫室氣體排放核算。溫室氣體排放的計算方法遵循《溫室氣體核算體系：企業核算與報告標準(2004)》及聯交所發佈的《附錄二：環境關鍵績效指標匯報指引》。本集團的溫室氣體排放包括二氧化碳、甲烷及氧化亞氮，並以二氧化碳當量(噸)呈現。
- 範圍一直接排放來自本集團日常的固定燃燒設備及汽車燃料使用。
- 範圍二指能源間接溫室氣體排放，包括向電力公司購買的電力。用於計算外購電力溫室氣體排放的排放因子來自中華人民共和國生態環境部。

Social Aspects 社會範疇	Unit 單位	2025
Total Employees 員工總數	No. of People 人數	328
Total Employees by Gender 員工總數(按性別劃分)		
Female Employees 女性員工	No. of People 人數	142
Male Employees 男性員工	No. of People 人數	186
Total Employees by Employment Type 員工總數(按員工類型劃分)		
Full-Time Junior Employees 全職初級員工	No. of People 人數	175
Full-Time Intermediate Management 全職中級管理層	No. of People 人數	131
Full-Time Senior Management 全職高級管理層	No. of People 人數	22
Total Employees by Age Group 員工總數(按年齡組別劃分)		
Employees Below 30 30歲以下員工	No. of People 人數	8
Employees of 30-50 30-50歲員工	No. of People 人數	246
Employees Above 50 50歲以上員工	No. of People 人數	74

Social Aspects 社會範疇**Unit 單位****2025****Total Workforce by Geographical Region 員工總數 (按地區劃分)**

Employees in Northern China 華北區域員工	No. of People 人數	35
Employees in Northeastern China 東北區域員工	No. of People 人數	49
Employees in Eastern China 華東區域員工	No. of People 人數	2
Employees in Central China 華中區域員工	No. of People 人數	20
Employees in Northwestern China 西北區域員工	No. of People 人數	38
Employees in the Southern China 南方區域員工	No. of People 人數	184
Other Employees (Including Hong Kong, Macao and Taiwan) 其他區域員工 (包括港澳台)	No. of People 人數	0

Social Aspects 社會範疇	Unit 單位	2025
Employee Turnover Rate - Total Workforce 員工總流失率	%	24
Employee Turnover Rate by Gender 員工流失率 (按性別劃分)		
Female Employees 女性員工	%	24
Male Employees 男性員工	%	25
Employee Turnover Rate by Age Group 員工流失率 (按年齡組別劃分)		
Employees Below 30 30 歲以下員工	%	60
Employees of 30-50 30-50 歲員工	%	22
Employees Above 50 50 歲以上員工	%	29
Employee Turnover Rate by Geographical Region 員工流失率 (按地區劃分)		
Employees in Northern China 華北區域員工	%	30
Employees in Northeastern China 東北區域員工	%	25
Employees in Eastern China 華東區域員工	%	100
Employees in Central China 華中區域員工	%	46
Employees in Northwestern China 西北區域員工	%	20
Employees in the Southern China 南方區域員工	%	20
Other Employees (Including Hong Kong, Macao and Taiwan) 其他區域員工 (包括港澳台)	%	30

Social Aspects 社會範疇	Unit 單位	2025
Percentage of Employees Trained 員工受訓百分比		
Total Workforce 全體員工	%	100
Percentage of Employees Trained by Gender 員工受訓百分比(按性別劃分)		
Female Employees 女性員工	%	100
Male Employees 男性員工	%	100
Percentage of Employees Trained by Age Group 員工受訓百分比(按年齡組別劃分)		
Employees Below 30 30 歲以下員工	%	100
Employees of 30-50 30-50 歲員工	%	100
Employees Above 50 50 歲以上員工	%	100
Average Training Hours Completed per Employee by Gender 員工受訓平均時數(按性別劃分)		
Female Employees 女性員工	Hour 小時	15
Male Employees 男性員工	Hour 小時	15
Average Training Hours Completed per Employee by Employee Category 員工受訓平均時數(按員工類型劃分)		
Full-Time Junior Employees 全職初級員工	Hour 小時	15
Full-Time Intermediate Management 全職中級管理層	Hour 小時	20
Full-Time Senior Management 全職高級管理層	Hour 小時	30

Social Aspects 社會範疇

Unit 單位

2025

Occupational Health and Safety 職業健康與安全

No. of People Number of Work-Related Fatalities Occurred In
Each of the Past Three Years Including the Reporting Year
過去三年（包括報告年度）每年因公亡故的人數

No. of People
人數

0

Rate of Work-Related Fatalities Occurred in Each of the Past
Three Years Including the Reporting Year
過去三年（包括報告年度）每年因公亡故的比率

%

0

Lost Days Due to Work Injury
因工傷損失的工作日數

Day
天

0

Labour Standards 勞工標準

Number of Child labour cases Found
發現童工數目

Case
宗

0

Number of Forced labour cases Found
發現強制勞工數目

Case
宗

0

Appendix 2: Index of Hong Kong Stock Exchange ESG Reporting Code 附錄二：聯交所《環境、社會及管治報告守則》索引

Indicator 指標內容		Related Section 相關章節	
A. Environmental Aspect 環境範疇			
A1: Emissions A1: 排放物	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 nonhazardous 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的資料。	6. Green Development 6. 綠色發展
	A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Appendix 1: Sustainability Data Statements 附錄一：可持續發展數據摘要
	A1.2		
	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）。	6.4 Waste Management Appendix 1: Sustainability Data Statements 6.4 廢棄物管理 附錄一：可持續發展數據摘要
	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）。	6.4 Waste Management Appendix 1: Sustainability Data Statements 6.4 廢棄物管理 附錄一：可持續發展數據摘要
	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。	6. Green Development 6. 綠色發展
	A1.6	Description of how hazardous and nonhazardous 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。	6.4 Waste Management 6.4 廢棄物管理

Indicator 指標內容

Related Section 相關章節

<p>A2: Use of Resources A2: 資源使用</p>		
	<p>General Disclosure 一般披露</p> <p>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。</p>	<p>6.3 Energy and Resource Management 6.3 能源及資源管理</p>
	<p>A2.1</p> <p>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>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).</p>	<p>6.3 Energy and Resource Management 6.3 能源及資源管理</p>
	<p>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>6.3 Energy and Resource Management 6.3 能源及資源管理</p>
	<p>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>6. Green Development 6.3 Energy and Resource Management 6. 綠色發展 6.3 能源及資源管理</p>
	<p>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>6.3 Energy and Resource Management 6.3 能源及資源管理</p>
	<p>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>Not applicable, the Group's business does not involve packaging materials 不適用，本集團業務不涉及包裝材料</p>

Indicator 指標內容		Related Section 相關章節	
A3: The Environment and Natural Resources A3: 環境及天然資源	General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	6.3 Energy and Resource Management 6.5 Sustainable Buildings 6.3 能源及資源管理 6.5 可持續建築
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	6.3 Energy and Resource Management 6.5 Sustainable Buildings 6.3 能源及資源管理 6.5 可持續建築
Part D: Climate-related Disclosure D部分: 氣候相關披露	i.	Governance 管治	6.1 Responding To Climate Change
	ii.	Strategy 策略	6.1 應對氣候變化
	iii.	Risk Management 風險管理	
	iv.	Metrics and Targets 指標及目標	

B. Social Aspect 社會範疇

B1:
Employment
B1:
僱傭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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.

有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(a) 政策；及(b) 遵守對發行人有重大影響的相關法律及規例。

4.1 Employee Rights
4.1 員工權益

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員工總數。

4. Employment
Responsibilities
Appendix 1: Sustainability
Data Statements
4. 僱傭責任
附錄一：可持續發展數據摘要

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員工流失比率。

4. Employment
Responsibilities
Appendix 1: Sustainability
Data Statements
4. 僱傭責任
附錄一：可持續發展數據摘要

Indicator 指標內容

Related Section 相關章節

<p>B2: Health and Safety B2: 健康與安全</p>		
	<p>General Disclosure 一般披露</p> <p>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員工避免職業性危害的：(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。</p>	<p>4.3 Occupational Health and Safety 4.3 員工健康與安全</p>
	<p>B2.1</p> <p>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。</p>	<p>4.3 Occupational Health and Safety Appendix 1: Sustainability Data Statements 4.3 員工健康與安全 附錄一：可持續發展數據摘要</p>
	<p>B2.2</p> <p>Lost days due to work injury. 因工傷損失工作日數。</p>	<p>4.3 Occupational Health and Safety Appendix 1: Sustainability Data Statements 4.3 員工健康與安全 附錄一：可持續發展數據摘要</p>
	<p>B2.3</p> <p>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。</p>	<p>4.3 Occupational Health and Safety 4.3 員工健康與安全</p>

Indicator 指標內容

Related Section 相關章節

B3: Development and Training B3: 培訓與發展	General Disclosure 一般披露	<p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。</p>	<p>4.2. Talent Training</p> <p>4.2 人才培訓</p>
	B3.1	<p>The percentage of employees trained by gender and employee category (Such as senior management, middle management, etc.).</p> <p>按性別及員工類別（如高級管理層、中級管理層等）劃分的受訓員工百分比。</p>	<p>4.2. Talent Training</p> <p>Appendix 1: Sustainability Data Statements</p> <p>4.2 人才培訓</p> <p>附錄一：可持續發展數據摘要</p>
	B3.2	<p>The average training hours completed per employee, by gender and employee category.</p> <p>按性別及員工類別劃分，每名員工完成受訓的平均時數。</p>	<p>4.2. Talent Training</p> <p>Appendix 1: Sustainability Data Statements</p> <p>4.2 人才培訓</p> <p>附錄一：可持續發展數據摘要</p>
B4: Labour Standards B4: 勞工準則	General Disclosure 一般披露	<p>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.</p> <p>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>4.1 Employee Rights</p> <p>4.1 員工權益</p>
	B4.1	<p>Description of measures to review employment practises to avoid child and forced labour.</p> <p>描述檢討招聘慣例的措施以避免童工及強制勞工。</p>	<p>4.1 Employee Rights</p> <p>4.1 員工權益</p>
	B4.2	<p>Description of steps taken to eliminate such practices when discovered.</p> <p>描述在發現違規情況時消除有關情況所採取的步驟。</p>	<p>4.1 Employee Rights</p> <p>4.1 員工權益</p>

Indicator 指標內容

Related Section 相關章節

B5: Supply Chain Management			
B5: 供應鏈管理	General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	5.5 Supplier Management 5.5 供應商管理
	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	5.5 Supplier Management 5.5 供應商管理
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	5.5 Supplier Management 5.5 供應商管理
	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。	5.5 Supplier Management 5.5 供應商管理
	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。	5.5 Supplier Management 5.5 供應商管理

Indicator 指標內容

Related Section 相關章節

B6: Product Responsibility B6: 產品責任	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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：(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。	5.1 Service Quality Management 5.1 服務質量管理
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	5.1 Service Quality Management Appendix 1: Sustainability Data Statements 5.1 服務質量管理 附錄一：可持續發展數據摘要	
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	5.1 Service Quality Management 5.1 服務質量管理	
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	5.3 Intellectual Property Protection 5.3 知識產權管理	
B6.4	Description of quality assurance process and recall procedures. 描述品質檢定過程及產品回收程序。	5.1 Service Quality Management 5.1 服務質量管理	
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	5.2 Information Privacy Protection 5.2 信息隱私保護	

Indicator 指標內容

Related Section 相關章節

B7: Anti Corruption B7: 反貪污	General Disclosure 一般披露	<p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have significant impact on the issuer relating to bribery, extortion, fraud and money laundering.</p> <p>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>5.4 Anti-Corruption</p> <p>5.4 反貪污</p>
	B7.1	<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.</p> <p>於彙報期內對發行人或其員工提出並已審結的貪污訴訟案件的數目及訴訟結果。</p>	<p>5.4 Anti-Corruption</p> <p>5.4 反貪污</p>
	B7.2	<p>Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.</p> <p>描述防範措施及舉報程序，以及相關執行及監察方法。</p>	<p>5.4 Anti-Corruption</p> <p>5.4 反貪污</p>
	B7.3	<p>Description of anti-corruption training provided to directors and staff.</p> <p>描述向董事及員工提供的反貪污培訓。</p>	<p>5.4 Anti-Corruption</p> <p>5.4 反貪污</p>
B8: Community Investment B8: 社區投資	General Disclosure 一般披露	<p>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.</p> <p>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>7. Community and Public Welfare</p> <p>7. 社區與公益</p>
	B8.1	<p>Focus areas of contribution (Such as education, environment issues, labour needs, health, culture, sports, etc.).</p> <p>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>7. Community and Public Welfare</p> <p>7. 社區與公益</p>
	B8.2	<p>Resources contributed to the focus area.</p> <p>在專注範疇所動用資源。</p>	<p>7. Community and Public Welfare</p> <p>7. 社區與公益</p>



GLORY 国瑞

GLORY HEALTH INDUSTRY LIMITED
國瑞健康產業有限公司