

# 2025

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



### 燁星集團控股有限公司

### YE XING GROUP HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

(Stock Code 股份代號:1941)

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### About this Report

This Environmental, Social and Governance (“ESG”) Report (“ESG Report”) of Ye Xing Group Holdings Limited (here in after referred as “Ye Xing” or the “Company”, and together with its subsidiaries, collectively the “Group”, “Ye Xing Group”, “our Group”, “we”, or “us”) discloses the performance of the Group in the environmental and social aspects in 2025.

### Reporting Boundaries

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

Reporting period: 1 January 2025 to 31 December 2025, the reporting period of the Group’s 2025 Annual Report

Business scope: Property management

Geographical scope: The People’s Republic of China (the “PRC” or “China”)

### Reference Guidelines

This ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Code (the “Code”) set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”). The Company has complied with all mandatory disclosure requirements and the “comply or explain” provisions, including the climate-related disclosures specified under Part D of the Code.

### Declaration

The Board of Directors of the Company (the “Board”) is responsible for the reliability and truthfulness of the information in this ESG Report. We would like to enhance communication with our stakeholders and display the transparency of the Company through the publication of this ESG Report, as well as to achieve sustainable development in the economic, social and environmental aspects.

### Access to the Report

The electronic version of this report will be available at the websites of the Group (<http://www.hongkunwuye.com>) and The Stock Exchange of Hong Kong Limited (<http://www.hkexnews.hk>).

### 報告簡介

本環境、社會及管治(「ESG」)報告(「本ESG報告」)介紹了二零二五年燁星集團控股有限公司(以下簡稱「燁星」或「本公司」)及其子公司(以下統稱「本集團」、「集團」、「燁星集團」或「我們」)在環境和社會責任方面的表現。

### 報告範圍

本ESG報告的範圍概述了本集團主營業務在環境和社會企業社會責任方面的表現。

報告期間：二零二五年一月一日至二零二五年十二月三十一日，即為本集團二零二五年報之報告期間

業務範圍：物業管理

地理範圍：中華人民共和國(「中國」)

### 參考指引

本ESG報告乃根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2所載之《環境、社會及管治報告守則》(「《守則》」)而編製。本公司已遵守所有強制披露規定以及「不遵守就解釋」條文，當中包括《守則》中D部分所列明的氣候相關披露。

### 聲明

本公司的董事會(「董事會」)負責本ESG報告中資訊的可靠性和真實性。我們希望通過發佈本ESG報告來加強與持份者的溝通，並展示本公司的透明度，並在經濟、社會和環境方面實現可持續發展。

### 取得本報告

本報告的電子版本可在本集團網站(<http://www.hongkunwuye.com>)及香港聯合交易所有限公司網站(<http://www.hkexnews.hk>)上查閱。

## Contact

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

- Address: Block D, Hongkun Xingduhui, No. 8 Hong Fu Road, Xihongmen, Daxing District, Beijing, PRC
- Tel: +86 10-80251122-8842
- Email: zhangchunying@hongkun.com.cn
- Official website: <http://www.hongkunwuye.com>

## Chairman's Statement

It is my pleasure to introduce Ye Xing Group's 2025 ESG Report, which outlines our commitment to sustainability and our work in creating value for our customers, staff, shareholders, and community.

The year 2025 has been a period of significant momentum for the Group. We have successfully built upon our core strengths to deliver continued performance and robust expansion. We are deeply grateful to our customers, business partners, and staff members, whose enduring trust and collaboration have been the foundation of our ability to navigate market complexities and grow even more resilient.

As a service provider dedicated to improving living standards, we place our customers at the heart of our operations and treat service excellence as our primary pillar. We are constantly enhancing our offerings and fostering innovation to maintain balanced growth and steady financial performance. Our ambition to expand our presence within the property management industry remains a top priority, paired with an increased focus on emerging ESG and climate-related challenges.

We understand that commercial success is inseparable from our duty to the public. Our goal is to build collective value by delivering quality services that foster deep customer loyalty. We promote sustainable initiatives, safeguard the rights and advancement of our employees, and uphold rigorous ethical and governance benchmarks.

We strive to harmonize our business ambitions with the principles of sustainability to benefit the community. Moving forward, we will remain in close contact with our stakeholders, valuing their insights as we work to refine our sustainability disclosures and operational transparency.

## 聯絡方式

如果您對本ESG報告有任何疑問或反饋，請通過以下方法與我們聯絡：

- 地址：中國北京大興區西紅門宏福路8號鴻坤新都薈D座
- 電話：+86 10-80251122-8842
- 電郵：zhangchunying@hongkun.com.cn
- 官方網站：<http://www.hongkunwuye.com>

## 主席報告

我很高興發佈燁星集團二零二五年的環境、社會和管治報告。這份報告概述了我們對可持續發展的堅定承諾，以及我們在為客戶、員工、股東及社區創造價值方面所作出的努力。

二零二五年是集團發展勢頭強勁的一年。我們成功發揮自身核心優勢，實現了持續的業績增長與穩健的業務擴張。我們由衷感謝客戶、商業夥伴及全體員工，正是憑藉大家的長期信任與通力合作，我們才得以從容應對複雜的市場環境，並在發展中展現出更強大的韌性。

作為一家致力於提升生活品質的服務供應商，我們始終以客戶為中心，將卓越服務視為我們的核心支柱。我們不斷優化服務內容並推動創新，以確保在業務穩健增長的同時，實現持續的財務表現。在深耕物業管理領域、積極擴大業務版圖的同時，我們亦更加關注日益演變的ESG及氣候相關挑戰。

我們深知商業成功與社會責任密不可分。我們的目標是通過提供優質服務來建立共同價值，從而贏得客戶的深度信賴。我們積極推行可持續發展倡議，保障員工權益並促進其職業發展，同時嚴格遵守道德及管治基準。

我們致力於將業務發展目標與可持續發展原則相結合，以惠及社區。展望未來，我們將繼續與持份者保持緊密聯繫，並借鑒他們寶貴的意見，從而不斷優化我們的可持續發展披露水平及運營透明度。



## Chairman's Statement (Continued)

On behalf of the Board, I would like to express my heartfelt gratitude to all our stakeholders for the ongoing support and confidence in Ye Xing Group. We look forward to a brighter and successful future together.

**Wu Guoqing**  
*Chairman*

20 April 2026

## 主席報告(續)

本人謹代表董事會衷心感謝所有持份者一直以來對燁星集團的支持及信心。我們期待與各位共創更燦爛輝煌的未來。

主席  
吳國卿

二零二六年四月二十日

## Overview Management Structure

The Group maintains a robust ESG management framework that systematically addresses all ESG-related matters across its operations. The Board holds complete responsibility for all ESG decisions, which includes identifying and addressing ESG-related risks, as well as verifying the effectiveness of implemented initiatives and internal control mechanisms. Furthermore, the Board rigorously assesses the annual ESG performance and accompanying report to ensure alignment with organizational objectives.

## Stakeholder Identification and Communication

Recognizing the critical role of stakeholder perspectives, the Group has integrated stakeholder engagement into our ESG Report to align with stakeholder priorities and drive continuous improvement in ESG practices. By actively consulting a diverse range of stakeholders, including the Board, employees, and suppliers, the Group gathers actionable insights to refine governance frameworks and operational controls. Such valuable information is systematically leveraged to enhance transparency and accountability across the organization. The table below details the core strategies employed to maintain open dialogue with stakeholders.

## 概覽 管理架構

本集團維持一個健全的ESG管理結構，能夠系統地處理所有ESG事宜。董事會完全負責所有ESG抉擇，包括評估和決定與ESG相關的所有風險，並確保所有行動和內部控制體系正常運作。此外，董事會也會對年度ESG績效和報告進行嚴格的審查和評估，以確保與組織目標的一致性。

## 持份者的識別及溝通

本集團了解持份者觀點的重要性，因此已將持份者參與納入ESG報告中，以符合利益相關者的優先考量，並推動ESG實踐的持續改進。通過積極諮詢各種持份者，包括董事會、員工和供應商，本集團收集可行的見解，以完善治理框架和營運控制。這些寶貴的資訊將會被系統性地運用，以提高集團的透明度和問責性。下表詳細說明了與持份者保持開放對話的核心策略。



## Overview (Continued) Stakeholder Identification and Communication (Continued)

	Types of Stakeholders	Focus Topics	Means of Communication
Internal Stakeholders	The Board	Risk Management Corporate Operating Conditions Corporate Reputation	Consultation via phone calls and emails Direct communication Company conference Suggestion box
	Employees	Occupational Training and Development Remuneration and Benefit Health and Safety	Consultation via phone calls and emails Direct communication Meetings Suggestion box
External Stakeholders	Shareholders/ Investors	Stable Investment Returns Information Disclosure	Annual general meeting Consultation via phone calls and emails Annual report
	Suppliers/ Customers	Sound Performance of Contract Standard Supplier Management and Procurement Process Establishment of Complaint System	Annual report Meetings
	Distributors	Complete Information Exchange System Steady and Stable Supply of Products	After-sales opinion box Consultation via phone calls and emails Meetings
	Government and Regulators	Operation in Compliance with Laws and Regulations	Annual report Meetings
	Community	Contribution to Community Development	Annual report Community service

## 概覽(續) 持份者的識別及溝通(續)

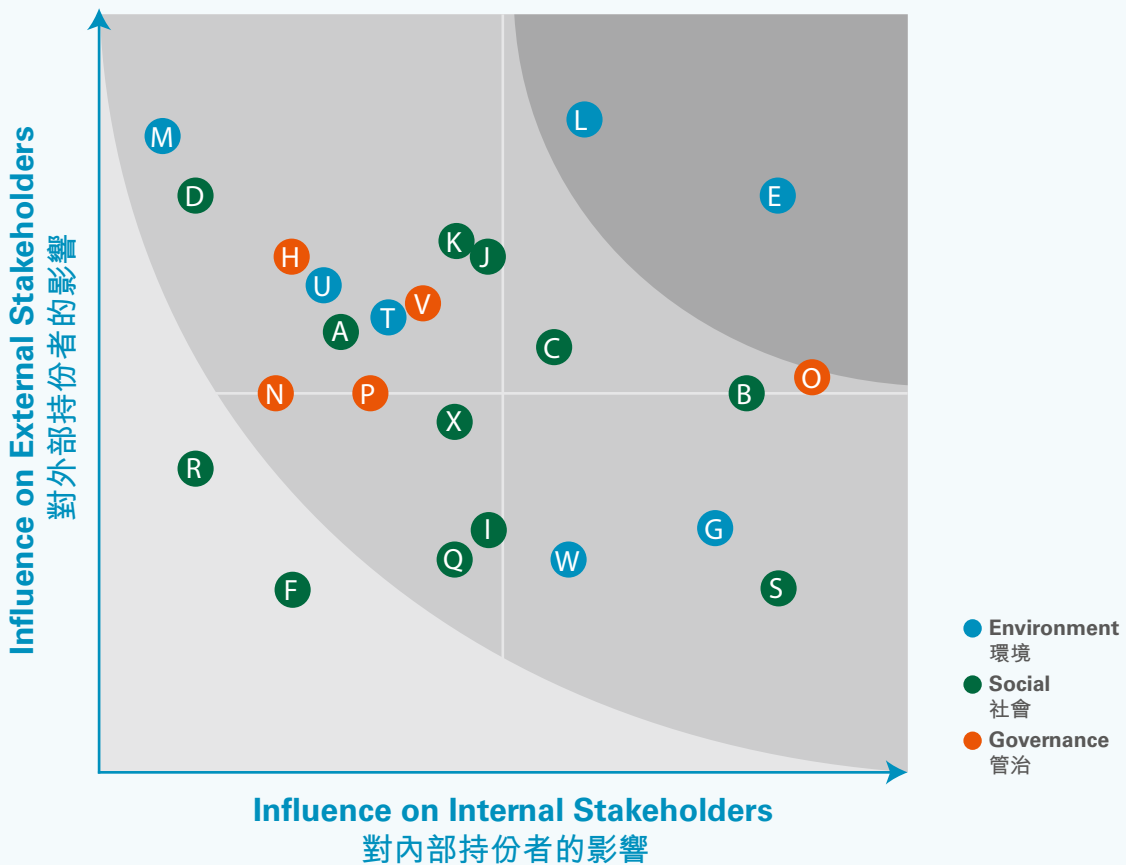
	持份者類別	關注主題	溝通方式
內部持份者	董事會	風險管理 企業營運條件 企業聲譽	諮詢電話及電郵 直接溝通 公司會議 意見箱
	僱員	職業培訓及發展 薪酬及福利 健康及安全	諮詢電話及電郵 直接溝通 會議 意見箱
外部持份者	股東／投資者	穩定的投資回報 信息披露	股東週年大會 諮詢電話及電郵 年報
	供應商／客戶	良好履行合同 標準的供應商管理 和採購流程 設立投訴機制	年報 會議
	分銷商	完善的信息交換系統 安全及穩定的 產品供應	售後意見箱 諮詢電話及電郵 會議
	政府及監管機構	合法合規地營運	年報 會議
	社區	為社會發展作出 貢獻	年報 社會服務

## Overview (Continued) Materiality Assessment

To align the Group's sustainability priorities with stakeholder expectations and guide our ESG strategy, a materiality assessment was conducted to identify, evaluate, and prioritize ESG topics. These material topics are assessed both externally and internally based on business impact and importance to stakeholders. In response to the evolving business landscape and regulatory requirements, "Addressing climate change" has been identified as a new material topic for this reporting year.

## 概覽(續) 重要性評估

為了將集團的可持續發展優先事項與持份者的期望保持一致，並指導我們的ESG策略，我們進行了重要性評估，以識別、評估及確定ESG議題的優先次序。這些重大議題乃根據業務影響及對持份者的重要性，從外部與內部進行評估。為應對不斷變化的業務環境及監管要求，「應對氣候變化」已被確定為本報告年度的新重大議題。





## Overview (Continued) Materiality Assessment (Continued)

## 概覽(續) 重要性評估(續)

A	Environmental management system and related policies 環境管理政策及措施	I	Information on greenhouse gas emission 溫室氣體排放的資料	Q	Measures to reduce emissions and achievements 減少排放的措施及成效
B	Compliance with laws and regulations on emissions 排放物法律及法規遵守	J	Amount of hazardous waste generated and handling method 有害廢棄物總量及處理方法	R	Amount of non-hazardous waste generated and handling method 無害廢棄物總量及處理方法
C	Waste management and recycling methods 廢棄物管理及其回收方法	K	Energy efficiency and management 能源效益及管理	S	Resource management 資源管理
D	Water consumption and wastewater discharge control 水資源使用與排污控制	L	Occupational health and safety 職業健康與安全	T	Employees' training and development 員工培訓及發展
E	Employees' rights and turnover rate 員工權益與流失率	M	Employees' welfare and pay system 員工福利及薪酬制度	U	Employment practices to avoid child labor and forced labor 防止童工或強制勞工的僱傭常規
F	Donation and community investment 捐贈及社區利益參與	N	Stakeholder communication 持份者溝通	V	Supply chain management 供應鏈管理
G	Product safety and quality assurance management 產品安全及質量檢驗管理	O	Customer data protection and privacy policies 客戶資料保護及隱私政策	W	Customer satisfaction survey 客戶滿意度調查
H	Anti-corruption policies 反貪污政策	P	Whistle-blowing procedures 舉報程序	X	Addressing climate change 應對氣候變化

## Environmental Performance

The Group primarily operates in property management services, which generally have a minimal environmental impact. Nevertheless, the sizeable operations of managing 84 properties, including residential and non-residential properties, and in the PRC have presented various environmental challenges. The Group continues to prioritize mitigating its environmental impact while pursuing sustainable development objectives. This commitment is supported by its maintained ISO14001-2015 Environmental Management System (“EMS”) certification, which establishes a systematic framework for managing all environmental aspects within daily operations.

In parallel, the Group adheres to all applicable relevant industrial standards as well as national and regional environmental laws and regulations, including the PRC Environmental Protection Law, Air Pollution Prevention and Control Law, Water Pollution Prevention and Control Law, Solid Waste Pollution Prevention and Control Law, Energy Conservation Law, and Environmental Impact Assessment Law. Throughout the reporting period, no instances of non-compliance with legal standards were observed.

During the reporting period, our resource consumption increased, primarily driven by the strategic expansion of our business operations and the implementation of enhanced data collection methodologies. To ensure an accurate and transparent evaluation of our performance, the 2024 intensity data have been restated to reflect this improved data quality. This commitment to reporting integrity ensures that all year-on-year comparisons are based on the most accurate figures available, providing a consistent baseline for our progress. Moving forward, we remain dedicated to optimizing resource efficiency and maintaining robust environmental stewardship across our growing portfolio.

## 環境表現

本集團的主營業務是物業管理服務，這類服務對環境的影響一般較小。然而，本集團於過去一年在中國管理84個住宅及非住宅物業項目，仍面對各種環境挑戰。本集團在追求可持續發展目標的同時，繼續優先減輕對環境的影響。為了實現這目標，本集團已獲得ISO14001-2015環境管理體系（「EMS」）認證，這為集團在日常營運中管理和控制所有環境事項建立了系統性框架。

與此同時，本集團已確保所有業務均符合所有相關國家和地方法律法規，以及其他相關行業標準，例如《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國節約能源法》和《中華人民共和國環境影響評價法》。報告期內，本集團未發現任何違反法律法規的情況。

於報告期間，隨著業務規模擴張及核算方法優化，本集團的資源消耗量有所增加。為確保績效評估的準確性與透明度，二零二四年的密度數據已根據提升後的數據質量進行重列。此舉體現了我們對報告誠信的堅持，確保所有年度同比數據均基於最準確的指標，為衡量進度提供一致的基準。展望未來，我們致力於在業務發展的同時，透過優化資源利用效率，持續履行環境守護責任。



## Environmental Performance (Continued) Emissions

The Group enforces rigorous environmental oversight across all managed properties through its EMS, maintaining continuous control over emission levels. The primary contributor to gaseous emissions remains the indirect emissions associated with electricity usage for day-to-day building operations and equipment usage. Notably, the Group has continued using external providers for heating services, resulting in no direct consumption of boiler fuel.

While the Group does not produce significant amount of hazardous waste given its business nature, we do generate various types of non-hazardous waste, such as construction and landscaping waste. During this reporting period, waste volume increased primarily due to enhanced measurement and reporting. We adopted a more structured approach which enabled more complete capture of waste data and therefore higher reported totals. We will continue to enhance and maintain our waste data collection processes to ensure reliable reporting, while prioritizing waste reduction throughout our operations. Licensed third-party waste handling service providers were engaged to systematically collect and transfer these materials to approved regional disposal facilities to mitigate environmental impacts.

Strict adherence to environmental regulations remains a cornerstone of the Group's practices. Internal waste disposal protocols align with the Law of the PRC on Solid Waste Pollution Prevention and Control, the Regulations on the Administration of Hazardous Waste Transfers, National Hazardous Waste List, and the Green Construction Guidelines and other related laws and regulations, ensuring compliance with all legal standards.

Looking ahead, we are dedicated to continuously enhancing our EMS, establishing benchmarks for tracking progress and exploring innovative solutions that will further reduce emissions and improve waste management efficiency across our operations.

## 環境表現(續) 排放物

本集團透過EMS對所有管理的物業進行嚴格的環境監督，持續控制排放水平。氣體排放的主要來源是日常建築營運和設備日常運行中使用電力產生的間接排放。本集團繼續使用外部供應商提供供暖服務，因此沒有直接消耗鍋爐燃料。

儘管基於本集團的業務性質，本集團不會產生大量有害廢棄物，但會在業務中產生各類無害廢棄物，例如建築及園林廢物。於本報告期間，廢棄物產生量錄得增長，主要歸因於計量與報告機制的優化。我們採納了更系統化的方式，使廢棄物數據的擷取更為完整，進而導致報告總額上升。我們將持續加強並維持廢棄物數據的收集程序，以確保報告的可靠性，同時在營運過程中優先推行減廢。此外，我們已聘請獲授權的第三方廢棄物處理服務供應商，系統地收集該等物料，並將其轉運至核准的區域處置設施，以減輕對環境的影響。

嚴格遵守環境法規仍然是本集團經營的基石。內部廢棄物處理規範符合《中華人民共和國固體廢物污染防治法》、《危險廢物轉移管理條例》、《國家危險廢物清單》、《綠色施工指南》及其他相關法律法規，確保符合所有法律標準。

展望未來，集團會致力於提升環境管理體系，建立追蹤進度的基準，並探索創新解決方案，以進一步減少排放並提高集團營運時的廢棄物管理效率。

## Environmental Performance (Continued) Emissions (Continued)

Air Emissions	Unit	Emissions in 2025	Emissions in 2024
Nitrogen Oxides (NO <sub>x</sub> )	Tons	0.00514	0.00467
Sulphur Oxides (SO <sub>x</sub> )	Tons	0.0000809	0.0000735
Particulate Matter (PM)	Tons	0.000378	0.000344

## Hazardous & Non-hazardous Waste Produced

Waste Types	Unit	Generation in 2025	Generation in 2024
Hazardous Waste	Tons	0	0
Hazardous Waste Intensity	Tons/employee	0	0
Non-hazardous Waste	Tons	34,780.3	25,322.0
Non-hazardous Waste Intensity	Tons/employee	30.5	20.7*

\* Restated data

## Water Discharge

In 2025, the Group remains committed to implementing effective water conservation strategies to manage water usage across all properties under its oversight. We continue to comply with the Water Pollution Control Law of the PRC, the Urban Sewage Treatment Plant Pollutant Discharge Standards, and other pertinent regulations.

All wastewater generated is diverted through municipal sewage treatment facilities, ensuring compliance with regional environmental protocols. The Group routinely monitors the sewage systems to detect and address any potential leaks, safeguarding both our resources and the environment. Our proactive approach ensures efficient water management and reinforces our dedication to sustainable practices.

## 環境表現(續) 排放物(續)

廢氣排放	單位	二零二五年 排放量	二零二四年 排放量
氮氧化物(NO <sub>x</sub> )	噸	0.00514	0.00467
硫氧化物(SO <sub>x</sub> )	噸	0.0000809	0.0000735
懸浮粒子(PM)	噸	0.000378	0.000344

## 所產生有害及無害廢棄物

廢棄物類型	單位	二零二五年 產生量	二零二四年 產生量
有害廢棄物	噸	0	0
有害廢棄物密度	噸/僱員	0	0
無害廢棄物	噸	34,780.3	25,322.0
無害廢棄物密度	噸/僱員	30.5	20.7*

\* 重列數據

## 排水量

在二零二五年，本集團仍然致力於實施有效的節水策略，以管理管轄範圍內的物業用水。本集團繼續嚴格遵守《中華人民共和國水污染控制法》、《城鎮污水處理廠污染物排放標準》及其他相關法律法規。

所有產生的污水均通過市政污水處理廠進行處理，以確保遵守地區環境規範。本集團定期監測污水系統，以檢測和處理任何潛在的洩漏，並保護資源和環境。集團積極主動的做法確保了水資源的有效管理，並加強了集團對可持續發展的貢獻。



## Environmental Performance (Continued) Use of Resources

The Group has consistently prioritized the efficient management of resource consumption, energy conservation and water efficiency. Through targeted initiatives, operational practices have been refined to align with evolving environmental benchmarks while maintaining service excellence.

To enhance resource efficiency, key measures implemented include:

- Disseminating an “Energy Efficiency Guide” to property management offices, outlining actionable steps for reducing energy consumption across all managed areas;
- Retrofitting underground parking facilities with energy-saving lighting systems to minimize unnecessary power usage;
- Implementing tiered water pricing models to incentivize responsible consumption among tenants and other relevant parties;
- Establishing contractual agreements with landscaping vendors that enforce water allocation caps;
- Conducting regular checks and maintenance on all drainage infrastructure to avoid leakage;
- Recording resource consumption data in real-time to identify usage anomalies and analyzing consumption data monthly; and
- Utilizing biological control methods and drug purification processes to reduce the frequency of water body changes, potentially saving over 50% compared to conventional methods.

The Group exclusively utilizes water from municipal pipelines, with no sourcing issues reported. Given the service-oriented nature of our property management operations, packaging material usage remains negligible and there were no recorded packaging materials during this reporting period.

## 環境表現(續) 資源利用

本集團一直將資源消耗的有效管理、節約能源和用水效率放在首位。透過有針對性的措施，營運實務得以精進，以符合不斷演進的環保基準，同時維持卓越的服務。

為提高資源效率，本集團已採取多項措施，包括：

- 發佈《能源效率指南》，為每個在管轄範圍內的物業管理辦公室提供實施節能措施的建議；
- 在地下停車場安裝節能照明系統以減少不必要的能源使用；
- 採用階梯式用水定價方案以促使租戶及其他相關方負責任地使用水資源；
- 與園藝供應商簽訂合約協議，執行用水分配上限；
- 對所有排水系統進行定期檢查和維護，以確保沒有洩漏問題；
- 實時記錄資源消耗數據，以找出使用異常情況，並每月分析消耗數據；以及
- 採用生物控制方法和藥物淨化過程，減少水體變化頻率，與傳統方法相比，潛在節省超過50%。

本集團只使用由市政管道供應的水，未發現求取適用水源上可有任何問題。由於本集團的主要業務為物業管理，故包裝材料的用量極微，因此本集團在報告期內沒有記錄任何包裝材料。

## Environmental Performance (Continued) Use of Resources (Continued)

We have also integrated smart monitoring services to track resource usage, positioning us to enhance the efficiency of various resources further. The Group aims to continuously improve the efficiency of resource utilization, particularly in energy and water consumption.

Resources Consumption	Unit	Consumption in 2025	Consumption in 2024
Energy Consumption			
Purchased electricity	MWh	29,656.5	28,980.0
Petrol	MWh	53.3	48.5
Total energy consumption	MWh	29,709.8	29,028.5
Energy intensity	MWh/employee	26.1	23.7*
Water Consumption			
Total water consumption	Tons	435,478.0	427,055.0
Water intensity	Tons/employee	382.0	348.3*
Total Packaging Material Used			
Total packaging material used for finished products	Tons	0	0

\* Restated data

## The Environment and Natural Resources

The Group maintains a proactive approach to environmental risk assessment, integrating ecological considerations into every phase of its operational decision-making. While the nature of our property management services inherently limits direct environmental impact, we continue to prioritize sustainable practices. These efforts align with our commitment to reducing ecological footprints, even as we acknowledge the relatively modest resource demands of our core business. Through close monitor and data-driven resource management, the Group reinforces its role as a responsible steward of natural ecosystems within its operational scope.

### Climate Change

As global climate change intensifies and extreme weather events become more frequent, addressing climate-related challenges has become an urgent global priority that directly impacts business resilience and long-term value. The Group recognizes the importance of climate action and is committed to integrating climate-related risks and opportunities into its strategic planning and risk management system. During this reporting period, the Group disclosed climate-related information in accordance with part D of the Code.

## 環境表現(續) 資源利用(續)

同時，本集團已採用智能服務監控用戶的資源使用情況，令集團在未來有能力進一步提高各類資源的使用效率。本集團的目標是提高持續各種資源的使用效率，尤其是能源和水資源的使用。

資源消耗	單位	二零二五年消耗	二零二四年消耗
能源消耗			
購買電力	兆瓦時	29,656.5	28,980.0
汽油	兆瓦時	53.3	48.5
總能源消耗	兆瓦時	29,709.8	29,028.5
能源消耗密度	兆瓦時/僱員	26.1	23.7*
耗水			
總耗水	噸	435,478.0	427,055.0
耗水密度	噸/僱員	382.0	348.3*
所用包裝材料			
製成品所用包裝材料	噸	0	0

\* 重列數據

## 環境與自然資源

本集團採取積極的環境風險評估方法，將生態考量整合到每個營運決策階段。儘管集團的物業管理服務對環境的直接影響不大，我們仍然優先考慮持續的做法。這些努力符合集團對減少生態足跡的承諾，即使集團核心業務的資源需求相對較小。透過密切監控和數據驅動的資源管理，本集團加強了其在營運範疇內作為自然生態系統負責管理者的角色。

### 氣候變化

隨著全球氣候變化加劇，極端天氣事件日益頻發，應對氣候相關挑戰已成為全球性的緊迫議題，並直接影響到企業的業務韌性與長期價值。本集團深諳氣候行動的重要性，並致力於將氣候相關風險與機遇納入其戰略規劃及風險管理體系中。在本報告期內，本集團已根據《守則》D部分的要求，披露了氣候相關信息。



## Environmental Performance (Continued) Climate Change (Continued)

### Governance

The Board is ultimately responsible for the Group's sustainability strategy and the management, performance, and reporting of climate-related risks and opportunities. To enhance its competency, the Board is regularly informed about climate-related issues through updates from the sustainability management team.

Appointed by the Board, the sustainability management team is responsible for overseeing the implementation of controls and procedures that monitor climate-related risks and opportunities, with support from external professionals specializing in climate risk modeling. Their specific duties include identifying climate-related issues relevant to property management operations, developing response mechanisms, and reporting progress to the Board. This structure ensures a cohesive, top-down approach to climate governance that integrates climate considerations into day-to-day property management decisions.

### Strategy

We are aware of the actual and potential impacts that climate-related risks may have on our business, strategy, and financial planning. We categorize climate-related risks into two primary types:

- Physical risks: event-driven acute hazards like floods and cyclones as well as longer-term chronic shifts such as changing climate patterns, all of which can affect our assets and operations.
- Transition risks: these arise from the shift towards a lower-carbon economy, encompassing policy and market risks. The assessment specifically focuses on carbon tax as a key policy risk and electricity costs as a market risk, primarily due to their relevance and data availability.

To proactively understand these impacts and build our strategic resilience, we have conducted qualitative climate scenario analysis. This analysis focused on identifying climate-related risks, and the assessment was conducted using climate scenarios from the Fifth Assessment Report ("AR5") released by the Intergovernmental Panel on Climate Change ("IPCC") and from the Network for Greening the Financial Systems ("NGFS").

## 環境表現(續) 氣候變化(續)

### 管治

董事會對本集團的可持續發展策略，以及氣候相關風險與機遇的管理、表現和報告承擔最終責任。為提升專業能力，董事會定期聽取可持續發展管理團隊的匯報，以掌握氣候相關議題的最新動態。

可持續發展管理團隊由董事會委任，負責監督監控氣候相關風險與機遇的控制措施及程序之落實，並獲得專門從事氣候風險建模的外部專業人士支持。其具體職責包括：識別與物業管理業務相關的氣候議題、建立應對機制，以及向董事會匯報進度。此架構確保了氣候管治具備一致的「由上而下」方針，將氣候考慮因素融入日常的物業管理決策中。

### 策略

我們深諳氣候相關風險對業務、策略及財務規劃可能產生的實際與潛在影響。我們將氣候相關風險歸納為以下兩大類：

- 物理風險：包括由事件驅動的急性危害，如洪水和氣旋，以及長期慢性轉變，如氣候模式的改變，所有這些都可能影響我們的資產和營運。
- 轉型風險：這些風險源於向低碳經濟的轉型，涵蓋了政策和市場風險。本次評估特別側重於將碳稅作為關鍵的政策風險，並將電力成本作為市場風險，這主要是基於其相關性及數據的可獲得性。

為了主動掌握這些影響並構建策略韌性，我們開展了定性氣候情景分析。此分析旨在識別氣候相關風險，評估過程參考了政府間氣候變化專門委員會（「IPCC」）發佈的《第五次評估報告》（「AR5」），以及綠色金融網絡（「NGFS」）所提供的氣候情景。

## Environmental Performance (Continued) Climate Change (Continued)

### Strategy (Continued)

We considered two IPCC Representative Concentration Pathways (“RCP”) and two NGFS scenarios across time horizons. These time horizons are 2030 for short-term, 2050 for mid-term, and beyond 2050 for the long-term. The NGFS scenarios were selected for their broader coverage of hazards. However, for hazards like floods, cyclones, and sea level rise, a higher level of granularity is required. Thus, the IPCC RCP scenarios were also utilized, as they offer detailed, asset-specific analyses of these significant physical risks. As data tools mature, we aim to adopt a single source for scenarios. For now, this dual approach enables comprehensive assessment and provides the necessary granularity to understand impacts.

Nonetheless, RCP 4.5 and the NGFS Nationally Determined Contributions (“NDCs”) represent practical scenarios, while RCP 8.5 and the NGFS Current Policies prepare us for worst-case scenarios. Together, these pathways provide a balanced, science-based view of climate risks. This approach allows us to anticipate changes brought by climate-driven events and prepare for various outcomes in an uncertain environment.

Given our capabilities and data availability, we acknowledge the limitations of our model’s reliance on high-level, publicly available data tools. While these tools pose constraints, our focus on qualitative scenario analysis provides valuable strategic insights. As our capabilities mature, we plan to enhance our risk assessment through quantification. In future reports, we will update stakeholders on our progress and any refined assessments as they develop.

## 環境表現(續) 氣候變化(續)

### 策略(續)

我們考慮了兩種IPCC代表性濃度路徑(「RCP」)以及兩種NGFS情境，並涵蓋了多個時間範疇。時間跨度涵蓋二零三零年短期階段、二零五零年中期階段及二零五零年後的長期階段。選擇NGFS情境是因為其對危害的覆蓋範圍較廣。然而，針對洪水、氣旋及海平面上升等危害，需要更高精確度的分析。因此，我們亦採用了IPCC RCP情境，因為它們能針對這些重大的物理風險提供詳細且針對特定資產的分析。隨著數據工具日益成熟，我們的目標是採用統一的數據來源進行情景分析。目前，這種互補性做法使我們能夠進行全面的評估，並提供必要的精確度以了解其影響。

具體而言，RCP 4.5與NGFS的國家自定貢獻(「NDCs」)代表了務實的情景，而RCP 8.5與NGFS的政策維持現狀情景則讓我們為極端情況做好準備。這些路徑共同構建了一個平衡且具科學依據的氣候風險觀點，使我們能夠預見氣候驅動事件帶來的變化，並在充滿不確定性的環境中應對各種可能的結果。

受限於目前的技術能力與數據獲取難度，我們承認模型依賴於高層級的公開數據工具。儘管存在限制，但定性情景分析仍為我們提供了寶貴的策略洞察。隨著能力提升，我們計劃透過定量分析來強化風險評估。在未來的報告中，我們將向持份者更新進度及優化後的評估結果。



## Environmental Performance (Continued) Climate Change (Continued)

### Strategy (Continued)

We assess risks by evaluating asset exposure and operational vulnerability alongside hazard severity, using the best available information and reasonable assumptions. The risk level, calculated as the product of these factors and based on internally determined thresholds, serves as a qualitative metric to guide our analysis. Detailed definitions are provided below.

- **Negligible:** No significant impact is anticipated under the assessed scenarios. Potential impact on operations is considered negligible and requires no dedicated response.
- **Low:** Risks that are unlikely to occur and would cause minor, short-term effects. The Group can adapt quickly and recover with minimal resources and time.
- **Medium:** Risks with moderate likelihood and could cause moderate disruptions to operations. The Group can manage these with proactive adjustment and moderate resource allocation.
- **High:** Risks with a high likelihood of occurrence with significant disruptions to operations. These would require substantial, rapid adoption efforts and major resource commitments for recovery.

## 環境表現(續) 氣候變化(續)

### 策略(續)

我們透過評估災害嚴重程度、資產暴露程度及營運脆弱性，並結合最佳可用資訊與合理假設來評核風險。風險等級由上述因素相乘所得，並根據內部設定的閾值劃分，作為引導分析的定性指標。詳細定義如下：

- **極微：**在評估的情景下預計無顯著影響。對營運的潛在影響極微，無需採取專門應對措施。
- **低：**發生可能性低，且僅會造成輕微、短期的影響。集團能迅速適應，並以極少資源和時間恢復。
- **中：**發生可能性中等，可能對營運造成中度干擾。集團可透過主動調整及適度資源分配進行管理。
- **高：**發生可能性高，會對營運造成重大干擾。這將需要大量且快速的適應工作，並投入重大資源進行復原。





## Environmental Performance (Continued) Climate Change (Continued) Strategy (Continued)

## 環境表現(續) 氣候變化(續) 策略(續)

Transition Risk 轉型風險	Relevance 相關性	NGFS NDCs			NGFS Current Policies NGFS現行政策		
			Risk Level 風險等級		Risk Level 風險等級		
		Short-term 短期	Mid-term 中期	Long-term 長期	Short-term 短期	Mid-term 中期	Long-term 長期
Carbon tax	Introduction of carbon tax may increase operational costs through direct taxation on emissions from energy use in managed common areas and office spaces	Negligible	Low	Medium	Negligible	Negligible	Negligible
碳稅	碳稅的徵收可能會對受管公共區域和辦公空間能源使用的排放直接課稅，進而增加營運成本	極微	低	中	極微	極微	極微
Electricity cost	Rising electricity prices due to market shifts toward low-carbon energy could raise operation costs	Low	Low	Low	Low	Low	Low
電費成本	市場轉向低碳能源導致的電價上漲，可能會增加營運成本	低	低	低	低	低	低



## Environmental Performance (Continued) Climate Change (Continued)

### Strategy (Continued)

Guided by these risk findings, we are committed to strengthening our operational resilience through robust mitigation and adaptation strategies.

## 環境表現(續) 氣候變化(續) 策略(續)

以這些風險評估結果為指引，我們致力於透過穩健的緩解與適應策略，強化企業的營運韌性。

Risk Type 風險類別	Impact on Business Operation 對業務營運的影響	Impact on Value Chain 對價值鏈的影響	Mitigation Strategy and Response 緩解策略和應對措施
<b>Physical Risk</b> 物理風險			
Acute Physical Risks: Heatwaves, Wildfires, Precipitation, Floods, and Cyclones 急性物理風險：熱浪、 山火、降水、洪水及氣旋	<ul style="list-style-type: none"> <li>Employee safety: risk to staff safety during severe events while performing on-site maintenance or commuting 員工安全：在嚴峻事件期間執行現場維修或通勤時，對員工安全構成的風險</li> <li>Operational disruption: temporary suspension or delays of services to properties affecting client satisfaction 營運中斷：暫時暫停或延遲對物業提供的服務，進而影響客戶滿意度</li> <li>Asset damage: increase in repair and maintenance needs, leading to higher operational costs 資產損毀：維修及保養需求增加，導致營運成本上升</li> </ul>	<ul style="list-style-type: none"> <li>Supplier reliability: delays or cost spikes in building materials or equipment during flood events; supply chain volatility for urgent repairs 供應商可靠性：在洪水事件期間，建築材料或設備出現延誤或價格飆升；緊急維修面臨的供應鏈波動</li> <li>Logistics disruptions: inbound delivery disruptions for maintenance supplies 物流中斷：維修物資的入庫配送中斷</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate closely with property owners on targeted upgrades such as enhanced drainage, flood barriers 與業主緊密合作：針對性地進行設施升級，例如加強排水系統及增設防水閘</li> <li>Implement site-specific contingency plan and annual flood or heat drills for properties 實施針對特定場點的應急計劃，並針對物業進行年度防洪或防暑演習</li> <li>Reinforce infrastructure (e.g., drainage systems, basement facilities) and maintain emergency supplies 加強基礎設施(例如排水系統、地下室設施)並備妥緊急物資</li> <li>Transparent client communication and rapid response teams to maintain service levels during events 透明的客戶溝通與快速應變團隊：在事件期間維持服務水平</li> </ul>

## Environmental Performance (Continued) Climate Change (Continued) Strategy (Continued)

## 環境表現(續) 氣候變化(續) 策略(續)

Risk Type 風險類別	Impact on Business Operation 對業務營運的影響	Impact on Value Chain 對價值鏈的影響	Mitigation Strategy and Response 緩解策略和應對措施
Chronic Physical Risks: Mean Air Temperature and Water Stress 慢性物理風險：平均氣溫及水資源壓力	<ul style="list-style-type: none"> <li>Energy efficiency and cost: increased operational cost due to higher cooling demands in common areas 能源效益及成本：由於公共區域的降溫需求增加，導致營運成本上升</li> <li>Operational strain: water use restrictions or shortages may limit landscaping and cleaning schedules leading to service complaints 營運壓力：用水限制或短缺可能導致景觀美化及清潔時程受限，進而引發服務投訴</li> </ul>	<ul style="list-style-type: none"> <li>Supply chain integrity: higher risk of material spoilage or availability issues for perishable supplies 供應鏈完整性：易腐爛供應品面臨較高的損壞風險或供應穩定性問題</li> <li>Supplier welfare: health and safety challenges for upstream partners, affecting their reliability 供應商福利：上游合作夥伴面臨健康與安全挑戰，進而影響其可靠性</li> </ul>	<ul style="list-style-type: none"> <li>Implement energy-efficient retrofits in common areas in public areas to implement energy-saving measures 在公共區域實施節能改造</li> <li>Continue to implement effective water conservation strategies to reduce water consumption 持續實施有效的節約用水策略</li> <li>Enhance supply chain operations and research sources of climate-resilient materials 優化供應鏈營運及研究氣候適應型材料的來源</li> </ul>
<b>Transition Risks</b> 轉型風險			
Policy Risks 政策風險	<ul style="list-style-type: none"> <li>Compliance cost: increased capital and operational expenditure in response to stricter and new climate regulation and additional risk of fines for non-compliance 合規成本：為應對更嚴格的新氣候法規，資本及營運支出有所增加，並面臨不合規導致罰款的額外風險</li> <li>Carbon price: implementation of carbon tax mechanism could increase costs through direct taxation on greenhouse gas emissions from energy consumption from operations 碳價：碳稅機制的實施可能透過對營運能耗產生的溫室氣體排放直接徵稅，進而增加成本</li> </ul>	<ul style="list-style-type: none"> <li>Supplier compliance: suppliers may face their own regulatory costs or operational changes, leading to increased input costs or availability constraints 供應商合規：供應商可能面臨自身的監管成本或營運變動，導致投入成本增加或供應受限</li> </ul>	<ul style="list-style-type: none"> <li>Closely monitor regulatory updates and adjust business strategies proactively 密切監控法規更新並主動調整業務策略</li> <li>Strengthen the management system and internal compliance checks for environmental risk 強化管理系統與內部合規檢查環境風險</li> <li>Manage carbon emissions proactively through energy audits and green procurement 透過能源審計與綠色採購主動管理碳排放</li> </ul>



## Environmental Performance (Continued) Climate Change (Continued) Strategy (Continued)

## 環境表現(續) 氣候變化(續) 策略(續)

Risk Type 風險類別	Impact on Business Operation 對業務營運的影響	Impact on Value Chain 對價值鏈的影響	Mitigation Strategy and Response 緩解策略和應對措施
Market Risks 市場風險	<ul style="list-style-type: none"> <li>Cost increase: energy market shifts may lead to price volatility and long-term increases in electricity and raw materials 成本增加：能源市場轉型可能導致價格波動，以及電力與原材料的長期成本上漲</li> <li>Competitive positioning: Failure to align with client preferences for sustainable property management may result in lower revenue 競爭定位：未能符合客戶對可持續物業管理的偏好，可能導致收入下降</li> </ul>	<ul style="list-style-type: none"> <li>Upstream transformation: demand for sustainable solutions creates opportunities and pressure for suppliers to provide low-carbon materials which may increase costs 上游轉型：對可持續解決方案的需求為供應商帶來了提供低碳材料的機遇與壓力，而這可能會增加成本</li> </ul>	<ul style="list-style-type: none"> <li>Monitor trends and client feedback for service development 監控趨勢與客戶回饋以進行服務開發</li> <li>Actively explore and promote low-carbon property management options such as smart energy systems and green certifications 積極探索並推廣低碳物業管理方案，例如智慧能源系統及綠色認證</li> <li>Consider implementing sourcing policies that emphasize sustainable and ethically produced materials 考慮實施採購政策，強調可持續及合乎道德生產的材料</li> </ul>

We also recognize opportunities that can enhance our strategic positioning. We optimize our service offerings in response to the changing needs of property owners and tenants, and our spirit of innovation has helped us to make a strong impression on clients. For example, during this reporting year, we continued to implement energy efficiency measures and utilize our use of smart monitoring services to track resource usage. By integrating climate resilience into our operations, we turn risks into avenues for operational refinement and sustainable development, securing both stability and competitive differentiation whilst minimizing environmental impacts and safeguarding stakeholder well-being. We embed climate consideration into our strategy and long-term planning.

我們同時體認到能提升策略定位的機遇。透過針對物業業主與租戶不斷變化的需求來優化服務，我們的創新精神已在客戶中樹立了深刻的印象。例如，在本報告年度內，我們持續實施節能措施，並運用智能監控服務追蹤資源使用情況。透過將氣候韌性融入業務營運，我們將風險轉化為提升營運效能與永續發展的契機，在極力減少環境影響並保障持份者福祉的同時，確保業務穩定性與競爭差異化。本集團將氣候考慮因素植根於業務策略與長期規劃中。

## Environmental Performance (Continued) Climate Change (Continued)

### Strategy (Continued)

Any potential climate-related costs and investments will be integrated into the Group's relevant operational budgets and expenditure categories as required. At this stage, the Group has not yet formulated a formal transition plan for the shift to a low-carbon economy. This deliberate position ensures that our future strategy is fully aligned with evolving industry benchmarks, long-term strategic resource allocation, and our advancing climate impact quantification capabilities. We remain committed to developing a comprehensive transition plan as internal methodologies and external standards mature, while continuing to monitor risks and implement targeted measures across our operations.

### Risk Management

The Group has integrated climate-related risks into its established risk management framework with the assistance of third-party experts. A climate-specific risk assessment, informed by peer research and international frameworks, ensured comprehensive risk identification across all managed properties and operational sites.

Through the scenario analysis, we identified and assessed climate-related risks using qualitative evaluations of their potential impact based on hazard, exposure, and vulnerability of each risk, then prioritized them based on the risk level. These risks are managed and monitored as part of our existing comprehensive risk management framework, rather than as a standalone category, with the management updating these risks to the Board annually.

This integrated approach ensures that climate considerations are evaluated in the context of their potential impact on our strategy and operations. Since this integration aligns with our pre-existing risk management structure, no significant changes were made to our risk management process during this reporting period.

## 環境表現(續) 氣候變化(續)

### 策略(續)

任何潛在的氣候相關成本及投資將按需納入本集團相關的營運預算與開支類別。現階段，本集團尚未制定應對低碳經濟轉型的正式轉型計劃。此審慎立場旨在確保我們的未來戰略能與不斷演變的行業基準、長期戰略資源分配，以及持續提升的氣候影響量化能力保持充分一致。隨著內部方法論及外部標準日益成熟，我們致力於制定一份全面的轉型計劃；與此同時，我們將持續監測相關風險，並在各項業務中實施針對性的應對措施。

### 風險管理

本集團在第三方專家的協助下，已將氣候相關風險納入現有的風險管理框架中。透過參考同業研究及國際框架進行的氣候專項風險評估，確保了對所有管理物業及營運據點進行全面的風險識別。

透過情景分析，我們結合各項風險的危害程度、暴露程度及脆弱性進行定性評估，藉此識別並評核氣候相關風險，並根據風險等級進行優先排序。這些風險作為我們現有全面風險管理框架的一部分進行管理與監測，而非作為獨立類別處理，管理層每年會向董事會更新這些風險狀況。

此整合策略確保了氣候考慮因素能在其對策略及營運潛在影響的背景下得到評核。由於此整合過程與我們原有的風險管理架構相契合，因此在本報告期內，我們的風險管理程序並無重大變動。



## Environmental Performance (Continued) Climate Change (Continued)

### Metrics and Targets

To enhance transparency, we disclose our greenhouse gas ("GHG") emissions for Scope 1 and Scope 2. Scope 1 emissions mainly come from company-owned vehicles. Scope 2 emissions are from purchased electricity for our offices and common areas in managed properties.

We have also begun mapping our Scope 3 emissions and have identified relevant categories supported by available supply chain data. These include Category 5, waste generated in operations, which includes emissions from paper waste disposal at landfills and water consumption, and Category 6, business travel, which includes emissions from business-related flight trips.

For this reporting period, the Group has adopted an operational control approach for GHG emissions accounting. This methodology defines the accounting scope based on the Group's operational control over its emission-generating activities, thereby accurately reflecting actual responsibilities and ensuring alignment with sustainability goals.

The Group realizes that there are still gaps in the reported Scope 3 data, primarily due to challenges in collecting complete data from suppliers and property owners across tiers. To address this, we will explore the need to enhance our data collection methodologies, expand coverage to include additional Scope 3 categories. Measurement approaches follow the GHG Protocol, with inputs and assumptions based on activity data from internal records and emission factors from recognized local and international sources.

## 環境表現(續) 氣候變化(續)

### 指標及目標

為提高透明度，我們披露了範圍一及範圍二的溫室氣體(「GHG」)排放量。範圍一排放主要來自公司擁有的車輛；範圍二排放則源於辦公室及所管理物業中公用地方的購置電力。

我們亦已開始對範圍三排放進行梳理，並根據整個供應鏈中現有資訊的支持，識別出相關的類別。這包括：類別五，即營運產生的廢棄物，涵蓋辦公室廢紙棄置於堆填區及耗水量所產生的排放；以及類別六，即商務差旅，涵蓋商務飛行所產生的排放。

於本報告期內，本集團就其溫室氣體排放核算採用了營運控制權法。此方法根據本集團對排放活動的營運控制權來界定報告邊界，從而準確反映其管理職責，並確保與其永續發展目標保持一致。

本集團明白目前披露的範圍三數據仍有待完善，這主要是由於在收集各級供應商及物業業主的完整數據方面面臨挑戰。為解決此問題，我們將探討優化數據收集方法的必要性，並將範疇擴展至更多範圍三的類別。計量方法遵循《溫室氣體核算體系》，相關輸入數據及假設均基於內部記錄的活動數據，以及來自本地與國際公認來源的排放因子。

## Environmental Performance (Continued) Climate Change (Continued)

### Metrics and Targets (Continued)

During the reporting period, business expansion drove higher resource consumption. However, total GHG emissions fell from the previous year, primarily due to a reduction in scope 2 emissions following a lower national grid emission factor. The Group's annual GHG emissions are summarized below.

## 環境表現(續) 氣候變化(續)

### 指標及目標(續)

於報告期內，業務擴張導致資源消耗量增加。然而，由於國家電網排放系數下降，帶動範圍2排放量減少，使溫室氣體總排放量較去年有所下降。本集團的年度溫室氣體排放量摘要如下。

Types of GHG Emission <sup>1</sup> 溫室氣體排放類型 <sup>1</sup>	Unit 單位	Emission in 2025 二零二五年排放量	Emission in 2024 二零二四年排放量
Direct GHG Emissions (Scope 1) 直接溫室氣體排放(範圍1)	t-CO <sub>2</sub> eq. 二氧化碳當量	14.7	13.3
Indirect GHG Emissions (Scope 2) 間接溫室氣體排放(範圍2)	t-CO <sub>2</sub> eq. 二氧化碳當量	17,132.6	17,982.1
Other Indirect GHG Emissions (Scope 3) 其他間接溫室氣體排放(範圍3)	Category 5: Waste generated in operations 類別5：營運中產生的廢棄物 Category 6: Business Travel 類別6：商務旅行 Total Scope 3 範圍3總計	t-CO <sub>2</sub> eq. 二氧化碳當量 t-CO <sub>2</sub> eq. 二氧化碳當量 t-CO <sub>2</sub> eq. 二氧化碳當量	242.8 286.3 18.6 6.0 261.4 292.3
Total GHG Emissions (Scope 1 & 2 & 3) 總溫室氣體排放(範圍1、2、3)	t-CO <sub>2</sub> eq. 二氧化碳當量	17,408.6	18,287.7
GHG Emission Intensity (Scope 1 & 2 & 3) 溫室氣體排放密度(範圍1、2、3)	t-CO <sub>2</sub> eq./ employee 二氧化碳當量/僱員	15.3	14.9*

\* Restated data

\* 重列數據

<sup>1</sup> The calculation methodology references the "Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)" and the "Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)". The emission factors used to calculate GHG emissions are obtained from the National Bureau of Statistics of the People's Republic of China, International Civil Aviation Organization (ICAO), China Water Group, Tsinghua University, and "Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX.

計算方法參考了《溫室氣體核算體系：企業核算與報告標準(2004年)》及《溫室氣體核算體系：企業價值鏈(範圍三)核算與報告標準(2011年)》。用於計算溫室氣體排放的排放因子乃取自中華人民共和國國家統計局、國際民航組織(ICAO)、中國水務集團、清華大學相關研究報告，以及聯交所發佈的《附錄二：環境關鍵績效指標彙報指引》。



## Environmental Performance (Continued) Climate Change (Continued)

### Metrics and Targets (Continued)

In the future, we will explore the development of indicators and targets for assessing and managing climate-related risks, including potential emission management objectives. To guide our actions, we will also consider cross-industry and sector-specific indicators while developing climate-related disclosures and emission reduction strategies where applicable. Specific long-term reduction plans and quantitative targets will be considered and communicated as needed once they are finalized.

We have not yet incorporated internal carbon pricing or linked remuneration to climate targets, as these elements are not yet materially relevant to our current operational priorities. We will continue to monitor industry best practices for future integration.

## Social Performance Employment

Ye Xing employed 1,140 full-time employees in Mainland China in 2025, of which female employees accounted for 45%. The Group has signed labor contract with all eligible employees, and strictly aligns with national labor laws and regulations, such as the Labor Law of the PRC, the Labor Contract Law of the PRC, the Employment Promotion Law of the PRC, the Labor Dispute Mediation and Arbitration Law of the PRC, the Regulation on the Annual Leave of Employees and other relevant national labor laws and regulations, to ensure a balanced and fair working environment and safeguard employee rights. No violations related to employment laws and regulations were found during the reporting period.

The Human Resources (“HR”) Department has established a set of overarching policies to promote internal compliance, including the Recruitment Management Handbook, Remuneration and Welfare Management Regulations, Attendance Management Regulations and Code of Business Conduct, etc. These policies clearly define standardized recruitment, fair compensation, attendance accountability, and behavioral standards, while comprehensively outlining employee rights, responsibilities, and welfare safeguards. Additionally, the department conducts regular audits and assessments to monitor compliance and make necessary adjustments. By fostering an open atmosphere where employees feel they are treated equitably, this strategy improves overall organizational efficiency and strengthens employees’ sense of belonging to the Group.

## 環境表現(續) 氣候變化(續)

### 指標及目標(續)

展望未來，我們將探討制定評估與管理氣候相關風險的指標及目標，其中包括潛在的排放管理目標。為指引行動，在制定氣候相關披露及減排策略時，我們亦將視乎情況參考跨行業及行業特定的指標。具體的長期減排計劃及量化目標將於落實後，視需求進行考量與溝通。

目前，我們尚未有在決策中應用內部碳定價或將氣候相關考慮因素納入薪酬政策，主因是該等要素與我們現階段的營運重點尚無重大關聯。我們將持續監測行業最佳實踐，以備未來整合之用。

## 社會表現 僱傭

於二零二五年，燁星於中國內地共僱用了1,140名全職員工，其中女性員工佔45%。本集團與所有合資格僱員均簽訂了勞動合同，並嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》、《中華人民共和國勞動爭議調解仲裁法》、《職工帶薪年休假條例》以及其他相關的國家勞動法律法規，以確保平衡和公正的工作環境，並保障的員工的合法權益。在報告期內，集團並無發現與僱傭法律法規有關的違規問題。

人力資源部制定了綱領性的政策以促進內部合規，包括《招聘管理手冊》、《薪酬福利管理規定》、《考勤管理規定》和《商業行為準則》等。這些政策明確規範招聘標準化、薪酬公平、考勤責任及行為準則，明確了員工權責與福利保障。此外，人力資源部定期執行合規審查及評估，並作出必要的調整。透過培養一個開放的氛圍，讓員工感受到公平對待，這一策略提高了整體組織效率，並增強了員工對集團的歸屬感。

## Social Performance (Continued) Employment (Continued)

The recruitment policy supports the Group's strategy through "open recruitment", "equal competition", "not overstaffing", and "allocating the right position to the right person". HR department actively sources candidates from diverse platforms, such as online job postings, internal referrals, and campus recruitment, ensuring fair opportunities for all candidates. This approach aligns with the Group's need and matches skills to roles, effectively attracting appropriate candidates.

The Group fosters a fair and inclusive work environment, and expressly prohibits any form of discrimination, including but not limited to nationality, age, race, ancestry, religion, gender, marital status, pregnancy, sexual orientation, or political stance. All talent acquisition and workplace decisions are based solely on professional merits and legitimate business needs.

This fair and transparent workplace is institutionalized through comprehensive performance management system, where annual appraisals objectively determine career advancement and compensation adjustments based on demonstrated competencies and measurable contributions.

The Group fully complies with national labor laws and regulations when providing benefits, ensuring that all eligible employees receive their entitlements. These benefits include, but are not limited to, paid leaves, marriage leave, and maternity leave.

### Major indicators for employment in 2025

	Number of Employees	Employee turnover rate
<b>By gender</b>		
Male	630	25.9%
Female	510	18.8%
<b>By employment type</b>		
Full time	1,140	22.7%
Part time	0	0%
<b>By age group</b>		
Aged 30 or below	130	52.3%
Aged 31-40	382	31.2%
Aged 41-50	281	18.5%
Aged 51 or above	347	5.8%
<b>By geographical region</b>		
Mainland China	1,140	22.7%
Overall	1,140	22.7%

## 社會表現(續) 僱傭(續)

「公開招聘」、「平等競爭」、「不超員」和「將合適的職位分配給合適的人」的原則，以支持本集團的業務策略。人力資源部積極從多元渠道招聘人才，如線上發佈招聘廣告、內部推薦和校園招聘等，從而確保所有候選人享有公平的機會，此舉能因應集團發展需要去甄選技能匹配的員工，有效吸引適合的候選人。

本集團致力於營造公平包容的工作環境，嚴格禁止基於國籍、年齡、種族、血統、宗教、性別、婚姻狀況、懷孕、性取向或政治立場等任何形式的歧視。所有人才招聘及人事決策以專業能力以及業務需求為準則。

本集團透過全面的績效管理系統，將這個公平且透明的工作環境制度化，年度評核會依據所展現的能力和可衡量的貢獻，客觀地決定職涯發展和薪酬調整。

本集團在提供福利時，充分遵守國家的勞動法律法規，並確保所有合資格的僱員依法享有應有的權益。這些福利包括但不限於帶薪假、婚假和產假。

### 二零二五年僱傭主要指標

	員工人數	員工流失比率
<b>按性別</b>		
男性	630	25.9%
女性	510	18.8%
<b>按僱傭類型</b>		
全職	1,140	22.7%
兼職	0	0%
<b>按年齡組別</b>		
30歲或以下	130	52.3%
31歲至40歲	382	31.2%
41歲至50歲	281	18.5%
51歲或以上	347	5.8%
<b>按地區</b>		
中國內地	1,140	22.7%
總數	1,140	22.7%



## Social Performance (Continued)

### Health and Safety

The Group adheres to all relevant workplace health and safety, such as the Labor Law of the PRC, the Fire Prevention Law of the PRC, the Prevention and Control of Occupational Diseases of the PRC, and the Regulations on Work-related Injury Insurances. The Group has also implemented an occupational health and safety management system ("OHSMS") standards to effectively manage health and safety risks.

To respond swiftly and effectively to unforeseen events, the Group has established Environmental and Occupational Health and Safety Operation Control Procedures, which guide the Group's Environmental, Health, and Safety department in regularly tracking workplace injuries and accidents. This ongoing monitoring facilitates the review and enhancement of safety measures. Additionally, periodic safety inspections of the OHSMS are conducted to improve the workplace environment. During the reporting period, the Group did not encounter any non-compliance issues regarding relevant laws and regulations that may significantly affect its ability to provide a safe working environment.

The Group conducts regular training to enhance employee health and safety awareness, familiarizing them with the emergency response plan and incident management procedures. The training, together with a remediation plan, allows the Group to manage risks adeptly. In 2025, the Group recorded 0 days lost due to work-related injuries, with no fatalities reported in the past three years.

### Development and Training

The Group is dedicated to offering high-quality training resources to its workforce, fostering skill development and professional growth. The Company believes these efforts contribute to a positive work environment, a skilled team, and stronger employee retention.

The Group has established a structured training management system designed to enhance employee performance, drive business growth, and achieve organizational objectives. As part of this system, a specialized learning app has been introduced, offering over 800 courses in key areas such as customer service, engineering, environmental practices, safety, and quality management. All employees benefit from customized training programs, new hires complete a two-day orientation while project managers participate in two five-day specialized sessions, with all content tailored to specific job roles. At the same time, quality is ensured through the Hong Kun Online Learning Platform Management Regulations, which maintain strict standards for all training materials.

The system supports continuous development for both new and existing staff across all levels of the organization.

## 社會表現(續)

### 健康和安

本集團遵守所有相關的工作場所健康與安全法律，包括《中華人民共和國勞動法》、《中華人民共和國消防法》、《中華人民共和國職業病防治法》和《工傷保險條例》。此外，本集團還實施了職業健康與安全管理系統（「OHSMS」），以有效管理健康與安全風險。

為了迅速有效地應對突發事件，本集團已建立環境與職業健康安全運作控制程序，指導本集團的環境、健康與安全部門定期追蹤工傷和事故。這一持續的監測有助於對安全措施進行評估和改進。此外，亦會定期對OHSMS進行安全檢查，以改善工作環境。在報告期內，燁星未遇到任何可能顯著影響其提供安全工作環境能力的相關法律法規的違規問題。

本集團定期舉辦培訓以提升員工健康與安全意識，使員工熟悉緊急應變計劃及事故管理程序。此類培訓連同補救方案，使集團能有效管理風險。於二零二五年，集團因工傷事故損失的工作日數為0天，過去三年均未發生死亡事故。

### 發展與培訓

本集團致力於為員工提供優質的培訓資源，促進技能提升與專業發展。公司相信這些努力有助於營造積極的工作環境、打造專業團隊，並增強員工留任率。

本集團已建立一套結構完整的培訓管理體系，旨在提升員工績效、推動業務增長並實現組織目標。該體系包含專為企業開發的學習應用程式，提供超過800門課程，涵蓋客戶服務、工程技術、環保實踐、安全與質量管理等關鍵領域。所有員工皆可參與量身打造的培訓計劃：新進人員需完成為期兩天的入職培訓，而項目經理則需參加兩次為期五天的專業研習，所有課程內容均依據職務需求精心設計。同時，透過《鴻坤物業線上學習平台管理辦法》的嚴格執行，所有培訓教材均符合最高品質標準得以保障。

此系統為各層級的新舊員工提供持續進修的機會，促進人才的持續發展。

## Social Performance (Continued) Development and Training (Continued)

In 2025, the Group attained a trained employee ratio of 76.1%, with average training hours per employee reaching 43.0 hours. These improved metrics underscore the Group's dedicated efforts and ongoing investment in human capital development. A comprehensive breakdown of these training statistics is provided in the table below.

### Major indicators for development and training

Training	Percentage of employees trained (%)	Average training hours (hours/employee)
<b>By employment category</b>		
Senior management	1%	58.8
Middle management	17%	56.5
General	82%	40.8
<b>By gender</b>		
Male	60%	46.0
Female	40%	39.4

### Labor Standards

The Group does not allow any kind of child and forced labor, upholding the human rights and labor rights in full alignment with the Labor Law of the PRC, the Labor Contract Law of the PRC, the Provisions on Prohibition of Child Labor of the PRC and the Law of the PRC on the Protection of Minors. The HR department verifies all applicants' identities and confirms legal working age during recruitment. All procedures are detailed in the Employment Management Handbook. In the event of any irregularities detected, stringent measures, such as termination of contract, will be taken.

The Group did not find any violations of laws and regulations related to child and forced labor during the reporting period.

## 社會表現(續) 發展與培訓(續)

於二零二五年，本集團受訓員工比例達到76.1%，每名員工平均受訓時數達43.0小時。這些提升後的指標彰顯了本集團在人力資本開發方面的持續投入與不懈努力。有關受訓統計數據的詳細分佈請參閱下表。

### 發展與培訓的主要指標

培訓	已培訓員工比例(%)	平均培訓小時(小時/員工)
<b>按員工分類</b>		
高級管理層	1%	58.8
中級管理層	17%	56.5
一般員工	82%	40.8
<b>按性別</b>		
男性	60%	46.0
女性	40%	39.4

### 勞工準則

本集團嚴禁任何形式的童工及強迫勞動，嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《禁止使用童工規定》和《中華人民共和國未成年人保護法》的規定，全面保障人權和勞動權益。人力資源部在招聘過程中會核實所有申請者身份，並確認其法定工作年齡。所有程序均在《招聘管理手冊》中概述。一旦發現員工的任何違規行為，將採取嚴厲措施，如終止合同。

於報告期內，本集團未發現與童工和強制勞工有關的法律法規的違規問題。



## Social Performance (Continued) Supply Chain Management

The Group maintains long-term partnerships with its service providers, including those in cleaning, gardening, security, electrical and mechanical maintenance, and fire safety. The Group has established the Tendering and Procurement Management Regulations to govern the tendering process. Suppliers must meet various criteria, such as past performance, relevant certifications, service quality, and pricing, to be included on the Qualified Supplier List. The Group also conducts annual reviews and evaluations of supplier performance, placing any suppliers whose performance fell short on a watchlist. This results in more frequent inspections during their service period to assess whether to continue the business relationship. During the reporting period, the Group selected 240 suppliers through this tendering process. A detailed breakdown of these suppliers by region is provided in the table below.

	Number of suppliers by region in China
Northern China	152
Eastern China	19
Southern China	45
Central China	24

Moreover, the Group has incorporated ESG requirements into the supplier selection process. Suppliers are required to provide ESG-related information. Suppliers with good ESG performance are highly favored. To ensure ongoing compliance with ESG standards, the Group reviews their ESG performance biennially. The Group also conducts analytical assessments of prequalified suppliers to detect ESG risks. All related data is continuously monitored to provide internal stakeholders with transparent and up-to-date risk intelligence and take proactive mitigation measures.

## 社會表現(續) 供應鏈管理

本集團與其服務供應商有長期業務合作夥伴關係，例如清潔、園藝、保安、機電維護和消防安全。為了規範招標程序，本集團制定了《物業公司招標採購管理規定》。供應商必須符合各種標準，例如過往表現、相關認證、服務品質和定價，才能列入「合格供應商清單」。本集團亦會對供應商的表現進行年度審查及評估，將表現欠佳的供應商列入監察名單。並在其服務期間進行更頻繁的檢查，以決定是否繼續合作。在報告期內，本集團通過這一招標過程選擇了240家供應商。其按地區劃分的詳細分佈請參閱下表。

	中國各地區 供應商數量
華北	152
華東	19
華南	45
華中	24

此外，集團在選擇供應商過程中納入了ESG要求。供應商需在候選過程中提供ESG相關資料。集團會優先選擇具有良好ESG表現的供應商。為了確保持續符合ESG標準，本集團每兩年審核一次供應商的ESG績效。本集團亦對預審合格的供應商進行分析評估，以識別供應鏈中的ESG風險。本集團亦持續追蹤所有相關數據，以提供內部利益相關方透明且最新的風險情報，並採取主動的緩解措施。

## Social Performance (Continued) Product Responsibility

Dedicated to providing the best property management services, the Group allocates substantial resources to maintain rigorous quality control and implement technologies. The Group has obtained the ISO 9001:2001 Quality Control Management System certification which underscores the commitment to delivering consistent, day-to-day service excellence. The Group also recognizes that robust quality standards directly elevate customer satisfaction. To mitigate operational risks, the Group invests in comprehensive staff training and professional development programs. Concurrently, the Group leverages automated systems and mobile applications, including the proprietary Hongkunhui platform, an integrated mobile application that enhances service delivery. Additionally, the Group has established multiple feedback channels, including a dedicated customer supervision email, and prominently displays notices in high-traffic areas such as bulletin boards, elevator lobbies, activity centers, and property management offices. We also encourage all employees to share relevant information via WeChat Moments. Through these diversified communication channels, the Group ensures that every customer's valuable feedback receives prompt responses and leads to continuous improvement – all with the goal of delivering service experiences that exceed expectations.

Through a secure digital platform, we process customer information with the utmost confidentiality. The Group has established a comprehensive Customer Data Management Operation Guide to safeguard sensitive information. All systems are equipped with up-to-date antivirus protection and undergo scheduled maintenance. To ensure robust data security, we have implemented multiple measures including regular system audits, credential policies and role-based access controls with hierarchical mechanisms. Dedicated officers monitor all data handling procedures to guarantee adherence to both internal policies and applicable laws and regulations.

The Group considers intellectual property and brands to be essential drivers of business development. The Group has established corporate patent management procedures in full accordance with China's Patent Law and its Implementation Rules to protect these valuable assets.

The Group has implemented standardized Intellectual Property Maintenance and Protection Protocols to ensure systematic governance of all proprietary assets. All staff members are contractually bound through signed confidentiality undertakings, legally prohibiting the disclosure of sensitive information to external parties.

## 社會表現(續) 產品責任

致力於提供最優質的物業管理服務，本集團投入大量資源以維持嚴格的品質管控並實施先進技術。本集團已獲得ISO 9001:2001品質控制管理系統認證，這強調了本集團致力於提供一致的日常卓越服務的承諾。同時，集團也深知完善的品質標準能直接提升客戶滿意度。為了減輕營運風險，本集團投資於全面的員工培訓和專業發展計劃。與此同時，本集團利用自動化系統和移動應用程式，包括專有的「鴻坤薈平台」，一個可提升服務提供的綜合移動應用程式。此外，本集團還設立了多種反饋渠道，包括專用的客戶監督電子郵件，並在公告欄、電梯大堂、活動中心和物業管理辦公室等人流密集區域的顯眼位置張貼通知。集團亦鼓勵全體員工透過微信朋友圈轉發相關資訊，透過多元溝通管道，讓每位客戶的寶貴意見都能獲得即時回應，並持續改善，旨在為客戶創造超越期望的服務體驗。

集團通過安全的數碼平台，以最嚴密的方式處理客戶資訊。集團已經制定全面的《客戶檔案管理操作指南》以保護敏感資料。所有系統均配備最新的防病毒軟件並定期維護。為確保數據安全，集團實施了多項措施，包括定期系統審核、憑證管理政策以及分級權限管控機制。專責人員會監控所有資料處理程序，以確保遵守內部政策和適用的法律法規。

本集團將知識產權與品牌視為業務發展的核心驅動力，集團嚴格遵循《中華人民共和國專利法》和《中華人民共和國專利法實施細則》，制定企業專利管理規範，以完善保護這些重要資產。

本集團已實施標準化的《知識產權維護與保護管理標準》，以確保所有專有資產進行系統化管理。全體員工均需簽署保密承諾書，透過法律約束嚴格禁止向外部披露任何敏感資訊。



## Social Performance (Continued) Product Responsibility (Continued)

In 2025, the Group did not receive any material service-related complaints. The product recall metric is not applicable given the Group's service-based business model.

### Anti-Corruption

The Group upholds integrity as its operational cornerstone, rigorously adhering to Anti-corruption and Bribery Law of the PRC. The Group has established a comprehensive Compliance Framework encompassing Anti-Bribery, Anti-Fraud, and Anti-Money Laundering protocols, with zero tolerance for any violations that could materially compromise organizational integrity.

The Audit and Supervision Division maintain disciplinary oversight across all business operations, from raw material procurement, facilities engineering, business sales, to quality supervision. All employees must comply with the ethical conduct standards detailed in the Employment Handbook. Through robust internal governance protocols, the Group ensures traceability in all corrective measures. Furthermore, comprehensive anti-corruption training programs – mandatory for all staff including Board members – cover essential compliance fundamentals, corporate policy frameworks, and practical implementation methodologies.

The Group has established a confidential whistle-blowing mechanism to empower staff and external parties to report any potential violations or unethical behavior. Multiple reporting channels are available, including email, phone, letter, or digital submission forms. All reports undergo independent review by the Audit and Supervision department, with guaranteed anonymity and legal protections for whistleblowers throughout the investigation process.

During the reporting period, the Group did not observe any cases of corruption, extortion, bribery, fraud, or money laundering.

### Community Investment

With deep roots in local community service, the Group encourages employees to contribute to social initiatives in education, workforce development, and cultural preservation. As an active community partner, the Group seeks opportunities to align business growth with nearby community through collaboration. The Group will share ongoing efforts and notable progress as it merges.

## 社會表現(續) 產品責任(續)

於二零二五年，集團並無收到任何重大服務相關投訴。基於業務性質，產品召回統計資料並不適用於本集團。

### 反貪污

集團將誠信視為營運的基石，嚴格遵守《中華人民共和國反腐敗賄賂法》。集團建立了涵蓋反賄賂、反舞弊及反洗錢的綜合合規體系，對任何可能損害集團誠信的違規行為採取零容忍態度。

審計監督部門將監督整體業務並進行紀律檢查，包括原材料採購、設施工程、業務銷售、品質監督。全體員工必須嚴格遵守《員工手冊》所規範的道德行為準則，並透過完善的內部治理機制，確保所有整改措施均具備完整可追溯性。此外，集團為全體人員（包含董事會成員）開設強制性反貪腐培訓課程，內容涵蓋合規核心原則、企業政策框架及實際執行方法。

本集團設有機密舉報機制，員工及外部合作方均可透過此管道通報潛在違規或不當行為。舉報渠道包含專用熱線、加密郵件系統及電子提交表格等多元方式。所有舉報案件均由審計監督部門獨立審查，並在調查過程中，確保舉報者的資訊受到保護及享有法律保障。

在報告期間，本集團未發現任何貪污、勒索、賄賂、欺詐或洗錢案件。

### 社區參與

集團深植於本地社區服務，鼓勵員工參與教育、勞動力發展及文化保護等社會活動。作為積極的社區夥伴，集團透過合作尋求將業務成長與鄰近社區發展相結合的機會。集團將隨着社區共建進程，於未來進一步通報工作進展與重要成果。

## Content Index

ESG Reporting Guidelines Aspects	Description	Pages/Remarks
<b>A. Environmental</b>		
<b>Aspect A1: Emissions</b>		
General Disclosure	A1 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	8-10
KPI	A1.1 The types of emissions and respective emissions data	10
	A1.2 Repealed 1 January 2025	The line item formerly under Part C has been reclassified and elaborated within Part D of the Code. Detailed disclosures are now provided under the "Climate Change" section of this report.
	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	10
	A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	10
	A1.5 Description of emission target(s) set and steps taken to achieve them	9
	A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	9

## 內容索引

ESG報告準則層面	描述	頁碼/備註
<b>A. 環境</b>		
<b>層面A1：排放物</b>		
一般披露	A1 有關廢氣排放、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	8-10
關鍵績效指標	A1.1 排放物種類及相關排放數據	10
	A1.2 於二零二五年一月一日刪除	原於《守則》C部分下的披露項目已重新分類，並於D部分中進行詳細闡述。相關詳細披露內容現載於本報告之「氣候變化」章節。
	A1.3 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)	10
	A1.4 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)	10
	A1.5 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	9
	A1.6 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	9



## Content Index (Continued)

ESG Reporting Guidelines Aspects	Description	Pages/Remarks
<b>Aspect A2: Use of Resources</b>		
General Disclosure	A2 Policies on the efficient use of resources, including energy, water and other raw materials	11-12
KPI	A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility)	12
	A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility)	12
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them	11-12
	A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	11-12
	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	11-12
<b>Aspect A3: The Environment and Natural Resources</b>		
General Disclosure	A3 Policies on minimizing the issuer's significant impacts on the environment and natural resources	12
KPI	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	12

## 內容索引(續)

ESG報告準則層面	描述	頁碼/備註
<b>層面A2：資源使用</b>		
一般披露	A2 有效使用資源(包括能源、水及其他原材料)的政策	11-12
關鍵績效指標	A2.1 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)	12
	A2.2 總耗水量及密度(如以每產量單位、每項設施計算)	12
	A2.3 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	11-12
	A2.4 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	11-12
	A2.5 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	11-12
<b>層面A3：環境及天然資源</b>		
一般披露	A3 減低發行人對環境及天然資源造成重大影響的政策	12
關鍵績效指標	A3.1 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	12

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ESG Reporting Guidelines Aspects	Description	Pages/ Remarks
<b>Aspect A4: Climate Change</b>		
General Disclosure A4	Repealed 1 January 2025	The line item formerly under Part C has been reclassified and elaborated within Part D of the Code. Detailed disclosures are now provided under the "Climate Change" section of this report.
KPI A4.1	Repealed 1 January 2025	The line item formerly under Part C has been reclassified and elaborated within Part D of the Code. Detailed disclosures are now provided under the "Climate Change" section of this report.
<b>B. Social</b>		
<b>Employment and Labour Practices</b>		
<b>Aspect B1: Employment</b>		
General Disclosure B1	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	25–26
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region	26
B1.2	Employee turnover rate by gender, age group and geographical region	26

## 內容索引(續)

ESG報告準則層面	描述	頁碼/ 備註
<b>A4層面：氣候變化</b>		
一般披露 A4	於二零二五年一月一日刪除	原於《守則》C部分下的披露項目已重新分類，並於D部分中進行詳細闡述。相關詳細披露內容現載於本報告之「氣候變化」章節。
關鍵績效指標 A4.1	於二零二五年一月一日刪除	原於《守則》C部分下的披露項目已重新分類，並於D部分中進行詳細闡述。相關詳細披露內容現載於本報告之「氣候變化」章節。
<b>B. 社會</b>		
<b>僱傭及勞工常規</b>		
<b>層面B1：僱傭</b>		
一般披露 B1	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	25–26
關鍵績效指標 B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數	26
B1.2	按性別、年齡組別及地區劃分的僱員流失比率	26



## Content Index (Continued)

ESG Reporting Guidelines Aspects	Description	Pages/Remarks
<b>Aspect B2: Health and Safety</b>		
General Disclosure	B2 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	27
KPI	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	27
	B2.2 Lost days due to work injury	27
	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored	27
<b>Aspect B3: Development and Training</b>		
General Disclosure	B3 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	27–28
KPI	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	28
	B3.2 The average training hours completed per employee by gender and employee category	28
<b>Aspect B4: Labour Standards</b>		
General Disclosure	B4 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	28
KPI	B4.1 Description of measures to review employment practices to avoid child and forced labour	28
	B4.2 Description of steps taken to eliminate such practices when discovered	28

## 內容索引(續)

ESG報告準則層面	描述	頁碼/備註
<b>層面B2：健康與安全</b>		
一般披露 B2	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	27
關鍵績效指標 B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率	27
	B2.2 因工傷損失工作日數	27
	B2.3 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	27
<b>層面B3：發展及培訓</b>		
一般披露 B3	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動	27–28
關鍵績效指標 B3.1	按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比	28
	B3.2 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	28
<b>層面B4：勞工準則</b>		
一般披露 B4	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	28
關鍵績效指標 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工	28
	B4.2 描述在發現違規情況時消除有關情況所採取的步驟	28

## Content Index (Continued)

ESG Reporting Guidelines Aspects	Description	Pages/Remarks
<b>Operating Practices</b>		
<b>Aspect B5: Supply Chain Management</b>		
General Disclosure	B5 Policies on managing environmental and social risks of the supply chain	29
KPI	B5.1 Number of suppliers by geographical region	29
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored	29
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	29
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	29
<b>Aspect B6: Product Responsibility</b>		
General Disclosure	B6 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress	30-31
KPI	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons	Not applicable
	B6.2 Number of products and service-related complaints received and how they are dealt with	30-31
	B6.3 Description of practices relating to observing and protecting intellectual property rights	30
	B6.4 Description of quality assurance process and recall procedures	30
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored	30

## 內容索引(續)

ESG報告準則層面	描述	頁碼/備註
<b>營運慣例</b>		
<b>層面B5：供應鏈管理</b>		
一般披露	B5 管理供應鏈的環境及社會風險政策	29
關鍵績效指標	B5.1 按地區劃分的供應商數目	29
	B5.2 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法	29
	B5.3 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	29
	B5.4 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	29
<b>層面B6：產品責任</b>		
一般披露	B6 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	30-31
關鍵績效指標	B6.1 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	不適用
	B6.2 接獲關於產品和服務的投訴數目以及應對方法	30-31
	B6.3 描述與維護及保障知識產權有關的慣例	30
	B6.4 描述質量檢定過程及產品回收程序	30
	B6.5 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	30

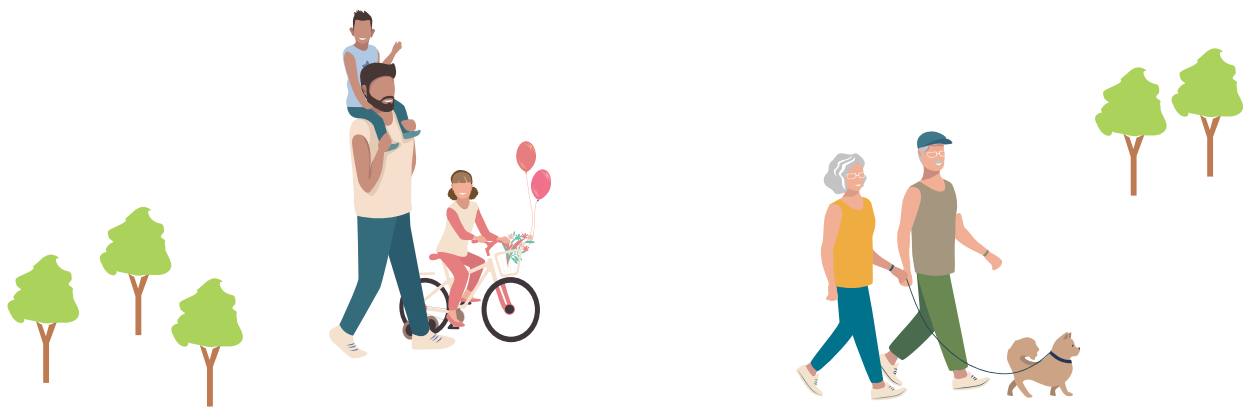


## Content Index (Continued)

ESG Reporting Guidelines Aspects	Description	Pages/Remarks
<b>Aspect B7: Anti-corruption</b>		
General Disclosure	B7 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to bribery, extortion, fraud and money laundering	31
KPI	B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	31
	B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	31
	B7.3 Description of anti-corruption training provided to directors and staff	31
<b>Community</b>		
<b>Aspect B8: Community Investment</b>		
General Disclosure	B8 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	31
KPI	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	31
	B8.2 Resources contributed (e.g. money or time) to the focus area	31

## 內容索引(續)

ESG報告準則層面	描述	頁碼/備註
<b>層面B7：反貪污</b>		
一般披露	B7 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	31
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	B7.2 描述防範措施及舉報程序，以及相關執行及監察方法	31
	B7.3 描述向董事及員工提供的反貪污培訓	31
<b>社區</b>		
<b>層面B8：社區投資</b>		
一般披露	B8 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	31
關鍵績效指標	B8.1 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)	31
	B8.2 在專注範疇所動用資源(如金錢或時間)	31



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