



CHINA SCE GROUP HOLDINGS LIMITED

中駿集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 1966

2025

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告



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ABOUT THE GROUP

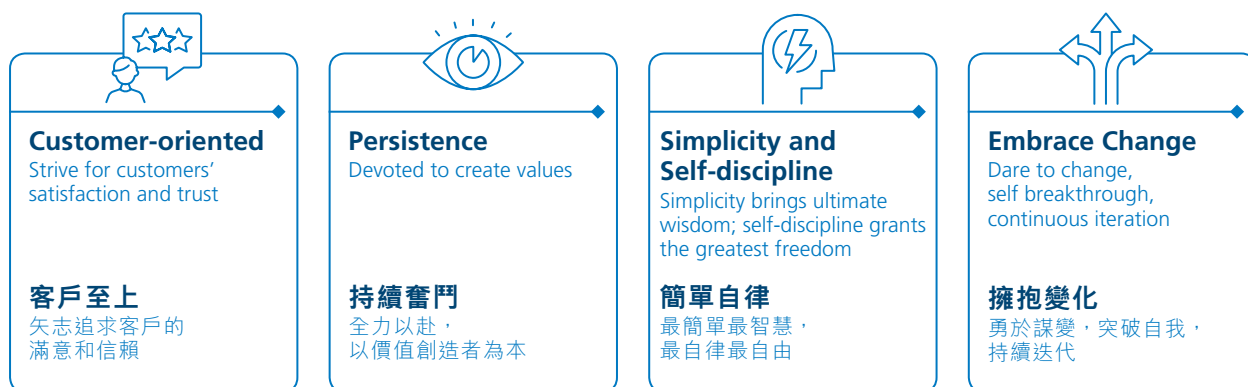
China SCE Group Holdings Limited (“China SCE” or the “Company”), together with its subsidiaries (collectively, the “Group”), has its operational headquarters in Shanghai. The major businesses include property development, commercial management, property management and long-term rental apartments business, while implementing regional focused development strategy in the Yangtze River Delta Economic Zone, the Bohai Rim Economic Zone, the Guangdong-Hong Kong-Macao Greater Bay Area, the West Taiwan Strait Economic Zone and the Central Western Region. The Group upholds “We Build to Inspire” as its key value proposition, “Creating Smart Living to Help Seize Happiness” as its mission.

As of 31 December 2025, the Group together with its joint ventures and associates owned a land bank with an aggregate planned gross floor area of approximately 21.15 million square meters (“sq. m.”). The property projects are distributed in 55 cities, including Beijing, Shanghai, Tianjin, Chongqing, Chengdu, Suzhou, Hangzhou, Nanjing, Zhengzhou, Qingdao, Jinan, Xiamen, Nanchang and Kunming, etc. Its products cover different types of properties including high-rise residential buildings, offices, shopping malls and long-term rental apartments. Looking ahead, the Group will continue to consolidate its regional advantages, adhering to an active yet prudent development strategy, with a commitment to becoming a distinguished enterprise leading the way in enhancing quality of life.

關於本集團

中駿集團控股有限公司（簡稱「中駿」或「本公司」），連同其附屬公司（統稱「本集團」）營運總部設於上海，主要業務包括物業開發、商業管理、物業管理及長租公寓業務，並實施以長三角經濟圈、環渤海經濟圈、粵港澳大灣區、海峽西岸經濟圈及中西部地區為重點的聚焦發展策略。本集團以「專築您的感動」為關鍵價值主張，以「創建智慧生活，讓幸福觸手可及」為使命。

於二零二五年十二月三十一日，本集團及其合營公司及聯營公司擁有總規劃建築面積合共約2,115萬平方米的土地儲備，物業項目分佈在北京、上海、天津、重慶、成都、蘇州、杭州、南京、鄭州、青島、濟南、廈門、南昌及昆明等55個城市，物業類型涵蓋高層住宅、辦公樓、購物中心及長租公寓等多種物業類型。展望未來，本集團將不斷鞏固區域優勢，憑藉積極而穩健的發展方針，致力成為引領美好生活的卓越企業。



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ABOUT THIS REPORT

While continuously strengthening its hard capabilities, China SCE has always emphasised the cultivation of soft strengths such as corporate culture and brand influence, and actively fulfils its social responsibilities. We recognise that responsibly managing the environment and communities is a key pathway to driving mutual success for businesses and society and achieving sustainable development. To share the efforts and performance in sustainability of the Group, the Company is pleased to present its Environmental, Social and Governance (“ESG”) Report (the “Report”). This Report has been prepared in both Chinese and English and is available on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”) website (<http://www.hkexnews.hk>) and the Company’s website (<https://www.sce-re.com>). If there are any contradictions or inconsistencies between the Chinese and English versions, the Chinese version shall prevail.

Reporting Scope

This Report covers the reporting period from 1 January 2025 to 31 December 2025 (the “Year”), aligning with the reporting period of the 2025 Annual Report. This Report focuses on property development business, the environmental and social performance covers the Group’s headquarters in Shanghai, office in Hong Kong and the four regional companies¹. This scope has included those operations that are important to the Group in maintaining the stability and growth of its business and are under the direct management of the Group. This Report does not include the ESG performance on the subsidiary of the Group, SCE Intelligent Commercial Management Holdings Limited² (“SCE CM”). For its sustainable development performance, please refer to the “Environmental, Social and Governance Report” separately prepared by SCE CM. In the future, the Group will continue to review the reporting scope based on materiality principles and gradually improve data collection efforts.

¹ Four regional companies include the Southeast regional company, the Northern China regional company, the South regional company, and the Southwest regional company.

² SCE Intelligent Commercial Management Holdings Limited (“SCE CM”, Stock code: 606).

關於本報告

在不斷強化硬實力的同時，中駿始終重視企業文化、品牌影響力等軟實力塑造，並積極履行社會責任。我們深信，負責任地管理環境與社區，是推動企業與社會共贏、實現可持續發展的關鍵路徑。為分享本集團在可持續發展工作上的努力及表現，本公司欣然提呈《環境、社會及管治報告》（「本報告」）。本報告以中、英文編寫，並已上載至香港聯合交易所有限公司（「香港聯交所」）網站（<http://www.hkexnews.hk>）及本公司網站（<https://www.sce-re.com>）。如中、英文版本有任何抵觸或不相符之處，應以中文版本為準。

報告範圍

本報告的報告期為二零二五年一月一日至二零二五年十二月三十一日（「本年度」），與二零二五年年報的報告期保持一致。本報告聚焦物業開發業務，環境和社會績效涵蓋本集團上海總部辦公室、香港辦公室以及四大區域公司¹。該範圍已包括對本集團保持其業務穩定及增長有重要影響，且屬本集團直接管理的營運點。本報告並不涵蓋本集團的附屬公司中駿商管智慧服務控股有限公司²（「中駿商管」）的環境、社會及管治的表現。有關其可持續發展表現，可參閱中駿商管獨立編製的《環境、社會及管治報告》。未來，本集團將繼續以重要性為原則審視報告範圍，逐步完善數據收集工作。

¹ 四大區域公司包括東南區域公司、華北區域公司、南方區域公司、以及西南區域公司。

² 中駿商管智慧服務控股有限公司（「中駿商管」，股份代號：606）。

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Reporting Standards

This Report has been prepared in compliance with the “Environmental, Social and Governance Reporting Code” (the “Reporting Code”) as set out in Appendix C2 of the Main Board Listing Rules (the “Listing Rules”) of the Hong Kong Stock Exchange, following the principles of materiality, quantification, consistency, and balance. A content index is included in the last section of this Report for reference.

Reporting Approval

The Group has established internal monitoring and review procedures to ensure that all information presented in this Report is accurate and reliable. This Report has been confirmed and approved for release by the board (“Board”) of the Company on 27 March 2026.

Contact and Feedback

The Group highly values the support and suggestions of our stakeholders. We sincerely welcome all parties to provide feedback on the management approaches and performance disclosed in this report, helping us further advance our future sustainable development. If you have any questions or suggestions, please contact the Group through the following means:

China SCE Group Holdings Limited
Room 2502–03A, Landmark South
39 Yip Kan Street
Wong Chuk Hang
Hong Kong
Email: ir@sce-re.com

報告準則

本報告乃根據香港聯交所主板上市規則（「上市規則」）附錄C2《環境、社會及管治報告守則》（「報告守則」），遵循重要性、量化、一致性及平衡的報告原則編製。本報告最後一章附有完整索引以供查閱。

報告審核

本集團已設立內部監控及審查程式，竭力確保本報告所有呈現的資料均準確可靠。本報告已於二零二六年三月二十七日由本公司董事會（「董事會」）確認及批准。

聯絡及反饋

本集團高度重視持份者的支持與建議。我們誠摯歡迎各方就本報告披露的管理方針及績效提出意見，協助我們進一步推動未來的可持續發展。如有疑問或建議，請透過以下方式聯繫本集團：

中駿集團控股有限公司
香港黃竹坑業勤街39號
Landmark South 2502–03A室
電郵：ir@sce-re.com

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MESSAGE FROM THE CHAIRMAN

Despite gradual market recovery in 2025, the real estate industry in the People's Republic of China (the "PRC") continues to face multiple challenges. In response, China SCE remains focused on refining operations and enhanced team collaboration, building a solid foundation for sustainable long-term growth.

China SCE has adopted a business-oriented approach to vigorously fulfil its strategic commitment to "Ensure Delivery". We advanced our project construction and delivery, delivering approximately 2.71 million sq.m. of properties area during the year, thereby delivering on its promises to homeowners. In the commercial management segment, the Group demonstrated robust innovation and development resilience.

Sustainability remains a core value to the business. The Group's Sustainable Development Steering Committee continues to oversight and manage ESG matters and has made significant progress in green building development. Currently, all new projects are designed in accordance with the China's Green Building Label "Three-Star" and "Two-Star" standards. Moreover, the Group commissioned a third-party consultant to evaluate climate-related risks, strengthening its climate disclosure and management. As for the social aspect, the Group remains steadfast in community engagement and philanthropy, using tangible contributions to enhance societal well-being.

Forward Looking

The Group anticipates that the real estate market, having undergone continuous adjustments throughout 2025, has now established a new starting point for future recovery. In 2026, the Group's strategic focus will shift from "Ensure Delivery" to "Refine Operations", adopting an operation-oriented approach centered on improving products, promoting sales of completed properties and guaranteeing high-quality delivery.

Moving forward, China SCE will remain unwavering to building sustainable, high-quality communities, fostering resilience, and creating long-term impacts for stakeholders and society.

Wong Chiu Yeung
Chairman

27 March 2026

主席寄語

二零二五年整體市場雖然逐步復甦，但中華人民共和國（「中國」）房地產行業仍面臨多重挑戰。因此中駿需持續聚焦精細化經營，提升團隊協作效率，為長期發展做好充分準備。

中駿以經營為導向，奮力履行「保交付」的戰略承諾，全力以赴推進項目的建築與交付工作，全年交付面積約271萬平方米，切實兌現了對業主的承諾。商業管理板塊方面，本集團業務釋放強勁的創新活力與發展韌性。

可持續發展依然是企業的核心價值。本集團的可持續發展督導委員會統籌環境、社會、管治相關事宜，並在綠色建築領域取得重要進展。目前所有新建項目按國家綠色建築標準——中國綠色建築三星與二星標準設計。此外，本集團已委託第三方顧問完成氣候相關風險評估，以強化對氣候議題的披露與管理。而於社會公益方面，本集團亦持續積極投身慈善事業，以實際行動回饋社會。

展望

本集團展望房地產市場歷經二零二五年的持續調整，已為未來的市場復甦鋪就了新的起跑線。二零二六年，本集團戰略核心將從「保交付」轉向「精細化經營」，以經營為導向聚焦改善型產品，並推動現房銷售及確保高品質交付。

展望未來，中駿將持續推動可持續、高品質的城市與社區建設，推動企業穩健發展，同時為社會創造長遠價值。

黃朝陽
主席

二零二六年三月二十七日

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE APPROACH

The Group recognises that establishing a sound and robust ESG management system will not only strengthen the Group's overall value but also creates long-term and sustainable returns for each stakeholders. While continuously enhancing business performance, we actively listen to stakeholders' feedback and expectations, regularly reviewing and optimising our current strategies and governance structures to achieve continuous progress in environmental responsibility, social contribution, and governance quality, thereby realising a win-win development between the enterprise and society.

Corporate Governance

Sound corporate governance not only effectively safeguards the interests of the Company and its shareholders, but also serves as a key driver in enhancing operational efficiency and governance transparency. Therefore, the Group is committed to achieving excellence in corporate governance standard. The Company and the Board strictly comply with applicable laws and regulations, including the Hong Kong "Companies Ordinance" (Cap. 622 of the Laws of Hong Kong), and comply with the "Corporate Governance Code" set out in Appendix C1 of the Listing Rules.

In response to increasing societal and international attention on corporate ESG performance, the Board is responsible for guiding and overseeing the Group's ESG strategies and development. The Board oversees the formulation, approval, and implementation of ESG-related policies and initiatives across each departments, and holds regular meetings with management to review progress and assess effectiveness. Meanwhile, the Sustainable Development Steering Committee reports periodically to the Board on emerging ESG trends and developments, and supports the Board on the formulation and implementation of countermeasure. Through this two-way communication and continuous monitoring mechanism, the Board maintains comprehensive visibility into implementation outcomes, drives continuous improvement in decision-making, and exemplifies an effective top-down governance model in proactively addressing ESG-related challenges. To further enhance corporate governance standards, the Board has established the Audit Committee, the Remuneration Committee, the Nomination Committee and the Corporate Governance Committee, strengthening the independence of the governance structure, ensuring the Group consistently achieves excellence in corporate governance. For detailed responsibilities of the Board and each committee, please refer to the "Corporate Governance Report" section of the Group's 2025 Annual Report.

環境、社會及管治方針

本集團深信，建立完善且穩健的環境、社會及管治管理體系，不僅有助於強化本集團整體價值，更能夠為各持份者創造長期而穩定的回報。在持續提升業務表現的同時，我們積極聆聽持份者的意見與期望，並定期檢視及優化現行方針與治理架構，務求在環境責任、社會貢獻與治理質素方面持續進步，實現企業與社會的共贏發展。

企業管治

優良的企業管治不僅能有效保障本公司與其股東的權益，也是提升業務運作效率及管治透明度的關鍵。因此，本集團始終致力於追求卓越的企業管治標準。本公司及董事會嚴格遵守包括香港《公司條例》（香港法例第622章）在內的適用法律法規，按照上市規則附錄C1所載之《企業管治守則》進行公司治理。

隨著社會及國際對企業的環境、社會及管治表現關注日益提升，董事會負責指導和監督本集團的環境、社會及管治策略和發展。董事會負責指導各部門制定、審批和執行環境、社會及管治相關政策與措施，並定期與管理層召開會議，審視工作進度與成效。同時，可持續發展督導委員會定期向董事會匯報最新環境、社會及管治進展，並協助董事會制定及執行應對措施。透過此雙向溝通與持續監察機制，董事會得以維持執行成效，推動決策優化，充分體現由上而下的有效管治模式，積極應對環境、社會及管治相關挑戰。為進一步提升企業管治水準，董事會下設審核委員會、薪酬委員會、提名委員會以及企業管治委員會強化治理架構的獨立性，確保本集團能持續實現卓越的企業管治標準。有關董事會及各委員會職責可參閱本集團二零二五年年報「企業管治報告」章節。

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The Board diversity plays a crucial role in enhancing decision-making quality and strengthening corporate competitiveness. Therefore, the Group has implemented the “Board Diversity Policy” to build a diverse and comprehensive board structure. In the selection process of directors, the Group comprehensively considers a range of factors, including skills, industry knowledge and experience, expertise, educational background, independence, gender and age, to ensure a balanced and well-rounded board that can effectively contribute to the Group’s business development when needed. Additionally, the Company and the Nomination Committee conduct an annual review of the Board’s structure, size and composition, and provide recommendations to the Board on director nominations based on the review and the “Board Diversity Policy”. For details on the core duties of the Nomination Committee, please refer to the “Nomination Committee” section of the Group’s 2025 Annual Report.

Risk Management

Risk management is a core component of the Group’s daily operations. We consistently uphold a rigorous approach, strictly complying with relevant laws and regulations including the Listing Rules and the “Company Law of the People’s Republic of China” to ensure the Group’s operational compliance. The Board is responsible for overseeing the Group’s climate-related risk management system and regularly reviews the governance framework, assessment processes, and response mechanisms for climate risks to ensure continuous improvement and effective implementation, thereby supporting the Group in achieving its climate resilience and sustainable development objectives. Under the guidance of the Board, each business department actively fulfil their risk management responsibilities by systematically identifying and analysing enterprise risks and climate-related risks that may impact the achievement of the company’s strategic objectives, and developing corresponding response and mitigation measures to ensure risks remain at an acceptable level. We believe that through comprehensive and multi-dimensional risk assessment and management mechanisms, the Group not only ensures the sustained and stable operation of its business, but also creates long-term value for all stakeholders and drive the Group’s sustainable development. To further strengthen the systematic of risk management, the Group has developed the “Risk Management Handbook”, which outlines the risk management structure, responsibilities of relevant personnel, management objectives and principles, as well as specific procedures and processes for risk identification, assessment, monitoring, and response, providing clear and actionable guidance for all employees. The Group encourages all staff to thoroughly understand and strictly adhere to the handbook’s requirements, integrating risk management awareness into their daily work, thereby laying a solid foundation for the Group’s long-term stability and high-quality development.

董事會多元化對提升決策質素及增強企業競爭力具有關鍵作用。因此，本集團實施了《董事會多元化政策》，致力打造一個多元、全面的董事會架構。在董事人選甄選過程中，本集團綜合考量多項因素，包括技能、行業知識及經驗、專業資質、教育背景、獨立性、性別、年齡等一系列因素，以務求在各方面達致合理平衡，使其在切合所需日時能夠為本集團業務發展提供相應貢獻。此外，本公司及提名委員會每年均會對董事會的架構、人數、組成成員等進行檢討，並根據檢討結果，結合《董事會多元化政策》等因素，就出任董事的提名向董事會提出意見。有關提名委員會的主要職責，請參閱二零二五年本集團年報「提名委員會」章節。

風險管理

風險管理作為本集團日常業務營運中的核心組成部分。我們始終以嚴謹態度貫徹嚴格遵循《上市規則》及《中華人民共和國公司法》等相關法律法規，確保本集團營運的合規性。董事會負責監督本集團氣候相關的風險管理系統，並定期檢討氣候風險的管治架構、評估流程及應對機制，以確保其持續改進與高效執行，支援本集團實現氣候韌性與可持續發展目標。在董事會的指導下，各業務部門積極履行風險管理職責，系統識別和分析可能影響公司戰略目標實現的企業風險與氣候相關風險，並制定相應的應對與緩解措施，確保風險維持在可接受水平。我們相信，透過全面、多維度的風險評估與管理機制，不僅有助於保障本集團其業務的持續平穩運作，更能為各持份者創造長期價值，推動本集團可持續發展。為進一步強化風險管理的系統性，本集團已制定《風險管理手冊》，內容涵蓋風險管理架構、各相關職責分工、管理目標與原則，以及具體的風險識別、評估、監控和回應流程，為全體員工提供清晰、可操作的指導依據。本集團鼓勵所有員工深入理解並嚴格遵守手冊要求，將風險管理意識融入日常工作中，為本集團的長期穩定與高質量發展奠定堅實基礎。

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Materiality Analysis

Communication with Stakeholders

The Group is committed to promoting effective stakeholder engagement, fostering a deep understanding of their key concerns, and providing recommendations on sustainability approaches, strategies and objectives, jointly advancing the steady progress of China SCE on its path of sustainable development. We conduct regular interactions with various stakeholder groups through diversified communication channels, enabling us not only to identify potential risks and opportunities in our business operations at an early stage, but also comprehensively gather valuable feedback and expectations related to our business performance and future development. These valuable insights are systematically integrated into our daily operations and decision making flow, enabling us to effectively respond to rapid societal changes and serving as a driving force for the Group in advancing sustainable development. Major stakeholders identified by the Group include employees, investors and shareholders, property owners and customers, contractors and suppliers, and the community.

重要性分析

持份者溝通

本集團致力推動持份者有效參與，深入理解其核心關注事項，並為可持續發展方針、策略和目標提供建議，共同促進中駿在可持續發展道路上的穩步前行。我們透過多樣化溝通渠道與各持份者群體進行定期互動，不僅能及早識別業務營運中的潛在風險與發展機遇，亦能全面收集與公司營運及未來發展相關的意見與期望。這些寶貴的反饋被系統整合至日常管理與決策流程中，有助有效地應對社會快速變遷，並成為本集團在推動可持續發展方面的動力。本集團已識別的主要持份者包括員工、投資者及股東、業主及客戶、承包商及供應商、社區。

Stakeholder Group 持份者類別	Importance of Communication 溝通的重要性	Stakeholder Expectations 持份者期望	Principal Communication Channel 主要溝通渠道
Employees	Our employees are the Group's most valuable asset. We are dedicated to providing a safe working environment to encourage active participation from the employees, and to ensure the Group's competitiveness.	- Rights protection - Good working environment - Career development opportunities	- Employee meetings - Employee complaint channels - Internal mail - Daily meetings - Notice board - Intranet - Training & workshops - Questionnaires and satisfaction survey
員工	員工是本集團最核心的資產，我們致力於創造一個安全的工作環境，以此激發員工的積極參與，為本集團提供強大的競爭力。	- 權益保障 - 良好工作環境 - 事業發展機會	- 員工大會 - 員工申訴渠道 - 內部郵件 - 日常會議 - 通告板 - 內聯網 - 培訓及工作坊 - 問卷調查及滿意度調查

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Stakeholder Group 持份者類別	Importance of Communication 溝通的重要性	Stakeholder Expectations 持份者期望	Principal Communication Channel 主要溝通渠道
Investors and shareholders	- Disclosure of financial performance and sustainable development progress. - Ensuring that the Group's business development strategies align with the interests of investors and shareholders.	- Risk management - Investment returns - Information transparency	- General meeting - The Company's website - The Group's information released on the Hong Kong Stock Exchange - On-site inspections
投資者及股東	- 披露財務表現和可持續發展進度。 - 確保本集團的業務發展策略符合投資者及股東的利益。	- 風險管控 - 投資回報 - 資訊透明度	- 股東大會 - 本公司網頁 - 香港聯交所發佈本集團消息 - 現場考察
Property Owners and customers	The Group works closely with property owners and customers to strive to create value that exceeds expectations while meeting their needs.	- Quality products and services - Ethics and Integrity - Information transparency	"SCE Club" platform - Customer Service Centre and Hotline - Satisfaction surveys - Customer visits - Questionnaires
業主及客戶	本集團與業主和客戶保持著密切的溝通與合作，力求在滿足需求的同時，創造超越期待的價值。	- 優質產品及服務 - 道德與誠信 - 資訊透明度	「中駿會」平台 - 客戶服務中心及熱線 - 滿意度調查 - 客戶拜訪 - 問卷調查
Contractors and Suppliers	- Ensuring the stability and sustainability of our supply chain. - Monitoring our contractors and suppliers for compliance with the Group's standards on health, safety, sustainable development and procurement standards.	- Stable partnership - Fair and open - Resources support	- Project meetings - Screening and evaluation of suppliers - Questionnaires - Sharing seminars and training courses for contractors and suppliers
承包商及供應商	- 確保供應鏈穩定性及可持續性。 - 監察承包商及供應商是否遵守本集團有關健康、安全、可持續發展以及採購標準的規定。	- 穩定夥伴關係 - 公平公開 - 資源支持	- 項目會議 - 供應商篩選及評估 - 問卷調查 - 承包商及供應商分享會及培訓課程

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Stakeholder Group 持份者類別	Importance of Communication 溝通的重要性	Stakeholder Expectations 持份者期望	Principal Communication Channel 主要溝通渠道
Community 社區	- The Group is committed to bringing a long-lasting and positive impact to the communities where our properties are located, working together to resolve challenges and improving the quality of life of the community. - 本集團致力為物業所在社區帶來長久且正面的影響，共同解決當地社區問題，提升社區的生活質素。	- Environmental and social responsibility - 環境及社會責任	- Company website - Community activities - 本公司網站 - 社區活動

Materiality Assessment

The Group has invited internal and external stakeholders to participate in questionnaires, interviews, and focus group discussions, and review all the issues on an annual basis. In 2025, in response to evolving market trends and local reporting standards, we reassessed the materiality of 19 issues. The relevant materiality list and matrix remain valid for the Year. Following a review of these issues and benchmarking against industry peers, the issue “Protection of Legitimate Rights and Interests of Employees” was renamed to “Employee Rights.” During the Year, the list of material issues has been reviewed and confirmed by the Board.

重要性評估

本集團邀請內部和外部持份者進行問卷調查、訪談及焦點小組討論，並於每年檢討所有議題。於二零二五年，我們已根據市場走勢及本地報告標準，重新評估了19個議題的重要性，相關重要性議題清單及矩陣結果於本年度內仍然有效。而在檢討相關議題和進行同業基準比較後，我們將議題「保障員工合法權益」更名為「員工權益」。於本年度，重要議題清單已獲董事會審查及確認。

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Issues of Higher Importance 高度重要議題	• Employee Rights 員工權益 • Customer Satisfaction 客戶滿意度 • Product Responsibility/Product Safety 產品責任／產品安全 • Occupational Health and Safety 職業健康及安全 • Employee Welfare and Care 員工福利與關懷 • Employment Equality and Diversity/Anti-discrimination 平等僱傭及多元化／反歧視 • Supply Chain Management 供應鏈管理
Issues of Moderate Importance 中度重要議題	• Anti-corruption 反貪污 • Training and Development 培訓及發展 • Green Building 綠色建築 • Green Procurement 綠色採購 • Waste 廢棄物 • Greenhouse Gas and Air Pollutants 溫室氣體及空氣污染物 • Climate Change 氣候變化
Issues of Lower Importance 低度重要議題	• Community Investment 社區投資 • Raw Materials 原材料 • Environment and Natural Resources 環境及天然資源 • Water Resources 水資源 • Energy 能源

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Issues of High Importance 高度重要議題	The Group's Response 本集團的回應
Employee Rights 員工權益	The Group firmly complies with labour laws and regulations of the location where operations are carried out, protects the legitimate rights and interests of employees, including rights to collective bargaining and union participation. We strictly prohibit the use of child labour and any form of forced labour, and have established a comprehensive policy framework and a monitoring mechanism to effectively prevent and address potential compliance risks. During the recruitment process, we implement rigorous recruitment procedures and background checks to ensure compliance with applicable laws and regulations, thereby eliminating related risks. 本集團堅定遵守營運地點的勞動法律法規，保障員工的合法權益，包括集體談判權和工會參與權。我們嚴格禁止聘用童工及任何形式的強迫勞動，並已建立完善的政策體系與監控機制，有效預防與應對潛在違規風險。在招聘環節，我們實施嚴謹的招聘流程管理和背景調查，確保招聘過程符合法律法規，以杜絕相關風險。
Customer Satisfaction 客戶滿意度	Customer satisfaction is a key priority for the Group, we proactively collect customer feedback through multiple channels, including conducting regular residential customer satisfaction surveys to gain a deeper insight into customer needs. In the future, we will continue to enhance the quality of our projects and services to strengthen customer satisfaction and loyalty. 客戶滿意度是本集團的關鍵核心，我們透過多元化渠道主動收集客戶反饋，包括定期開展住宅客戶滿意度調查，以深入洞察客戶需求。未來，我們將持續優化項目和服務品質，增強客戶滿意度和忠誠度。
Product Responsibility/ Product Safety 產品責任／產品安全	As a responsible property developer, the Group places high importance on project quality and safety, maintaining close collaboration with suppliers to ensure consistent and reliable property standards. At the same time, we have established an efficient handling mechanism to promptly respond to customer complaints, resolve issues in a timely manner, and strictly safeguard the security and privacy of customer data, thereby strengthening customer trust. 作為負責任的物業項目開發商，本集團高度重視項目品質和安全，與供應商保持緊密協作，確保物業品質穩定可靠。同時，我們建立高效的事務處理機制，積極回應客戶投訴，及時解決問題，嚴格保護客戶資料安全和私隱，以增強客戶信任。

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Issues of High Importance 高度重要議題	The Group's Response 本集團的回應
Occupational Health and Safety 職業健康與安全	Occupational health and safety is always the Group's top priority. We are committed to identifying and managing safety and health risks in the workplace, developing and implementing protective measures to ensure the health and safety of all employees, including subcontractors, and fostering a safe working environment. 職業健康與安全始終是本集團的首要責任，我們致力於識別和管理工作場所的安全與健康風險，制定並實施保護措施，確保所有員工，包括分包商的健康與安全，營造一個安全的工作環境。
Employee Welfare and Care 員工福利與關懷	The Group consistently places employee well-being at the core of its value, continuously enhancing its welfare system and strictly complying with national social security and welfare regulations, while clearly establishing guidelines on working hours and leave policies. 本集團始終將員工福祉置於核心位置，持續完善福利保障體系，並嚴格遵守國家的社會保障及福利制度，明確制定有關工作時數及假期制度的指引。
Employment Equality and Diversity/Anti-discrimination 平等僱傭與多元化／反歧視	The Group firmly promotes employment equality and diversity policies, striving to create an inclusive and respectful workplace environment. We oppose all forms of discrimination, regardless of gender, age, race, religion, disability, or background, ensuring that recruitment, promotion, and development opportunities are based solely on individual ability and performance. At the same time, the Group has established systems to ensure employees understand employment arrangements, such as recruitment and promotion pathways, compensation and termination policies, working hours, and leave entitlements. It is dedicated to maintaining a fair and equitable workplace, preventing discrimination and sexual harassment. 本集團堅定推行平等僱傭與多元化政策，致力創造一個共融、尊重的職場環境。我們反對任何形式的歧視，無論是基於性別、年齡、種族、宗教、殘疾狀況或背景，確保招聘、晉升與發展機會均以個人能力與表現為依據。同時，本集團建立制度使僱員了解僱傭安排（如：招聘和晉升階梯、薪酬和解僱制度、工作時間和假期），並保證就業環境中的平等，防止職場歧視及性騷擾。
Supply Chain Management 供應鏈管理	The Group has integrated supplier ESG risks into the key evaluation criteria for assessing supplier collaborations, implementing standardised management practices. The Group conducts comprehensive annual evaluations of suppliers and maintains regular communication to gain in-depth insights into their performance. These efforts enable more effective control and mitigation of potential risks that the supply chain may pose to the Group's operations, ensuring stability and long-term sustainability of the supply chain. 本集團將供應商的環境、社會及管治風險納入合作評估的核心標準，推行標準化管理機制。每年本集團對供應商進行全面評估，並定期與供應商保持溝通，深入了解合作夥伴的表現，以更有效地控制和減少供應鏈對本集團營運可能帶來的潛在風險，確保供應鏈的穩定性與可持續性。

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We are committed to fully integrating the needs of stakeholders into the decision-making process, maintaining regular communication to respond to their expectations, and demonstrating our commitment through concrete actions. The Group actively embeds the principles of sustainable development into four aspects: “Advocating for Green Development”, “Achieving Excellence in Talents”, “Optimising Operation Practices” and “Contributing to Community Development”. We are dedicated to achieving enhancement across economic, environmental, social, and employee welfare dimensions, driving sustainable co-prosperity between the enterprise and society.

ADVOCATING FOR GREEN DEVELOPMENT

We recognise the real estate industry’s pivotal role in advancing sustainable development, as well as the importance of minimising the environmental impacts associated with construction. Therefore, the Group strictly complies with international environmental policies and regulations³, proactively responding to national energy-saving and emission-reduction targets and plans, dedicated to leading the way in green development. To fulfil our sustainability commitments, the Group has strengthened the management of water resources, energy, waste and greenhouse gas emissions, promoted green and smart building design and construction to enhance energy and resources efficiency, and make tangible contributions toward achieving “Carbon Emission Peak” and “Carbon Neutrality” goals. The Group’s “Environmental Protection Policy Statement” clearly sets out our core principles for addressing environmental challenges, covering multiple areas such as greenhouse gas emissions reduction, water and soil pollution prevention and control, hazardous and non-hazardous waste management, the development of green and intelligent buildings and the optimisation of resource use. Guided by this statement, we aim to lead green transformation across our projects and beyond, fostering sustainable change throughout the industry. Furthermore, the Group has established detailed operational guidelines and management standards for energy usage, water resources management, and emissions control, ensuring that all employees can efficiently manage resources in alignment with the guidelines.

在決策過程中，我們承諾充分納入持份者的需求，並通過定期溝通持續回應其期望，以實際行動體現對持份者的承諾。本集團積極將可持續發展理念深度融入四大核心領域「倡導綠色發展」、「成就卓越人才」、「優化營運慣例」、及「貢獻社區建設」。我們致力於實現經濟、環境、社會和員工福利的協同提升，推動企業與社會的可持續發展共榮。

倡導綠色發展

我們深明房地產業在推動可持續發展中的關鍵作用，以及降低建築對環境影響的重要性。因此，本集團嚴格遵循國際環境法規與標準³，積極回應國家節能減排目標及規劃，致力於成為綠色發展的引領者。為落實可持續發展承諾，本集團全面加強對水資源、能源、廢棄物和溫室氣體排放的管理，積極推廣綠色智慧建築設計與建造，提升能源和資源利用效率，為實現「碳达峰」與「碳中和」目標貢獻實質力量。本集團的《環境保護政策聲明》清晰闡述了我們應對環境挑戰的核心理念，涵蓋溫室氣體減排、向水及土壤污染防控、有害及無害廢棄物管理、綠色智慧建築的發展、資源優化使用等多個領域，旨在從業務實踐出發，引領項目所在地乃至更大範圍的產業綠色轉型。此外，針對能源使用、水資源管理和排放物控制等方面，本集團已制定了具體的操作指引與管理規範，確保所有員工都能遵循這些指導方針高效地管理資源。

³ Laws and regulations include, but are not limited to, the following: “Energy Conservation Law of the People’s Republic of China”, “Atmospheric Pollution Prevention and Control Law of the People’s Republic of China”, “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste”, “Law of the People’s Republic of China on the Prevention and Control of Water Pollution”, “Law of the People’s Republic of China on Prevention and Control of Soil Contamination”, “Integrated Wastewater Discharge Standard (GB8978-1996)”, “Wastewater Quality Standards for Discharge to Municipal Sewers (GB/T31962-2015)”, and “United Nations Global Compact”.

³ 法律法規包括但不限於以下：《中華人民共和國節約能源法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國水污染防治法》、《中華人民共和國土壤污染防治法》、《污水綜合排放標準》(GB8978-1996)、《污水排入城鎮下水道水質標準》(GB/T31962-2015)及《聯合國全球契約》等。

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Highlights of 2025 二零二五年工作亮點



Energy use intensity:
Headquarters and regional
companies — **0.08**
Megawatt Hour (MWh)/sq.m.
能源密度：總部及區域公司
0.08 兆瓦時／平方米



Greenhouse gas intensity:
Headquarters and regional
companies — **0.04** Metric
Tonnes of Carbon Dioxide
Equivalent (tCO₂e)/sq.m.
溫室氣體密度：
總部及區域公司 **0.04**
公噸二氧化碳當量／平方米

Climate Change

Climate change is one of the significant risks to long-term human well-being, and the urgency of addressing climate change has become a global consensus. As a responsible corporate, the Group remains committed to supporting national climate policies and actively advancing our journey towards peaking carbon emissions before 2030 and achieving carbon neutrality by 2060. In accordance with the Hong Kong Stock Exchange Reporting Code, the Group carries out climate change response measures across four key pillars: governance, strategy, risk management, and targets.

Governance

The Group has integrated climate change management responsibilities into every level of its sustainability governance structure, establishing a three-tiered, coordinated management model of "Board — Sustainable Development Steering Committee — Departmental Management," to advance climate governance.

氣候變化

氣候變化是影響人類長遠福祉的主要風險之一，應對氣候變化的迫切性已成為全球共識。作為負責任的企業，本集團始終積極配合國家的氣候政策，推動實現於二零三零年前實現碳達峰，及二零六零年前實現碳中和。本集團按香港聯交所報告守則，圍繞管治、策略、風險管理、指標及目標四個主要領域開展應對氣候變化工作。

管治

本集團將氣候變化管理職責納入可持續發展治理架構的各個層級，形成「董事會 — 可持續發展委員會 — 各部門管理層」的三層管理模式，以有序推進氣候變化管理工作。

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China SCE Climate Governance Structure and Responsibilities

中駿氣候管治架構及職責

Climate Governance Structure 氣候管治架構	Responsibilities 職責
Board 董事會	- Oversee and evaluate climate-related initiatives, guide departments in developing, approving, and implementing climate-related policies and measures. - Hold regular meetings with the Sustainable Development Steering Committee and management to review progress and effectiveness of climate-related work on a regular basis. - 監督與評估氣候相關工作，指導各部門制定、審批和執行氣候相關政策與措施。 - 定期與可持續發展委員會及管理層進行會議，檢討氣候相關工作進度及成效。
Sustainable Development Steering Committee 可持續發展委員會	- Assist the Board in managing climate-related matters and report the latest progress in climate risk management to the Board through annual Board meeting. - 輔助董事會管理氣候相關事宜，並通過年度董事會會議向董事會報告最新氣候風險管理進展。
Departmental Management 各部門管理層	- Identify, report, discuss, and analyse significant climate-related risks and opportunities faced by different departments. - Report on the latest progress in climate risk management to the Board through annual Board meeting. - Assist the Board in developing and implementing response measures. - 識別、報告、討論及分析不同部門面臨的重大氣候相關風險及機會。 - 通過年度董事會會議向董事會報告最新氣候風險管理進展。 - 協助董事會制定及執行應對措施。

Going forward, to ensure management at all levels possess the necessary skills and capabilities to oversee climate-related risks and opportunities, we plan to provide them with regular climate-related training, covering multiple topics including climate-related disclosure requirements and carbon management.

未來，為確保各管理層級具備監督氣候相關風險與機遇所需的技能和能力，我們計劃定期為其提供氣候相關培訓，涵蓋氣候相關議題披露要求及碳管理等多個主題。

Strategy

During the Year, we have conducted a comprehensive review of climate-related risks and opportunities in our business, identifying nine risks and opportunities that are most materially impactful to the Group. Furthermore, we have conducted scenario analysis on seven key assets located in Chinese Mainland to evaluate the likelihood and severity of each risk.

策略

本年度，我們已全面審查業務面臨的氣候相關風險和機遇，識別出九項對本集團營運最具實質性影響的風險與機遇。我們進一步針對七個位於中國內地的主要資產展開情景分析，以評估每項風險的發生可能性和嚴重程度。

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Material Risks and Opportunities

重大風險及機遇

Climate-related physical risks

氣候相關物理風險

Categories 類別	Risks 風險	Potential Impacts 潛在影響
Acute 急性	Coastal flooding 海岸洪水	- Lead to business disruption or delays, resulting in financial losses; - Cause damage to buildings and infrastructure, increasing maintenance costs; - Require construction or reinforcement of flood prevention and flood control facilities, increasing operational costs. - 導致業務停滯或延誤，造成財務損失； - 導致建築物與基礎設施受損，增加維修成本； - 需修建或加固防汛和洪水控制設施，增加營運成本。
	Cyclones/Typhoons 氣旋／颱風	- Lead to business disruption or delays, resulting in financial losses; - Cause damage to buildings and infrastructure, increasing maintenance costs. - 導致業務停滯或延誤，造成財務損失； - 導致建築物與基礎設施受損，增加維修成本。
	Extreme precipitation 極端降水	- Lead to business disruption or delays, resulting in financial losses; - Existing project sites or underground parking areas face increased flood risk, leading to higher maintenance costs; - Require construction or reinforcement of flood prevention and flood control facilities, increasing operational costs. - 導致業務停滯或延誤，造成財務損失； - 已建項目的地庫或地下停車場所受水災風險增加，增加維修成本； - 需修建或加固防汛和洪水控制設施，增加營運成本。
	Extreme heat 極端高溫	- Increased cooling and firefighting demands on buildings lead to rising operational costs. - 建築物冷卻及消防需求上升，導致營運成本上升。
Chronic 慢性	Drought 旱災	- Reduced supply of natural resources such as water, timber, and sand, resulting in higher operational costs; - Water scarcity may lead to business disruption or delays, resulting in financial losses. - 水資源、木材、砂石等自然資源供應減少，導致營運成本上升； - 因水資源短缺，導致業務停滯或延誤，造成財務損失。

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Climate-related transition risks and opportunities

氣候相關轉型風險及機遇

Risks/Opportunities 風險／機遇		Description 描述	Potential Impacts 潛在影響
Policy and legal 政策和法規	Risk 風險	Legal and regulatory requirements 法律及法規要求 Carbon pricing 碳定價	• Stricter government and regulatory policies on climate and environmental matters may lead to reduced asset value if compliance is not met; • The introduction of carbon emission cap and carbon tax may increase operational costs. • 政府及監管機構對氣候及環境相關政策更加嚴格，未符合相關規定將導致資產價值減少； • 碳交易限額及碳稅的引入可能導致營運成本增加。
Technology 技術	Risk/Opportunity 風險／機遇	Energy structure transition 能源結構轉型	• As the market transits towards advanced or low-carbon technologies, investment in energy efficiency upgrades for existing buildings will be required, increasing capital expenditure; • With the growing adoption of energy-efficient systems, smart building management, and sustainable construction practices, energy consumption and operating costs can be reduced. • 隨著市場向先進或低碳技術轉型，需對現有建築物進行節能改造，增加投資成本； • 隨著節能系統、智慧建築管理和可持續建築實踐的普及，可通過降低能源消耗，降低能源開支和營運成本。

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Risks/Opportunities 風險／機遇		Description 描述	Potential Impacts 潛在影響
Market and reputation 市場及聲譽	Risk/Opportunity 風險／機遇	Changing consumer preferences 消費者偏好變化	- Tenants and property owners may increasingly prefer green and low-carbon buildings in the future, requiring building upgrades or certification, thereby increasing investment costs; - Meeting consumer preferences for sustainability can enhance customer retention and strengthen market competitiveness. - 租戶及業主未來可能更偏好綠色低碳的建築，需對建築物進行改造或獲取相關認證，增加投資成本； - 滿足消費者對可持續性的偏好，有助於增強客戶穩定性與市場吸引力。

Climate-related Scenario Analysis

During the Year, we engaged a third-party consultant to assist in conducting climate-related scenario analysis. In line with the recommendation from HKEX "Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework", we assessed the likelihood and severity of climate-related risks under two Shared Socioeconomic Pathways ("SSPs") (SSP1-2.6 Scenario: "Turquoise Scenario"; SSP5-8.5 Scenario: "Brown Scenario"), to cover a range of potential future pathways. The scenario assumptions were informed by the Intergovernmental Panel on Climate Change ("IPCC") Sixth Assessment Report and the four publicly available pathways published by the Network for Greening the Financial System ("NGFS"). Furthermore, we conducted the evaluation of the impacts of identified climate-related risks and opportunities on the Group's development across short-term (2021–2040), medium-term (2041–2070), and long-term (2071–2100) time horizons.

氣候相關情景分析

本年度，我們聘請第三方顧問協助完成氣候相關情景分析，我們參考《香港交易所環境、社會及管治框架下氣候信息披露的實施指引》的建議，考慮了在兩種不同的氣候情景下氣候風險的可能性和嚴重性，以涵蓋兩個共享社會經濟路徑（「SSPs」）（SSP1-2.6情景：「綠松石情景」；SSP5-8.5情景：「棕色情景」）。假設情景的構建參考了政府間氣候變化專門委員會（「IPCC」）第六次評估報告和綠色金融網絡（「NGFS」）發布的四種公開途徑。同時，我們亦選取短期（二零二一至二零四零年）、中期（二零四一至二零七零年）及長期（二零七一至二一零零年）時間範圍，系統評估不同情景下已識別的氣候相關風險及機遇對本集團發展的影響。

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	Turquoise Scenario 綠松石情景	Brown Scenario 棕色情景
Physical risks	SSP1-2.6: A low-emission pathway consistent with the goals of the Paris Agreement, characterised by rapid reductions in greenhouse gas emissions, with global net-zero CO ₂ emissions achieved around 2050, limiting the global average temperature rise to below 1.8°C by 2100.	SSP5-8.5: A high-emission pathway exceeding the goals of the Paris Agreement, characterised by CO ₂ emissions doubling by 2050 compared to current levels, leading to a catastrophic global average temperature rise of 4.4°C by 2100.
物理風險	SSP1-2.6：符合巴黎協定目標的低排放路徑。減少溫室氣體排放，全球二氧化碳淨零排放目標在二零五零年前後實現。二一零零年，使全球平均氣溫升幅控制在1.8°C以內。	SSP5-8.5：高於巴黎協定目標的高排放路徑。到二零五零年，二氧化碳排放量將達到當前水平的兩倍。到二一零零年，全球平均氣溫將災難性上升4.4°C。
Transition risks	NGFS Net Zero 2050 Scenario: Achieve global net-zero CO ₂ emissions around 2050 by implementing stringent climate policies and technological innovation, limiting global warming to within 1.5°C.	NGFS Current Policies Scenario: This scenario assumes only existing policies are maintained, leading to significantly higher physical risks. Greenhouse gas emissions will continue to rise until around 2080, resulting in global warming of approximately 3°C and severe physical risks.
轉型風險	NGFS2050淨零排放路徑：通過嚴格氣候政策與技術創新，將全球變暖控制在1.5°C以內，並在二零五零年實現全球二氧化碳淨零排放。	NGFS現行政策路徑：該路徑假設僅維持當前已實施的政策，將導致較高的物理風險。溫室氣體排放量將持續增長至二零八零年，造成約3°C的溫升，並帶來嚴重的物理風險。

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We adopt a combined qualitative and quantitative analysis approach. Based on the assumption that the geographical locations of expected assets will remain unchanged over time, we conducted a systematic analysis of the Group's exposure to physical risks and carbon pricing transition risks under the turquoise and brown scenarios across various time horizons. To illustrate the relative severity of different risks, exposure levels are categorised into three levels: "High," "Medium," and "Low." The corresponding assessment results are presented below.

我們採用定性與定量結合的分析方法。基於預期資產所在地將在一段時間內保持不變的假設，我們對本集團在綠松石情景及棕色情景下的各個時間範圍內可能面臨的物理風險及碳定價轉型風險的風險暴露程度進行系統性分析。為了呈現不同風險的相對嚴重性，我們將風險暴露程度劃分為「高」、「中」、「低」三個等級，相關評估結果如下所示。

Assessment results of physical risks

物理風險評估結果

	Coastal flooding 海岸洪水						Cyclones/Typhoons 氣旋／颱風						Extreme precipitation 極端降水						Extreme heat 極端高溫						Drought 旱災					
	SSP1-2.6			SSP5-8.5			SSP1-2.6			SSP5-8.5			SSP1-2.6			SSP5-8.5			SSP1-2.6			SSP5-8.5			SSP1-2.6			SSP5-8.5		
	S	M	L	S	M	L	S	M	L	S	M	L	S	M	L	S	M	L	S	M	L	S	M	L	S	M	L	S	M	L
	短	中	長	短	中	長	短	中	長	短	中	長	短	中	長	短	中	長	短	中	長	短	中	長	短	中	長	短	中	長
Beijing 北京	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆
Shanghai 上海	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆
Jiangsu 江蘇	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆
Fujian 福建	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆
	S/短			M/中			L/長																							
	Short-term			Medium-term			Long-term																							
	短期			中期			長期																							

Assessment result of transition risk — carbon pricing

轉型風險評估結果 — 碳定價

	Short-term 短期		Medium-term 中期		Long-term 長期	
	NGFS		NGFS		NGFS	
	NGFS Net Zero 2050 Scenario NGFS2050 淨零排放 路徑	Current Policies Scenario NGFS 現行政策 路徑	NGFS Net Zero 2050 Scenario NGFS2050 淨零排放 路徑	Current Policies Scenario NGFS 現行政策 路徑	NGFS Net Zero 2050 Scenario NGFS2050 淨零排放 路徑	Current Policies Scenario NGFS 現行政策 路徑
Chinese Mainland 中國內地	◆	◆	◆	◆	◆	◆
	High 高	Medium 中	Low 低	High 高	Medium 中	Low 低

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Addressing the Identified Climate-related Risks

Based on the geographical and environmental characteristics of each project location, the Group has developed diversified response measures tailored to different types of acute physical risks, gradually enhancing the resilience of its assets against extreme weather and climate change, thereby ensuring a sustainable and stable operation. Additionally, to address the identified transition risks, the Group will actively explore more innovative green construction technologies, aiming to introduce more creative solutions in engineering and construction. These technologies can effectively reduce costs during the construction phase. For example, they can lower raw material procurement cost by using new eco-friendly materials, or improve construction efficiency through advanced processes, thereby reducing labour and time costs. Moreover, they can provide sustained technological momentum for industry, driving the entire construction sector toward greater efficiency and lower carbon emissions.

Risk Management

The Group is currently working to establish a more systematic climate risk management framework at the Group's level and plans to fully integrate climate change-related risks into its overall enterprise risk management framework. To enhance operational resilience, the Group will develop comprehensive disaster prevention and emergency response plans and prepare an internal natural disaster response manual to ensure swift and effective responses in the event of sudden climate-related incidents.

應對已識別的氣候相關風險

基於各項目所在地的地理及環境特性，本集團已針對不同類型的急性物理風險定制多樣化的應對措施，以逐步提升各個資產在面對極端天氣和氣候變化時的抗禦能力，確保營運的持續穩健。此外，為應對上述已識別轉型風險，本集團亦將積極探索更多創新綠色施工技術，力求在工程建設中引入更多具突破性的創新方案。這些技術不僅有助於在施工階段有效降低成本，例如透過使用新型環保材料節省原材料開支，或藉由先進工藝提升施工效率、縮減人工及時間成本；亦將為行業帶來持續的科技動能，從而推動整體建築業向更高效、更低碳的方向邁進。

風險管理

本集團正著手從本集團層面建立更具系統性的氣候風險應對機制，並計劃將氣候變化相關風險全面納入風險管理框架。為提升整體營運的韌性，本集團將制定完善的防災及應急預案，並編製內部自然災害應對手冊，以確保在突發氣候事件下能迅速而有效地作出回應。

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Metrics and Targets

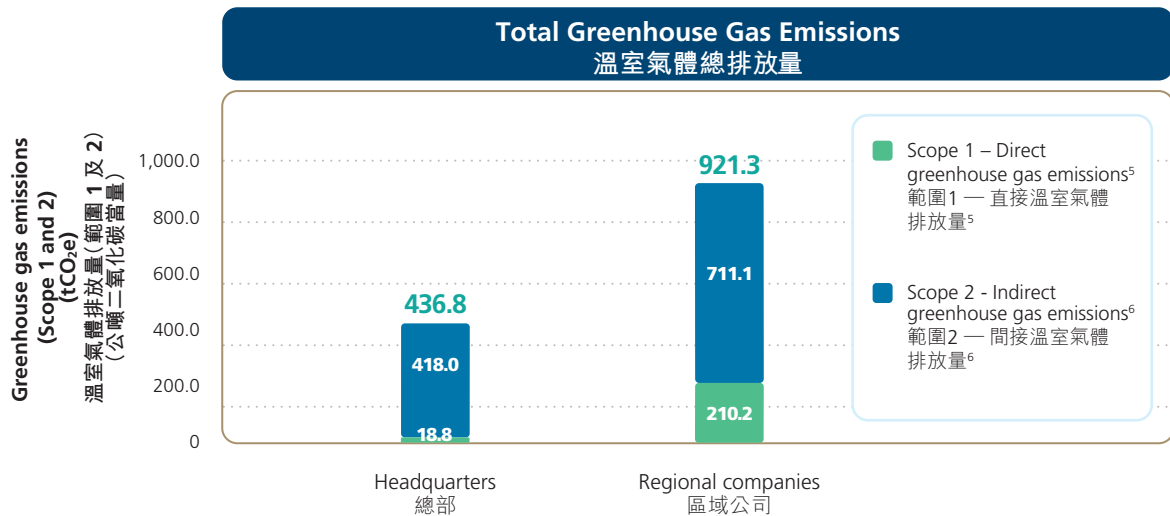
The Group places great importance on greenhouse gas emissions management and consistently regards emissions reduction as a core component of its environmental responsibility. We have engaged a third-party consultant to conduct a Scope 3 greenhouse gas emissions assessment, leveraging their expertise to quantify and analyse the various indirect emissions generated by the Group's operations.

During the Year, the Group generated a total of 1,358.1 tCO₂e greenhouse gas emissions, with in a greenhouse gas intensity of 0.04 tCO₂e/sq.m⁴.

指標及目標

本集團高度重視溫室氣體排放管理，並始終將減排視為履行環境保護責任的核心工作。我們已委聘專業第三方顧問開展範圍3溫室氣體排放評估工作，藉助其專業能力對本集團營運產生的各類間接排放進行量化分析。

本年度，本集團共產生溫室氣體排放1,358.1公噸二氧化碳當量，溫室氣體密度為0.04公噸二氧化碳當量／平方米⁴。



The Group has not yet established climate-related quantitative targets. Going forward, we will actively consider setting long-term emission reduction goals to support the national achievement of the “Dual Carbon” goals.

本集團尚未設立氣候相關量化目標。未來，我們將積極考慮制定長遠的減排目標以助力國家「雙碳」戰略目標實現。

⁴ Refer to “How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs” by the Hong Kong Stock Exchange for calculation; Heat power emission factor adopts 0.11 tCO₂/GJ.

⁵ Scope 1 includes greenhouse gas emissions from the Group's controlled vehicles using petrol fuel and natural gas combustion.

⁶ Scope 2 covers emissions from the Group's purchased electricity and heating systems.

⁴ 參考香港聯交所《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》計算；熱力排放係數採用0.11公噸二氧化碳／吉焦。

⁵ 範圍1包括本集團控制範圍內的車輛使用汽油燃料及天然氣燃燒所產生的溫室氣體排放。

⁶ 範圍2包括本集團外購電力及供暖系統的排放。

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Green Operations

Green Building Planning and Certification

The Group consistently adheres strictly to the national standard of "Assessment Standard for Green Building". From project planning to operational management, we exercise precise control over key details such as landscaping design, energy-efficient planning, selection of environmentally friendly building materials and indoor environmental quality. Through systematic optimisation and technological innovation, we continuously strive to meet the highest standards of green building. We also actively pursue relevant green building certifications related to these standards, demonstrating our commitment to national sustainable building practice and contributing to the upgrading of industry standards and the advancement of sustainable urban development.

The Group has been actively expanding its portfolio of green building projects. We comprehensively reference the stringent requirements of green building certification systems and industry best practices to ensure dual optimisation in both technology and management. Going forward, we will further refine our green management system to ensure that every phase throughout its entire lifecycle from site selection and design, through construction to long-term operations, while fully considering local climatic conditions and surrounding environmental contexts, achieving efficient resource utilisation and ecological balance. At the same time, by embracing innovation-driven development and adhering to high standards in green construction, we will embed sustainable principles into every stage of engineering practices.

Throughout every stage of project design, the Group consistently integrates green building principles with the sustainable development needs of local communities, striving to achieve harmony between buildings and the environment, and between people and nature. Green building measures commonly used by the Group include:

- Widespread use of prefabricated components, significantly reducing various types of environmental pollution generated during construction activities;
- Adoption of switchable glass curtain wall to enhance natural ventilation and daylighting, thereby improving energy efficiency;

綠色營運

綠色建築規劃及認證

本集團始終嚴格遵循國家《綠色建築評價標準》，從項目規劃到營運管理的各個環節，我們對綠化配置、節能設計、環保建材選用及室內環境品質等細節進行精準把控。通過系統性優化與技術創新，我們持續向綠色建築的最高標準看齊，並積極推進相關認證工作，以實際行動響應國家綠色建築發展戰略，助力行業標準升級與可持續城市建設。

本集團一直積極地拓展綠色建築項目，我們全面參考綠色建築認證體系的嚴格要求和行業最佳實踐，確保技術與管理雙重優化。將來，我們將進一步完善綠色管理體系，確保各項在選址、設計、施工到長期營運的全生命週期中，充分考慮當地氣候特徵與周邊環境，實現資源高效利用與生態平衡。同時，堅持創新驅動與綠色施工標準，將可持續理念貫穿於每一項工程實踐。

在項目設計的各個階段，本集團始終將綠色建築理念與當地社區的可持續發展需求深度融合，力求實現建築與環境、人與自然的協同。以下是本集團常用的一些綠色建築措施：

- 廣泛應用預制組件，大幅減少在建築工地現場進行施工操作時所產生的各類環境污染；
- 選用可開關的玻璃幕牆，有效利用自然通風與採光，提升能效；

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- Actively carry out greening work on rooftops and public areas, helping regulate indoor and outdoor temperatures, improving microclimates, and increasing green space ratios;
- Integration of renewable energy technology design where feasible, such as solar panels, effectively reducing reliance on traditional energy sources;
- Installation of smart irrigation systems equipped with soil moisture sensors and automatic switch functions during rainfall, minimising water consumption for irrigation water;
- Use of air quality sensors with automatic detection to activate ventilation systems as needed to maintain consistently high indoor air quality;
- Adhere to the principle of prioritising environmentally friendly building materials, minimising the negative environmental impact of construction and operation.
- 在屋頂以及公共區域廣泛實施綠化，調節室內外溫度、改善微氣候、增加綠地率；
- 在合適條件下整合可再生能源系統，如：太陽能板，有效降低傳統能源的消耗；
- 設置智慧節水灌溉系統，並搭配土壤濕度感測器和雨天自動關閉裝置，減少灌溉用水需求；
- 使用樓宇自動感知功能的空氣品質傳感裝置，適時啟動通風換氣系統以保障室內空氣始終維持良好的品質；
- 堅持優先採用環保建築材料的原則，降低建築對環境的不良影響。

Green Management

The Group consistently upholds the principle of environmental sustainability throughout the entire project lifecycle, deeply integrating environmental impact assessments into the planning and decision-making processes of property developments. From the initial design and construction phases, all development projects must strictly comply with local environmental regulations, complete environmental impact assessments and obtain approval from local environmental regulatory authorities. Additionally, essential permits such as the "Construction Land Planning Permit" and the "Construction Engineering Planning Permit" must be acquired prior to the commencement of any construction activities. In the site selection phase, the Group adheres to the principle of adapting to local conditions by conducting thorough assessments of the ecological systems at the proposed site. We systematically evaluate potential environmental impacts and prioritise minimising adverse effects as a key criterion in site selection, thereby supporting environmental protection and pollution reduction. During the design phase, the Group undertakes detailed analysis of the site and the building functionality, refining designs to address any identified shortcomings. This approach not only improves energy and resource efficiency but also minimises negative impacts on the surrounding ecosystem, helping to preserve local biodiversity and ecological integrity.

綠色管理

本集團始終秉持全生命週期環境友好理念，將環境影響評估深度融入物業項目的規劃與決策過程。在最初的設計與建設階段，所有開發項目均需嚴格遵守當地環保法規，完成環境影響評估並取得環保主管部門的審核同意，同時還要取得《建設用地規劃許可證》以及《建設工程規劃許可證》等一系列必不可少的證明文件，才能正式啟動工程項目。而在選址階段，我們堅持「因地制宜」原則，全面評估項目所在地的生態系統狀況，系統分析潛在環境影響，並將盡量減少環境負面影響列作其中一項挑選位址因素，以此達到保護環境、降低污染的目的。在設計階段，本集團會對場地以及建築自身的功能、特徵展開細緻分析，並針對短處改善設計，從而能夠一方面提升建築物的綠色環保性能，提升能源效率與資源利用效率，同時盡量減少對周邊自然環境的干擾，保護生物多樣性與生態連續性。

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During construction, we continuously encourage contractors to prioritise the use of locally sourced materials thereby reducing transportation distances and associated carbon emissions. The Group also employs advanced equipment and green construction technologies, implementing comprehensive dust control measures to minimise particulate emissions at construction sites, ensuring that environmental impacts on surrounding areas are kept at a minimum level. In terms of water resources management, the Group has installed rainwater harvesting systems to collect and reuse rainwater for construction purposes, reducing reliance on municipal or groundwater supplies. We remain committed to addressing embodied carbon in buildings by promoting the use of low-carbon materials and high-efficiency equipment, systematically reducing carbon emissions from design through to operation. We continue to advance green building practices, including intelligent energy management systems, energy-efficient equipment, and the integration of renewable energy sources. By actively fulfilling our corporate ecological responsibility, we proactively participate in ecological restoration initiatives around project sites. Through the effective use of ecological compensation mechanisms, we help restore affected vegetation and habitats.

Resources Management

Energy

The Group has comprehensively strengthened energy management across all business operations and departments, embedding energy conservation and emission reduction into every detail of daily operations. We regularly review and optimise energy usage patterns and consumption levels, continuously improving overall energy efficiency and resource utilisation to minimise energy waste and greenhouse gas emissions. We aim to ensure the efficient and rational use of energy, eliminating unnecessary waste. We place

在工程施工方面，我們持續鼓勵承辦商優先使用本地採購的材料，以縮短運輸距離並減少相關碳排放。本集團亦採用先進設備與綠色施工技術，設置完善的防塵措施，以減少施工現場的塵埃排放，確保施工對周邊環境的影響降至最低。在水資源管理方面，本集團設置了雨水收集系統，將雨水作為施工用水，減輕對市政或地下水資源的依賴。本集團也將持續關注建築物的隱含碳排放問題，推廣使用低碳建材與高能效設備，從設計到營運階段系統性降低碳排放。我們持續推動綠色建築實踐，包括智慧能源管理、節能設備應用與可再生能源整合。我們積極履行企業生態責任，主動參與項目周邊生態修復工程。透過善用生態補償機制，我們幫助修復受影響的植被與棲地。

資源管理

能源

本集團全面加強對各業務環節與部門的能源使用管理，將節能減排融入日常營運的每一個細節。我們定期審視與優化能源使用習慣與用量，持續提升整體能效與資源利用效率，務求最大限度降低能源浪費與溫室氣體排放。我們的目標是確保有效率合理地使用能源，杜絕不必要的浪費。我們始終高度重視辦公室能源管理，並

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strong emphasis on office energy management and are committed to implementing a range of effective energy-saving measures in daily operations. In terms of office environmental management, we follow the “Notice Regarding Workplace Energy Saving Measures” as our guiding framework, strengthening the management of energy and resource use across five key areas: air conditioning management, lighting management, equipment and electricity consumption management, water consumption management, and management of office supplies and office consumables. In office operations, we consistently prioritise the selection of energy-efficient electronic products and office equipment that meet national energy efficiency standards, thereby enhancing overall energy performance from the source. To ensure the safe and efficient operation of equipment, we have established a regular inspection system, conducting comprehensive checks on all electrical appliances to maintain them in optimal working condition. Any signs of aging or wear in wiring are promptly addressed with immediate replacement, eliminating both safety hazards and risks of energy waste. The Group regularly holds energy-saving training to enhance employees’ awareness and sense of responsibility for energy conservation and emission reduction, to promote the principle of “Everyone is Responsible”.

During the Year, the Group’s total energy consumption was 2,705.5 MWh, with an energy intensity of 0.08 MWh/sq.m. Direct energy⁷ was mainly used for vehicles, with the consumption of gasoline being of 751.0 MWh, while indirect energy⁸ mainly refers to the consumption of electricity.

致力於在日常營運中實施一系列有效的節能措施。在辦公環境管理方面，我們以《關於辦公環境節能管控通知》為指引，透過空調管理、照明管理、設備用電管理、用水管理及辦公用品、辦公耗材管理五方面進一步加強辦公環境能源、資源的使用管理。在辦公室管理方面，我們堅持優先選用符合國家能效標準的節能型電子產品與辦公設備，從源頭提升整體能源效益。為確保設備安全高效運行，我們建立定期巡檢機制，對所有電器設備進行全面檢查，以確保它們始終處於最佳運行狀態。一旦發現線路老化或磨損的跡象，我們將立即進行更換，杜絕安全與能源浪費風險。本集團定期舉辦節能培訓課程，強化員工對節能降耗的認知與責任感，推動「人人負責」。

本年度，本集團的總消耗能源為2,705.5兆瓦時，能源密度0.08兆瓦時／平方米。直接能源⁷主要用於車輛，汽油的使用為751.0兆瓦時。間接能源⁸則主要為電力的消耗。

⁷ Direct energy refers to fuels consumed on-site or in processes where the energy is used directly by the end user, such as diesel, petrol, liquefied petroleum gas (LPG), pipeline natural gas, compressed natural gas (CNG), and renewable fuels.

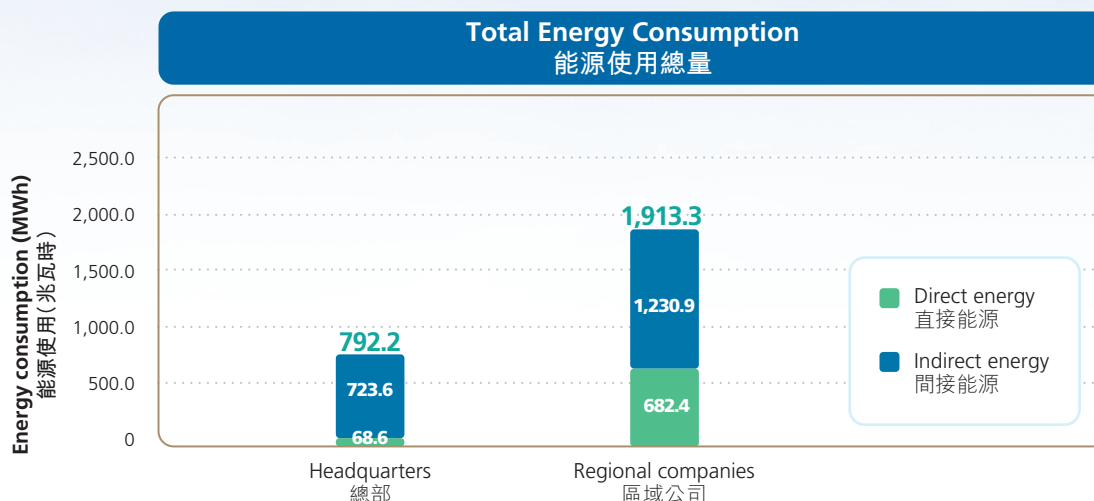
⁸ Indirect energy represents energy that is consumed and purchased by the Group, such as purchased electricity, steam, and hot water, which are produced from other energy sources.

⁷ 直接能源是指終端用戶於現場直接消耗之燃料或製程能源，包括柴油、汽油、液化石油氣、管道天然氣、壓縮天然氣及可再生燃料等。

⁸ 間接能源則指本集團消耗及外購之能源，如外購電力、蒸汽及熱水等。

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Water Resources

The Group fully recognises water as a precious resource on the Earth. Therefore, we are committed to comprehensively promoting water conservation with a strong emphasis on water recycling and reuse. At the same time, the Group actively supports the national ecological civilisation development strategy of “Lucid Waters and Lush Mountains are Invaluable Assets”. The Group strictly complies with all applicable laws and regulations relating to water use and wastewater treatment. We have developed and implemented a series of water resources management plans and programmes, which are regularly reviewed to assess performance and further strengthen water conservation efforts. We aim to enhance water conservation awareness among employees, residents, and tenants through these measures, thereby effectively reducing water consumption, promoting the recycling and reuse of water resources, and improving overall water use efficiency.

Our employees prepare monthly water consumption reports to provide a comprehensive analysis of actual water usage across all projects. This enables timely identification of abnormal water usage, the exploration of water-saving opportunities, and the implementation of targeted improvement measures, continuously enhancing overall water use efficiency. In case of any water equipment malfunctions or leaks, professional maintenance personnel are immediately dispatched by the Group to address the issue, thereby minimising water loss and safeguarding resource efficiency.

水資源

本集團深明水是地球珍貴的資源，因此致力於全面推行節約用水的理念，並強調水資源的回收與再利用，同時響應「綠水青山就是金山銀山」的國家生態文明發展戰略。本集團嚴格遵守營運所在地司法管轄區有關用水及污水處理的所有適用法例及規例。我們已制定並實施了一系列水資源管理方案和計劃，並將定期檢視成果、不斷加強節水管理的力度。我們期望透過這些措施提高員工、住戶及租戶的節水意識，從而有效減少用水量，促進水資源循環使用及提升水資源使用率。

員工負責編製每月水資源使用報告，全面分析集團各項目在水耗方面的實際情況，及時發現異常用水情況，探索節水空間，並推動針對性改進措施，持續提升整體用水效率。一旦在監測中發現設備損壞、管道滲漏等問題，本集團將立即派遣專業技術團隊進行排查與維修，確保問題即時解決，防止任何水資源浪費。

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In terms of water resources management strategy, we have installed a rainwater reuse treatment facility. After filtration and disinfection, the collected rainwater can be used for outdoor landscaping irrigation, road cleaning, and flushing in certain underground car parks. Additionally, the project features a reclaimed water system that specifically collects discharged water from commercial washroom. After treatment, the reclaimed water is reused for flushing in underground garages, effectively promoting water resources recycling. The project garden landscaping system is equipped with an automated irrigation system with soil moisture sensors. The system automatically adjusts irrigation volume based on real-time soil moisture levels, further conserving water resources. The Group actively encourages major contractors to place high priority on wastewater recycling and reuse during project construction stage. We promote the establishment of comprehensive wastewater recycling and reuse mechanisms, encouraging contractors to collect wastewater generated during construction. This wastewater is treated through technical processes to achieve purification in construction activities with relatively lower water quality requirements, such as dust suppression and vehicle washing, effectively reducing the use of fresh water and achieving efficient recycling of water resources. At the same time, we explicitly require all construction sites to install three-stage sedimentation tanks. Wastewater containing suspended solids such as silt generated during construction will sequentially pass through the three-stage sedimentation tanks, undergoing multi-stage physical settling to allow impurities to gradually settle at the bottom of the tanks. This ensures that the discharged water meets the standards for discharge into the municipal pipeline network. Such measures effectively prevent untreated or sub-standard wastewater from being directly released into the urban drainage system, avoiding pollution of the urban water environment and safeguarding the harmonious coexistence between construction activities and the surrounding ecological environment which demonstrating our rigorous commitment to environmental responsibility. In office water management, the Group has fully implemented water-saving measures, including the installation of high-efficiency water-saving devices and sensor-based faucets, further enhancing water use efficiency and minimising resource wastage.

在水資源管理策略上，我們設置了雨水回用處理設施，經過過濾和消毒的雨水可用於室外綠化灌溉、道路清洗和部分地下車庫的沖洗。此外，項目內設有中水回收系統，專門收集商業區域洗手間的盥洗排水，經過處理後的中水可用於地下車庫的沖洗，實現水資源的有效循環。園區綠化系統則配備自動灌溉系統，並安裝土壤濕度傳感器，並根據土壤濕度自動調節灌溉量，進一步節約水資源。本集團積極鼓勵主要承包商在項目施工過程中高度重視廢水的回收與再利用。我們推動承包商建立完善的廢水回收與循環利用機制，收集施工期間產生的廢水，並透過技術處理進行淨化，使其達到可重複使用的標準。處理後的水將被廣泛應用於施工降塵、車輛清洗等對水質要求相對較低的環節，有效節約用水，實現水資源的高效循環利用。同時，我們明確要求所有施工現場必須規範設置三級沉澱池。施工過程中產生的含泥沙等懸浮物的污水，將依次經過三級沉澱池進行多級物理沉降，使雜質逐步沉降於池底，確保排出的水質達到市政管網排放標準。此舉可有效防止未經處理或處理不達標的污水直接排入城市排水系統，避免對城市水環境造成污染，保障施工活動與周邊生態環境的協調共融，體現對環境責任的嚴謹承擔。在辦公室用水管理方面，本集團全面推行節水措施，包括加裝高效節水裝置及感應式水龍頭，進一步提升用水效率，減少資源浪費。

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During the Year, the Group's total water consumption was 23,206.4 m³, with a water consumption intensity of 0.66 m³/sq.m. Among them, the consumption of the headquarters office was 4,986.8 m³, and the water consumption intensity was 0.55 m³/sq.m.

Waste Management

The Group consistently adheres to the principles of waste minimisation, reduction, and resource recovery, continuously advancing its waste management practices. We focus on reducing waste generation at the source by strengthening internal management, optimising business processes, and promoting environmental awareness across all levels.

In daily office operations, we have fully implemented a waste segregation and recycling system. We actively promote paperless operations by encouraging the use of electronic documents and online approval workflows, fostering a green office culture that engages all employees. In construction projects, we exercise strict control over waste generated at sites, ensuring proper handling through clear classification, labelling, and legal reporting, thereby preventing resource waste and environmental pollution.

The Group's primary hazardous waste is used ink cartridges. We strictly categorise, securely store, and handover to licensed service providers for disposal in compliance with relevant regulations. At the same time, we closely monitor updates to local environmental laws and policies in our operating regions, ensuring full compliance in hazardous waste management and mitigating environmental risks. During the Year, the Group generated a total of 3,203.0 kg of hazardous waste and 83.1 metric tonnes of non-hazardous waste.

本年度，本集團共消耗水資源23,206.4立方米，耗水密度為0.66立方米／平方米。其中，總部辦公室消耗量為4,986.8立方米，耗水密度為0.55立方米／平方米。

廢棄物管理

本集團始終秉持無害化、減量化以及資源化的原則，持續推進廢棄物管理工作，重點從源頭減少廢物的產生量，並通過加強內部管理、優化業務流程以及推廣環保理念。

在日常辦公方面，我們全面推行垃圾分類回收制度，並積極推行無紙化作業，鼓勵使用電子檔及線上審批，倡導全員參與綠色辦公文化。在工程施工方面，我們亦謹慎控制施工現場廢棄物，通過分類、標識和依法申報確保其妥善處置，避免資源浪費及環境污染。

本集團的主要有害廢棄物為廢墨水匣，我們嚴格分類妥善儲存，交由具備資質的服務商按照相關法規進行處理。同時，我們密切關注營運所在地的法規更新及環保政策，確保有害廢棄物處理合規。於本年度內，本集團總共產生了3,203.0千克有害廢棄物，無害廢棄物共計83.1公噸。

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Carbon Sensation 感碳號

Since the launch of the “Carbon Sensation” initiative in 2022, China SCE have collaborated with various stakeholders to donate a cumulative total of several metric tonnes of used clothing. In April 2025, the Group once again partnered with the public welfare platform for old clothing recycling to conduct a joint online and offline old clothing collection campaign, further promoting the concept of resource circularity.

自二零二二年「感碳號」項目啟動至今，中駿攜手各界力量，已累計數公噸的舊衣捐贈。二零二五年四月，本集團再次與舊衣物環保捐贈公益平台於線上線下同步開展舊衣回收公益活動，持續倡導資源循環利用。



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ACHIEVING EXCELLENCE IN TALENTS

China SCE has consistently upheld the belief of “the Core of Corporate Management Lies in Building Organisational Capability”, embedding our “Human-Centric” management philosophy into our corporate culture. This approach safeguards employee rights while cultivating individual capabilities and professional development. To enhance our employment practices, China SCE has established a talent recruitment mechanism, created a respectful, equal, diverse, and safe workplace culture. Meanwhile, we place great emphasis on protecting the fundamental rights and benefits of our employees, offering comprehensive welfare to attract and retain top talents. Through these efforts, we aim to build a harmonious, inclusive, professional, and efficient team. The Group strictly adheres to all international and applicable laws and regulations relevant to employment and labour⁹.

成就卓越人才

中駿始終秉持著「企業管理的本質是組織能力構建」的理念，將「先人後事」的企業特色管理理念，貫穿於我們的企業文化中，以維護員工權益及培育個人能力和專業發展。為了致力完善僱傭制度，中駿建立了一套人才選拔機制，為員工打造一個倡導尊重、平等、多元化、健康安全的工作環境。同時，本集團重視員工的基本權益和福利，為他們提供全面的福利保障，以吸引和保留人才，並構建一個和諧共融、專業高效的團隊。本集團始終嚴格遵守所有有關僱傭及勞工的國際法例及所有適用法例及規例⁹。

Highlights of 2025 二零二五年工作亮點

Achieved a **96.8**
score from Employee
Satisfaction Surveys
員工滿意度調查得分
為 **96.8** 分



No work-related fatalities in
the past three years

過去三年中沒有發生任何
與工作相關的死亡個案



Employee Rights

The Group has established various internal regulations, such as the “Staff Handbook”, the “Recruitment Management Practice Guide”, the “Compensation and Benefits Management Practice Guide”, and the “Employee Reward and Punishment Management System”. These documents aim to regulate the management of talent recruitment and employment practice.

員工權益

本集團制定了不同的內部規章，包括《員工手冊》、《招聘管理作業指導書》、《薪酬福利管理作業指導書》及《員工獎懲管理制度》等，以嚴格規範管理人才招聘及僱傭的制度。

⁹ Laws and regulations include, but are not limited to, the following: “Employment Ordinance” (Cap. 57 of the Laws of Hong Kong), “Companies Ordinance” (Cap. 622 of the Laws of Hong Kong), “Labour Law of the People’s Republic of China”, “Social Insurance Law of the People’s Republic of China”, “Provisions on the Prohibition of Using Child Labour”, “Law of the People’s Republic of China on Protection of Minors”, “Special Rules on the Labour Protection of Female Employees”, “Law of the People’s Republic of China on the Protection of Rights and Interests of Women”, and “United Nations Global Compact”.

⁹ 法律法規包括但不限於以下：《僱傭條例》（香港法例第57章）、《公司條例》（香港法例第622章）、《中華人民共和國勞動法》、《中華人民共和國社會保險法》、《禁止使用童工規定》、《中華人民共和國未成年人保護法》、《女職工勞動保護特別規定》、《中華人民共和國婦女權益保障法》及《聯合國全球契約》等。

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The “Staff Handbook” stated explicitly on remuneration and dismissal policies, recruitment procedures, retention and promotion mechanisms, working hours, leave arrangements, equal opportunity and diversity policies, anti-discrimination provisions, labour standards, and other benefits. We ensure full transparency which employees have a clear understanding of their rights and responsibilities. In addition, we comply with national social security requirements by enrolling employees in pension, medical, unemployment, work injury, and maternity insurance, and the housing provident fund. Employees enjoy at least one rest day per week to safeguard their labour rights and well-being.

The Group strictly prohibits the employment of child labour and any form of forced labour. To prevent such violations, during the recruitment process, relevant departments must follow the Group’s “Recruitment Management Practice Guide”, includes comprehensive background checks and verification processes for all candidates. These checks cover identity, educational background, work history and other relevant details to ensure compliance with all applicable laws and regulations, thereby preventing the employment of child labour and forced labour. Furthermore, we require the company and employee to sign the “Labour Contract” in accordance with the relevant national labour laws and regulations and the Group’s management system within one month of employment to ensure that employment is voluntary and fully compliant with legal requirements. In the event that instances of child labour or forced labour are identified, the Group would terminate the employment relationship, report the matter to relevant authorities, and provide necessary assistance to affected individuals. If an employee discovers any suspected actions violating employment practices or labour standards, they may file a complaint through in-person discussion or in writing, or make an anonymous report to the Internal Audit and Compliance Department via the internal supervision hotline. If an employee is found unsuitable for their role or breaches the Group’s policies or national regulations, Human Resources Department will seek to terminate the labour contract following the “Labour Contract Termination Approval Process”. Supervisors will directly inform employees of the reasons for dismissal during interviews. The Group will terminate employment and settle compensation in accordance with the law, to protect both parties’ rights.

《員工手冊》中詳細闡述了薪酬與辭退政策、招聘流程、挽留與晉升機制、工作時數、假期安排、平等機會、多元化政策、反歧視條款、勞工準則及各項福利待遇等內容。我們確保所有資訊公開透明，讓員工對自身權益與責任有明確的了解。同時，我們依法遵循國家社會保障制度，為員工辦理養老、醫療、失業、工傷、生育保險及住房公積金，並確保員工每週至少享有一天休息日，以保障其勞工權益。

本集團已制定並實施相關政策及措施禁止聘用童工及任何形式的強制勞工。為防止此類違規行為，在招聘過程中，相關部門必須嚴格按照本集團《招聘管理作業指導書》的指引管理招聘流程，對應徵者進行背景調查及核實。調查內容包括身份資訊核實、教育背景核實、工作履歷核實等，以確保應徵者的選聘符合法律法規，防止僱用童工及強制勞工等情況的發生。我們亦要求公司與員工須在入職一個月內依據國家勞動法律法規及公司制度簽訂《勞動合同》，確保聘僱關係合法有效。當發現任何童工或強迫勞動的情況時，本集團將終止勞動關係，並向相關當局報告及安排必要的援助。如員工發現任何懷疑違反僱傭制度或勞工準則的行為，可以面談或書面形式投訴，或致電內部監督熱線向審計監察部作匿名舉報。若員工無法勝任其工作崗位，或違反公司制度或國家法律法規，人力資源部將依照《勞動合同解除審批流程》提出提前解除勞動合同的申請，並由主管透過面談向員工說明具體解僱原因。為保障雙方權益，本集團將依法終止僱傭關係及支付賠償金。

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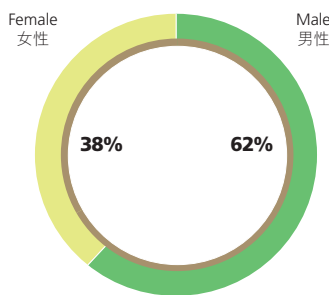
We are committed to build an inclusive workplace. The Group strictly prohibits any form of discrimination against job applicants or employees based on race, gender, age, disability, marital status, sexual orientation, or religion, ensuring equal opportunities for all. Employees who experience discrimination or unequal treatment may report to their department heads or the Human Resources Department. During the Year, the Group did not record any incidents of non-compliance with labour laws and regulations.

The breakdown of employees by gender, age group and grade within the scope of this report as at 31 December 2025 is as follows:

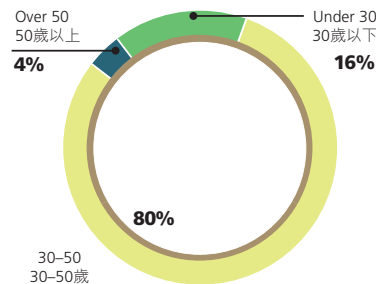
我們致力營造共融的工作環境。本集團嚴禁對任何應徵者或在職員工作出任何有關種族、性別、年齡、殘疾、婚姻狀況、性取向或宗教信仰等的歧視行為，為確保員工予以平等的發展機會。如員工遭遇任何歧視或不平等待遇問題，可向部門主管或人力資源部反映。本年度內，本集團並無發生違反勞動法規事件。

於二零二五年十二月三十一日，本報告範圍內按性別、年齡組別及職級劃分的員工明細如下：

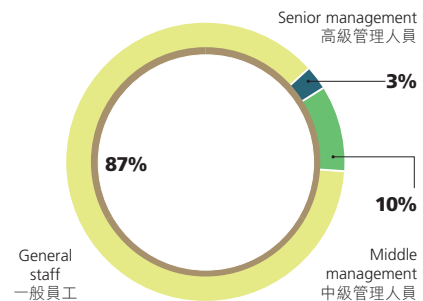
2025 Percentage of Employees by Gender
二零二五年按性別劃分的員工百分比



2025 Percentage of Employees by Age
二零二五年按年齡組別劃分的僱員百分比



2025 Percentage of Employees by Grade
二零二五年按職級劃分的員工百分比



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Employee Welfare and Care

Employee Welfare

Apart from the statutory benefits, the Group provides a variety of supplementary benefits, including free meals, birthday gifts, and festive activities. We also offer housing support for eligible long serving employees who face housing difficulties. Regarding leave benefits, the “Staff Handbook” clearly stated working hours and leave entitlements. Employees are entitled to paid annual leave, sick leave, marriage leave, compassionate leave, etc. To promote work-life balance, the Group provides flexible working hours and work arrangements based on the nature of each role.

We follow the “Staff Handbook”, “Recruitment Management Practice Guideline”, “Employee Reward and Punishment Management System”, and “Practice Guideline on Remuneration and Benefits Management” systems that reward and punish employees. To enhance remuneration system and advocate the principle of “Compensation Based on Duties and Contributions”, we benchmark the remuneration policies against different enterprises within the same industry, region and scale at least once a year. Outstanding employees are rewarded with corresponding bonuses in accordance with the Group’s reward and penalty mechanism. In addition, the Group offers a share option scheme to encourage and reward employees. For further details of the share option scheme, please refer to the section “Share Option Scheme” under the “Report of the Director’s” of the Group’s 2025 Annual Report.

To support employees facing financial difficulties due to unexpected non-work-related accidents or critical illnesses during their employment, the Group provides assistance through China SCE Nan’an charity fund. The fund subsidises medical expenses aim to reduce their medical burden. Since the establishment of fund in 2018, it has supported 15 employees in need with an accumulative amount of approximately RMB910,000.

員工福利與關懷

員工福利

除了法定福利之外，本集團另提供免費餐飲、生日禮物、節日活動等額外福利，並為符合資格且面臨住房困難的長期員工提供住房支援。在休假福利方面，我們在《員工手冊》中明確規定了工作時數及假期制度，員工可享受帶薪年假、病假、婚假、喪假等，以滿足不同生活階段的需要。為促進工作與生活平衡，本集團提供彈性工作時間及差別化工作制，根據崗位特點制定靈活工作制度。

我們根據《員工手冊》、《招聘管理作業指導書》、《員工獎懲管理制度》及《薪酬福利管理作業指導書》等制度獎懲員工。以建立完善的薪酬體系並倡導「按職責取酬、按貢獻取酬」的原則，我們至少每年對同行業、同地區、同規模的其他企業的薪酬政策進行基準評估。表現優秀的員工將依照獎懲制度獲發相應獎金。此外，本集團向員工提供購股權計劃，旨在鼓勵及獎勵員工。有關購股權計劃的詳情，請參閱本集團二零二五年年報「董事會報告」中「購股權計劃」一段。

此外，為幫助和支持經濟困難的員工在職期間因非工傷的突發意外和重大疾病，我們成立了中駿南安慈善基金向有需要的員工提供援助基金，幫助他們減輕醫療負擔。自二零一八年基金成立至今，我們已經成功資助15名員工，累計援助金額約人民幣91萬元。

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Employee Care

The Group cherishes two-way communication to better understand employees' expectations and needs. Hence, the Group has implemented a comprehensive online and offline communication mechanism that facilitates both top-down and bottom-up interactions. Employees may voice out through three channels: email, hotline, and the WeChat public account. The Group's email account is managed by the Human Resources Departments of each region, who are responsible for consolidating employee feedback. The representatives will respond to the employees through phone call, ensuring employees that their suggestions are promptly conveyed to the relevant business or project departments with regular updates. Meanwhile, feedback received through hotline and WeChat public accounts is centrally recorded and handled by the Customer Service Centre at the headquarters for timely handling. Moreover, the Group has launched a counselling hotline to provide emotional support for employees. The Human Resources Department communicates with employees through the hotline to understand and address work-related or personal stress.

During the Year, the Group conducted quarterly employee satisfaction surveys to understand employees' feedback and address their concerns. The employee satisfaction survey covers materials, catering, working environment and administrative services topics, which the satisfaction score reached 96.8.

員工關懷

本集團重視雙向溝通，希望更了解員工的期望和需求。因此本集團開展了自上而下及自下而上的雙向線上、線下溝通機制。員工可透過三種主要反饋渠道隨時與公司聯繫提出問題和意見，包括電子郵件、熱線電話和微信公眾號。由各區域的人力資源部管理本集團的郵箱，負責整理和歸納收到的郵件和員工的建議，並根據需求透過電話聯繫員工回覆，並確保員工的意見能夠及時傳達給相關業務或項目部門。我們會定期向員工報告意見反饋的進展情況。熱線和微信公眾號的反饋則由總部客服中心統一負責記錄和管理，確保所有反饋都能得到妥善處理。同時，本集團設立了輔導熱線為員工提供所需的情緒支援。人力資源部將透過輔導熱線與員工進行溝通，聆聽他們工作和生活中的壓力問題。

本年度，本集團開展了季度員工滿意度調查，適時了解員工的意見，協助員工解決問題。員工滿意度調查以問卷形式展開，調查內容涵蓋物資、餐飲、工作環境及行政服務等方面，滿意度得分為96.8分。

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To recognise employees' hard work over the past year, the Group also presented the "Pillar of Strength Award", "Exemplary Performance Award", and "Rising Star Award" to outstanding employees at the 2025 annual work conference, acknowledging their contributions to the Group.

To optimise information disclosure and safeguard employees' right to know, the Group continuously enhances the completeness and transparency of its information disclosure. The Group systematically discloses its corporate policies and systems, and has established a legal column to promote legal awareness among employees. The Human Resources Department has launched a shared service center platform, which focuses on streamlining human resources policies and procedures, while providing employees with accurate interpretations of employment-related policies.

Employee Training and Development

We prioritise offering employees with diverse opportunities to develop their skills and build a highly experienced workforce. The Group's "Talent Development Outline" and "Training Operations Manual" set out the core principles, long-term objectives, and structured training system that guide our talent pipeline strategy. We support employees' professional and personal progression through providing fair learning opportunities to prepare them for future business challenges and opportunities.

為了表彰員工在過去一年中的努力，本集團在二零二五年的工作會議上，向員工頒發了「中流砥柱獎」、「業務標兵獎」以及「明日之星獎」等多個獎項，表彰員工為本集團作出的貢獻。

為優化資訊披露及維護員工知情權，本集團不斷強化自身資訊披露的完整度和透明度。本集團系統公開披露公司政策和制度，設置了法律專欄，對僱員進行普法宣傳。人力資源部已推出共享中心平台，專注於簡化人力制度和流程，同時為員工提供精準的僱傭相關政策解讀。

員工培訓與發展

我們重視為員工提供多元化的機會助力他們發展技能，培養經驗豐富的團隊。本集團的《人才發展綱要》和《培訓業務手冊》，為人才培養的策略與方向奠定核心理念、確立團隊的長期目標、及規範培訓體系。我們支援員工的事業成長與個人發展，因此致力提供公平的學習與培訓機會，使員工能夠為未來業務挑戰和機遇作好準備。

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The Group understands the importance of talent attraction. The Group has five major recruitment channels: job advertisements, internal referrals, annual management trainee programmes, collaboration with local labour government employment organisations, and campus recruitment. These channels aid to identify, attract, and cultivate professional talent. The Group's talent development programme includes "Radiance Leader", "Enlightened Student" and "Brilliant Student". Through onboarding training, mentorship programmes, job rotations, tailored training, and hands-on projects, we nurture future professional managers, marketing talents, and corporate leaders. Also, when we post job advertisements, the Group strictly follows the "Recruitment Management Practice Guideline" to ensure fairness and objectivity in all hiring practices.

本集團明白吸納人才的重要性。本集團建立了五大招聘渠道，包括招聘廣告、內部推薦、年度管培生計劃、聯繫當地政府勞動派遣單位以及校園招聘，旨在發掘、吸引和培養專業人才。本集團的人才培養計劃涵蓋「千里馬」、「啟航生」及「駿耀生」等不同項目，透過入職集訓、導師帶教、輪崗、專項培訓及實踐任務，培養未來的專業管理者、行銷人才及企業幹部。此外，刊登招聘廣告時，本集團嚴格遵守《招聘管理作業指導書》的相關規定，確保廣告內容體現公平公正原則。

Radiance Leader 千里馬

Non-marketing management trainees are recruited through campus recruitment to develop them into well-rounded, professional managers with versatile capabilities.

通過校園招聘入職的非營銷類管培生培養專業的管理者。

Enlightened Student 啟航生

Marketing management trainees are recruited through campus recruitment to develop into senior marketing managers and top salespersons.

通過校園招聘入職的營銷類管培生培養高級的行銷管理者和金牌銷售員。

Brilliant Student 駿耀生

This programme serves as a key talent pipeline for the Group's business operations, building future leaders from campus recruitment.

通過校園招聘助力本集團經營性業務培養未來幹部。

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Meanwhile, the Human Resources Department conducts an internal promotion assessment, evaluating employees across five aspects: cultural alignment, tenure, performance, potential, and capability, for fair promotion opportunities.

The Group provides three core training programmes tailored to employees at different levels. To assist new joiners quickly integrate into the corporate culture and workplace environment, our “China SCE Orientation Camp” training programme equips new hires with essential knowledge of the Group’s policies and standards, covering the history, business overview, and job-related requirements. We also offer technical skills training and competency enhancement programmes to further hone employees’ capabilities.

The Group has established a holistic training management system that encompasses four phrases: Demand Analysis, Plan Development, Training Implementation, and Annual Training Review. At the end of each year, the Human Resources Department at the headquarters initiates an annual analysis and research to formulate the “Annual Training Plan”. The training implementation consists of ten parts, including plan breakdown, approval, notice, attendance, discipline, evaluation, report and more. Each training session must be strictly implemented in accordance with the training implementation procedures. Every year in December, each project is required to review training costs and effectiveness of trainers, course offerings, and individual employee training situations. This allows every training course to be evaluated comprehensively and be elevated.

同時，人力資源部每年末會進行內部晉升評估，從文化匹配、任職時間、績效、潛力及能力五大維度進行綜合審核，為員工提供公平的晉升機會。

本集團為不同職級的員工策劃三大培訓課程與活動。為協助新加入同事快速融入企業文化與工作環境，我們的「新駿營」訓練讓新員工掌握本集團的各項基本制度。訓練內容包括本集團的發展歷程、業務介紹、工作相關標準等。我們的培訓課程亦包含了專業培訓及技能提升培訓。

本集團完善的培訓管理體系涵蓋需求分析、計劃制定、培訓實施及年度總結四大步驟。每年年末，總部人力資源部會商討及依照分析結果擬定《年度培訓計劃表》。培訓實施時分了十個部分：計劃分解、審批、課程通知、考勤、紀律、評估及檔案管理等，確保所有課程均依標準化流程落實。每年十二月，各項目公司需進行年度培訓總結，包括費用與成效分析、內外部講師評估、課程配置檢討及員工培訓情況分析等，以確保培訓工作得到全面回顧與提升。

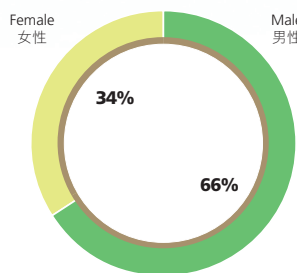
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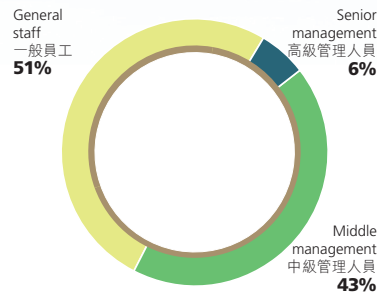
During the Year, a total of 349 employees of the Group participated in trainings, accumulated 1,074.5 training hours. Training and development statistics by gender and grade are disclosed below:

本年度，本集團共有349位員工接受培訓，累計培訓時長1,074.5小時。按性別及職級劃分的發展及培訓統計數字披露如下：

2025 Percentage of Trained Employees by Gender
二零二五年按性別劃分的受訓員工百分比



2025 Percentage of Trained Employees by Grade
二零二五年按職級類別劃分的受訓員工百分比



Occupational Health and Safety

Management Initiatives

The Group places occupational health and safety (“OHS”) as the priority. We strictly adhere to the relevant laws and regulations regarding occupational health and safety¹⁰. To build a safe and healthy work environment, the Group has formulated and implemented the “Guidance Notes on Safety Management in Workplace”, “Safety and Civilisation Management System”, and “Risk Management Operation Guideline” to streamline OHS management procedures and implement relevant risk management initiatives. The Group also provides regular equipment operation and OHS training to educate employees to fulfil their safety responsibilities in the workplace. Moreover, employees must check the surrounding environment meets all operational requirements and adopt personal protection measures before any high risk activities to minimise the risk of work-related injuries and occupational hazards.

職業健康與安全

管理措施

本集團把職業健康及安全置於首位。我們嚴格遵守任何與職業健康及安全的法律和法規¹⁰。為建立一個健康及安全的工作環境，本集團已制定並實施《辦公場所安全管理作業指導書》以及《安全文明管理制度》及《風險管理作業指導書》等規範職業健康與安全管理流程，並落實相關風險管控措施。本集團亦透過定期的設備操作培訓以及職業健康與安全教育，確保員工在其崗位上切實履行安全責任。此外，員工在進行高風險活動之前必須確認周邊環境是否符合操作要求，同時採取有效的自我防護措施，降低因職業相關的受傷風險及職業危害。

¹⁰ Laws and regulations include, but are not limited to, the following: “Occupational Safety and Health Ordinance” (Cap. 509 of the Laws of Hong Kong), “Labour Law of the People’s Republic of China”, “Labour Law of the People’s Republic of China”, and “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases”.

¹⁰ 法律法規包括但不限於以下：《職業安全及健康條例》(香港法例第509章)、《中華人民共和國勞動法》、及《中華人民共和國職業病防治法》等。

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In maintaining a safe office environment, the Group has set out the “Guidance Notes on Management in Workplace”. The Group has to conduct daily inspections on office electrical equipment and public facilities, and regular assessments of office air quality, and quarterly comprehensive inspection. Additionally, the Administration Department is responsible for adopting the 5S process: organising, tidying, cleaning, sanitising and disciplining, within the workplace to ensure the order, cleanliness, and safety of the office premises.

We also put great emphasis on the safety at construction sites. The Group has developed standardised safety and civilised construction requirements, covering scaffolding, safety protection and onsite signage, carrying out the projects in a safe and compliant manner. The “Safety and Civilisation Management System” not only establishes standards for product quality control and accountability, but also outlines procedures for emergency response and internal reporting of safety incidents. We conduct periodic safety inspections and evaluations, such as, an average of four safety patrols per month at project sites and suppliers, quarterly assessments of safety personnel and engineering managers by regional companies, as well as project-level safety risk identification and themed safety activities. Safety information is also circulated regularly through the intranet, email and workplace communication groups to strengthen risk management capabilities.

為維持安全辦公環境，本集團制定了《辦公場所管理作業指導書》。本集團每日會檢查辦公室的電力設備及公共設施、並定期進行辦公室空氣質素測試和每季度開展全面性的安全檢查。此外，行政部門依照五常法（即整理、整頓、清掃、清潔以及素養）進行管理與監督，以確保辦公場所的秩序、整潔及安全。

我們亦重視施工現場的安全。本集團建立標準化的安全文明施工內容，包括搭建設施、安全防護及現場標識等要求，確保工程項目在合規及安全的條件下開展。《安全文明管理制度》除了明確產品質素基準及問責要求外，亦規範內部安全問題的應急處置與通報機制。我們定期執行安全專項檢查和評估，包括每月平均四次的項目及供應商安全巡查、各區域公司每季度對安全人員及工程經理的考核，以及項目層面的安全風險識別及主題活動。安全資訊亦透過內聯網、電郵及工作群定期發布，以提升動態風險管理能力。

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To foster risk management capabilities and reduce the severity of the accident, the Group has launched the “Work Injury Emergency Plan”. The “Work Injury Emergency Plan” defines the structure of the emergency response units and their respective responsibilities, along with emergency handling procedures. In the event of an incident, onsite personnel must immediately perform first aid, while the Human Resources Department coordinates insurance claims and reports the incident to the Group management. Meanwhile, the Group’s safety leadership team will handle any work-related injuries. Engineering Property Department conducts daily inspections and corrective actions to prevent accidents. After the incident is resolved, the Group conducts a full review of the emergency response, evaluates the effectiveness of handling procedures, and involves relevant departments in analysing and reporting the root causes. Based on these insights, the Human Resources Department will refine the emergency plan, which is reviewed by senior management to reinforce the Group’s accident response capabilities. With the rigorous measures, the Group has not experienced any work-related fatalities in the past three years.

Health and Safety Training

China SCE recognises training is the solution for raising health and safety awareness. The Group offers a variety of diverse safety training, for instance, daily pre-shift safety briefings, weekly safety inspections, periodic safety seminars, and evening training sessions, ensuring employees, suppliers and contractors are aware of the most up-to-date safety knowledge and practical skills. In addition to the Group’s and region’s training, each project team also carries out tailored training based on the latest national requirements, reported safety incidents and their risk profiles, enhancing the overall health and safety awareness of all personnel.

為提高應急處置能力和降低事故的嚴重性，本集團定立了《工傷事故應急預案》。《工傷事故應急預案》清晰界定了應急小組的架構及其職責範疇和應急處理程式。事故發生後，現場人員應立即對傷者進行緊急救護，人力資源部則負責聯絡保險公司及向本集團管理層呈報事故詳情。同時，本集團的安全領導小組，將應對工作過程可能造成的人員傷亡事故。工程物業部則須持續檢查並糾正日常風險，預防事故再發生。在事故處理完畢後，本集團會要求相關部門全面評估應急響應效果，分析事故原因並撰寫評估報告，人力資源部則依結果修訂預案，由總負責人審核後正式實施，確保持續改進。藉著嚴格的措施，本集團在過去三年中沒有發生任何與工作相關的死亡事故。

安全培訓

中駿深明培訓是提高健康和意識的重點方法。本集團提供多樣化安全培訓，包括每日班前的安全交底、每週例行的安全檢查、週期性的安全宣講以及職工夜校等均涵括其中，旨在保障本集團內部員工、供應商和施工方等汲取到最前沿的安全知識以及切實可用的技能。除本集團與區域層級的統一培訓外，各項目也會根據國家最新相關要求、匯報安全事故及自身風險特點開展專題安全培訓，全面提升所有相關人員的健康與安全意識。

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OPTIMISING OPERATING PRACTICES

The Group values corporate ethics and integrity as the foremost principles of our operation, adhering to a business model that prioritises business ethics and self-discipline. We uphold rigorous standards for delivering high-quality products and services while building mutually beneficial and sustainable partnerships with all stakeholders.

優化營運慣例

本集團將企業道德與誠信視為營運首要原則，堅守商業道德和廉潔自律的業務營運模式。我們對提供高質素產品與服務有嚴格標準，與各持份者保持緊密聯繫，建立互惠互利、可持續的合作關係。

Highlights of 2025 二零二五年工作亮點

Committed to delivering quality and upholding our promises to customers, delivered of approximately 2.71 million sq.m. of properties in 2025

堅持品質交付，持續兌現客戶承諾，二零二五年新交付住宅面積約271萬平方米



Product Responsibility and Service Quality

High-Quality Project Development

To meet customer needs and expectations, we continuously improve our management system, enhance service quality and safeguard the health and safety of customers. We strictly adhere to all relevant laws and regulations on product responsibilities and service quality¹¹. To this end, the Group has established a comprehensive quality monitoring system. Both professional internal teams and an independent third-party consultant conduct regular assessments to ensure compliance with regulations and the Group's standards in each stage of the project.

產品責任及服務質素

發展優質項目

為滿足客戶的需要與期望，我們不斷完善管理制度、提升服務質素，以及保障客戶健康與安全，嚴格遵守所有有關產品責任及服務品質的法律法規要求¹¹。為此，本集團建立了質素監控體系，通過內部專業團隊與獨立第三方顧問監察機構定期檢查，確保每個項目階段均符合相關規例和本集團標準。

¹¹ Laws and regulations include, but are not limited to, the following: "Property Management Services Ordinance" (Cap. 626 of the Laws of Hong Kong), "Regulation on Realty Management", "Trademark Law of the People's Republic of China", "Copyright Law of the People's Republic of China", "Urban Real Estate Administration Law of the People's Republic of China", "Regulation on the Administration of Development and Operation of Urban Real Estate", "Advertising Law of the People's Republic of China", and "Product Quality Law of People's Republic of China"

¹¹ 法律法規包括但不限於以下：《物業管理服務條例》(香港法例第626條)、《物業管理條例》、《中華人民共和國商標法》、《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國城市房地產管理法》、《城市房地產開發經營管理條例》、《中華人民共和國廣告法》、及《中華人民共和國產品品質法》等。

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Before the commencement of construction, the Engineering Department reviews the design plans to identify potential quality issues and establishes clear quality objectives to prevent accidents, in accordance with the “China SCE Handbook of Construction Project Management”. During the construction process, engineers supervise contractors’ work and perform parallel inspections at each stage to promptly detect and address quality issues, documenting all the findings in the “Construction Diary Log Book”. We also conduct surprise inspections assessing “Actual Measurements,” “Entity Quality,” and “Safety and Civility”. Following these inspections, specific improvement recommendations are provided to contractors for timely corrective actions, thereby maintaining the highest engineering standards.

Meanwhile, our contracts with contractors include compensation agreements that mandate their commitment to quality assurance and regulatory compliance, compelling them to fulfil their responsibilities to prevent defects or violations. Prior to project handover, the Group conducts internal pre-handover assessments to comprehensively evaluate the quality and the safety of the project against established standards. After formal handover, the Group’s Engineering Department and Design Department carry out project evaluations, collecting and analysing data and feedback regularly in all project phases to achieve closed-loop management.

In terms of quality control, we implement stringent management and corrective measures at three levels including macro, regional, and project throughout the construction to ensure that property quality meets predetermined targets and is delivered to customers as planned. Moreover, we have established a series of internal systems such as the “Project Company On-site Management Guide” that covers subscription, deposit collection, and contract signing in the sales processes. The Guide further refines marketing standards, streamlines the behaviour of marketing personnel, and maintains professionalism and consistency of the entire sales process to enhance customer satisfaction and corporate reputation.

施工前，工程部依據《中駿工程項目管理手冊》檢視設計並制定質素目標，識別可能存在的質素問題，以避免意外發生。施工期間，工程師全程監督承包商並採用平行檢驗，及時糾正質素問題，亦記錄於《施工日記》。我們亦會進行突擊檢查，從「實測實量」、「實體質量」和「安全文明」三方面評估，提出具體的改進建議，促使承包商及時糾正問題，有效確保工程質素達到最高水平。

同時，我們與承包商簽訂的合同中明確約定了彌償條款，要求承包商對工程品質和遵守相關法規作出承諾，確保他們全面履行責任，以避免工程缺陷或不合規事件。在項目即將交付前，本集團會進行內部預交付評估，確保所有工程均符合既定的質素和安全標準。在項目正式交付後，本集團的工程和設計等部門將對各項目進行整體評估，定期收集和分析項目各階段的數據與反饋，實現閉環管理。

在品質控制方面，我們在項目施工階段從宏觀、區域和項目三個層次實施嚴格的管理及糾正措施，確保物業品質達到預定目標，並順利交付至客戶手中。此外，我們制定了《項目公司案場管理作業指導書》等內部制度，涵蓋認購、收取定金、簽訂合同等銷售環節，細化營銷工作準則，規範營銷人員行為，確保整個銷售過程的專業性和一致性，從而及提升客戶滿意度和企業聲譽。

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Protect Customer Privacy

The Group is committed to ensuring data security. We strictly comply with all relevant laws and regulations regarding personal privacy protection¹² to safeguard customer information, privacy, and rights throughout marketing and property handover processes. We formulated the “Customer Service Guide” to define the purposes and method of data collection and require the customer service centre to encrypt all collected information to avoid data leakage. Meanwhile, employees must sign the “Confidentiality Agreement” and strictly adhere to confidentiality regulations. They are prohibited from engaging in the illegal acquisition, sale or disclosure of customer information to third parties during their employment to uphold customer privacy and security. In addition, the Group organises regular training to raise employees’ awareness on privacy protection and professional ethics, further strengthen privacy protection.

To reinforce information security management, we implement various confidentiality management measures as outlined in the “Employee Information Security Handbook”, including regular security inspections and preparing security operation reports. Strict access controls are in place to restrict customer data access to authorised personnel only. Meanwhile, we also adopt security software such as virtual private networks, and corporate intranets, to maintain high level of cybersecurity and provide comprehensive protection of customer information.

保護客戶私隱

本集團致力確保數據安全。我們嚴格遵守所有有關客戶私隱的法律法規要求¹²，確保在客戶營銷及交房階段保障客戶資料，私隱安全及權利。我們制定《客戶服務作業指導書》，在收集個人資料時明確說明使用目的與保存方式，並要求客戶服務中心對資料進行加密處理，杜絕外洩風險。同時，員工必須簽署《員工保密協議》，嚴格遵守保密規定，禁止在工作期間非法獲取或向第三方出售、洩漏客戶資料，以確保私隱安全。此外，本集團定期組織員工參加個人私隱保護培訓，提升私隱保護意識與職業道德，進一步保障客戶資訊安全。

為強化資訊安全管理，我們通過《員工資訊安全手冊》落實多項保密措施，包括定期安全檢測與生成安全營運報告，並實施嚴格的存取控制，僅允許具備權限的人員訪問客戶資料。同時，採用安全防護軟體、虛擬專用網路及企業內網等技術，全面提升網路安全，確保客戶資料獲得全方位保護。

¹² Laws and regulations include, but are not limited to, the following: “Personal Data (Privacy) Ordinance” (Cap 486 of the Laws of Hong Kong), “Cybersecurity Law of the People’s Republic of China”, “Law of the People’s Republic of China on the Protection of Consumer Rights and Interests”, “Data Security Law of the People’s Republic of China”, “Personal Information Protection Law of the People’s Republic of China”, and “Cybersecurity Review Measures”.

¹² 法律法規包括但不限於以下：《個人資料(私隱)條例》(香港法例第486條)、《中華人民共和國網路安全法》、《中華人民共和國消費者權益保護法》、《中華人民共和國資料安全法》、《中華人民共和國個人資訊保護法》、及《網路安全審查辦法》等。

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Intellectual Property Rights Protection

The Group values the protection and management of intellectual property rights. We require all employees to comply with the relevant provisions of the “Staff Handbook”, contractors to adhere to the terms outlined in the “Construction Contract”, and suppliers to abide by the terms set out in marketing agreements. Throughout the construction, the contractor’s work is subject to regular inspections to ensure compliance with contractual requirements and to prevent any infringement of architectural designs, equipment technologies, or construction methodologies. It is clearly stipulated that both China SCE and the contractor share the responsibility of safeguarding intellectual property rights and preventing all infringing on any project-related patents. Furthermore, the marketing contract explicitly prohibits the use of promotional materials that infringe upon intellectual property rights, including copyrights and portrait rights, ensuring all publicity activities remain lawful and compliant.

Compliant Promotion

The Group strictly follows the guidelines outlined in the “Brand Management Guide”. The guide defines clear requirements for advertising and promotional activities and strengthen the control of all promotional content to be accurate and authentic. We require all employees to ensure that information posted on official media platforms, corporate social media accounts, and personal accounts complies with the Group’s information disclosure policies, relevant laws and regulations on compliant communications, and the guidelines set by applicable social media platforms.

Enhanced Customer Experience

The Group adheres to a customer-centric service principles, continuously improving our customer service management systems to enhance service quality and customer satisfaction. Through a range of channels and measures implemented by the Group, such as regular customer communication and project quality inspections, to assure project quality meets the highest standards. Moreover, we place great emphasis on customer feedback and suggestions, leveraging them to refine and improve our products and services, thereby effectively meeting diverse customer needs.

保護知識產權

本集團高度重視知識產權保護和管理。我們要求員工遵守《員工手冊》，承包商遵守《施工合同》相關條款，供應商遵守營銷合同規定。在建築工程的各階段檢查承包商施工時，確保施工過程符合合約要求，不侵犯任何建築設計、設備技術及施工工藝，並明確中駿及承包商均需承擔維護知識產權的責任，避免侵犯工程專利。同時，在營銷合同中規定宣傳作品不得侵犯知識產權，包括著作權及肖像權，全面保障合法合規。

合規宣傳

為了確保資訊發佈的真實性及準確性，本集團嚴格遵循《集團品牌管理作業指導書》，明確規範廣告宣傳的準則要求，加強對宣傳內容的管控。我們要求所有員工發佈公眾媒體及自媒體平台機構賬號、個人賬號的資訊內容必須符合本集團資訊披露要求，任何有關合規宣傳的法律法規以及相關社交媒體管理平台的規定。

提升客戶體驗

本集團秉持以客戶為中心的服務理念，不斷完善客戶服務管理制度，提升服務品質與客戶滿意度。本集團通過多項措施，包括定期溝通及項目品質檢查，確保項目品質達到最高標準。同時，我們重視客戶的意見與建議，並依據改進產品與服務，從而有效滿足客戶的不同需要。

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Inspection system

China SCE's "Handbook for Marketing Inspection Management Business" outlines the inspection mechanism. This includes mystery customer inspections, specialised inspections, pre-sales inspections and monthly self-evaluation. These mechanisms aim to constantly maintaining the highest service and product quality across all stages, significantly enhancing the subscription experience for property owners.

To elevate customer property viewing experience during the Year, Kunshan Huaqiao SCE Funworld residential project embraced digital transformation and social media trend. By leveraging a new media matrix and round-the-clock live streaming strategies, the Group offered home buyers to enjoy "Cloud Viewing" from their homes, providing an interactive, and immersive online viewing experience. Through seamless integration of online and offline channels, the project achieved remarkable results, attracting over 2,800 customer visits within eight days, demonstrating the effectiveness and market appeal of digital marketing.

巡檢體系

中駿的《營銷巡檢管理業務手冊》列出巡檢機制。例如神秘客戶巡檢、專項巡檢、開售前巡檢及城市月度自檢等，確保服務和產品在每個階段的品質維持最高水準，全面提升業主的認購體驗。

本年度為提升客戶物業參觀體驗，昆山花橋中駿世界城住宅項目積極迎合數字化與社交媒體傳播趨勢，以新媒體矩陣及全天候直播等營銷模式，讓置業者足不出戶即可「雲看房」，享受互動化的線上看樓服務。這項目實現線上線下深度融合，並在短短8天內吸引超過2,800組客戶到訪，充分展現數字營銷的強大效能與市場號召力。



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“Neighbourhood Association”

Since 2020, the Group has established the “Neighbourhood Association” to enhance the pre-handover communication with property owners during the “Waiting Period”. This mechanism facilitates direct engagement between senior management, including the Group’s general manager, operating officer and project director, and property owners to address their concerns timely and strengthen trust. Furthermore, departments such as Marketing, Property Management, Design, and Engineering work closely to ensure that property owners receive timely, accurate and information throughout the handover process, securing a smooth and well-managed delivery experience.

Customer Feedback

To continuously improve our services, the Group highly values customer feedback to gain insights into their experiences and needs. We have established a systematic process to ensure timely response to enquiries and address customer requirements. Additionally, the Group has implemented a comprehensive complaint management system, categorising complaints into housing quality, property management, sales services, design and planning, and warranty support. The categorisation enables the Group to provide tailored solutions and address every concern appropriately and efficiently.

We receive complaints through WeChat, phone call, written correspondence, and in-person visits. Upon receiving a complaint, a dedicated employee is assigned to analyse the root cause and forward the matter to the relevant department. The Group works closely with the responsible departments to develop handling and resolution plan. Once an improvement plan is implemented, we conduct daily follow-up and provide progress updates to the customer at least once every seven days, obtaining customer confirmation upon completion before formally closing the case.

During the Year, the Group did not receive any complaints that had a significant impact on the quality of projects or sales and services within the Group’s reporting scope.

「友鄰會」

本集團自二零二零年創立了「友鄰會」計劃，力求不斷優化客戶從簽約到交付期間的「等待期」服務體驗。該機制使總經理、營運總監、項目總監等高層管理人員與業主代表進行面對面交流，解答他們的疑問，增強互信。此外，營銷、物業管理、設計及工程等多個部門合作，確保業主能夠在交付過程中及時獲取真實、準確的資訊，從而保障交付流程順暢。

客戶反饋

為持續完善服務，本集團高度重視客戶反饋，以深入了解其體驗與需求。我們建立系統化流程，確保能及時回應查詢並滿足客戶需求。同時，本集團推行全面的投訴處理機制，將問題細分為房屋品質、物業管理、銷售、設計及保固等類別，並提供針對性的解決方案，確保每項關注事項均獲妥善處理。

我們透過微信、電話、信函及來訪等渠道接收客戶投訴，並立即指派專人分析投訴原因並轉交相關部門處理。本集團與相關業務部門共同制定處理及溝通方案，啟動相應應對程式，並與客戶溝通制定客戶同意的方案。在執行改善方案後每日跟進，至少每七天向客戶更新進度，並於方案完成後取得客戶同意以正式結案。

本年度，本集團報告範圍內未有接到對項目質素或銷售服務有重大影響的投訴。

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Customer Satisfaction

客戶滿意度

“FUN Heart” Service 「FUN 心」服務

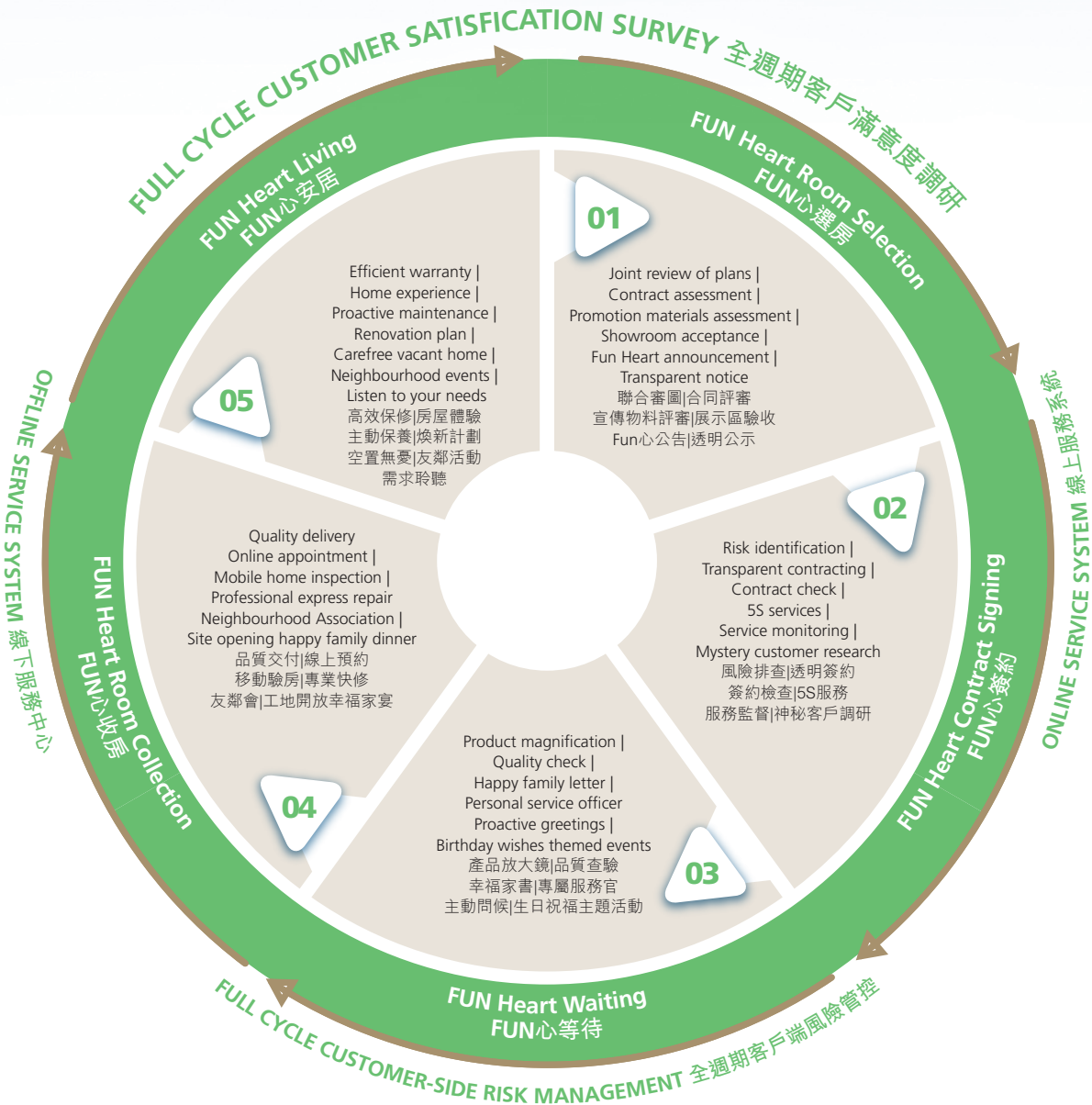
Upholding our core value of “We Build to Inspire”, the “FUN Heart” Customer Service System has been in operation for five years. The system is based on real customer needs and feedback to establish clear service standards, continuously striving to deliver more professional, and personalised, and meaningful experiences. To fulfil our commitment to “Putting Our Customers First”, the system has integrated the official accounts of all regional companies into a unified system, diversifying mobile services and enabling end-to-end monitoring to ensure efficient handling of enquiries and complaints. We leverage real-time data collection and in-depth analysis to gain actionable insights to improve service quality and strengthen customer trust. Prior to each property handover, the Group has established a cross-disciplinary team to conduct full-cycle risk management from the customer’s perspective to ensure the delivery quality. Moving forward, we will continue to hone the “FUN Heart” system and creating a more professional and customised to customers.

秉持「專築您的感動」的核心價值，「FUN 心」客戶服務系統已經推出了五年，系統根據客戶需求與意見制定服務標準，致力於提供更專業及個人化的服務。為了實現「以客為先」的承諾，系統整合所有區域公司的官方帳號，提供多元化的行動服務，並實現端到端監控，確保高效處理查詢與投訴。我們亦透過詳細分析保存即時資料和數據，進一步改進服務質素和增強客戶信任。在每次交付前，本集團組建跨專業團隊，從客戶角度實施全週期風險管理，確保交付品質。未來，我們會繼續優化「FUN 心」系統，為客戶提供更專業、更貼心的體驗。

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“FUN Heart” Service 「FUN 心」服務



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Supply Chain Management

Supply chain management is one of the Group's material issues of high importance. We are committed to building long-term partnerships with all suppliers and business partners to support the Group's operations. During the Year, the Group had a total of 2,068 suppliers, distributing in the Southern Region, Southeastern Region, Southwestern Region, and Northern China Region.

Practices for Hiring Suppliers

To standardise supply chain management, the Group has formulated the "Planning, Procurement and Supplier Management Guide". The guide has clearly stated the standards and procedures for screening and evaluating all suppliers and contractors. Our "Code of Conduct" and "Integrity Management Agreement" are applicable to all suppliers. Moreover, we have formulated the "Engineering Supplier Management Guide", covering finding new suppliers, pre-qualification review, and on-site due diligence, thereby upholding professionalism and rigor in supply chain management.

In terms of finding new suppliers, sources include internal referrals and third-party recommendations, and all referral information must be submitted in written form to ensure accuracy and traceability. We strictly prohibit looking for suppliers from the government's or well-known developers' blacklists. When selecting business partners, we consider multiple factors that goes beyond national standards, including quality control systems, project performance capability, on-site cooperation, safety culture, research and development, production capability, financial status, after-sales service quality and price competitiveness. We also conduct supplier evaluations, focusing on assessing their operational status and the copy of qualification certificates' origin to ensure authenticity and validity. During the project inspection stage, suppliers are required to provide original copies of relevant documentations to verify their contract fulfilment ability and project experience. The Procurement Department will collaborate with relevant departments to form a tendering committee responsible for developing tender proposals, conducting bid evaluations, confirming shortlisted candidates, and completing the final approval procedures. The committee recommends suitable suppliers based on established tender selection principles and signs contracts with the selected suppliers upon completion of the approval process.

供應鏈管理

供應鏈管理是本集團其中一項高度重要議題，致力與所有供應商及業務夥伴建立長期持續的合作關係，協助本集團經營。本年度，本集團共有2,068名供應商，分佈在南方地區、東南地區、西南地區、及華北地區。

聘用供應商的慣例

為了規範供應鏈管理，本集團制定《企劃招採及供應商管理作業指導書》，該指導書明確規範篩選及評估所有供應商與承包商的標準與流程，確保以統一標準進行管理。我們的《行為準則》及《廉政管理協議書》亦適用於所有供應商。同時，我們制定《工程類供應商管理作業指導書》，涵蓋尋找新供應商、資格預審及實地考察，確保供應鏈管理的專業性與嚴謹性。

尋找新供應商方面，來源包括內部推薦及第三方推薦，所有推薦資訊必須以書面形式提交，以確保準確性與可追溯性。我們嚴格禁止從政府或知名開發商的黑名單中尋找供應商。然後，我們選擇合作夥伴時，我們考量多項高於國家標準的因素，包括品質管控體系、項目履約能力、現場配合度、安全文明、技術研發、生產能力、財務狀況、售後服務質素及價格水準等。我們亦會進行供應商考察，重點評估其經營狀況、辦公營運情況及資質證明原件，確保真實性與有效性；在項目考察階段，要求供應商提供相關合同原件，以確認履約能力及項目經驗的真實性。採購部門會聯同相關部門組成招標小組，負責制定招標方案、進行投標評審、確認中標候選人並完成最終審批流程。招標小組依據定標原則推薦合適的中標供應商，並在完成定標審批後正式與其簽署合同。

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To improve supply chain management efficiency, the Group conducts a comprehensive annual performance assessment of suppliers, covering areas such as contract fulfilment, satisfaction with specific business functions, and service quality. Based on the evaluation results, suppliers are categorised into different tiers. Underperforming suppliers will be removed and the supplier list will be updated accordingly, ensuring continuous optimisation and enhancement of the supplier management system. The Group has also implemented the “Supplier Cooperation Guidelines”, actively advocating our suppliers to adhere to our mission of providing high-quality products and services and encouraging suppliers to factor environmental and social responsibilities into their operations to develop a stable partnership.

Promote a Sustainable Supply Chain

To advance a sustainable supply chain, we have established environmental procurement guidelines, prioritising suppliers with strong environmental performance and clear consideration of environmental factors during the bidding and procurement stages. This ensures procurement complies with environmental standards, and environmental requirements are explicitly specified in procurement agreements. We encourage suppliers and contractors to adopt more environmentally friendly equipment, facilities, and innovative technologies to prevent pollution during the construction phase, reduce resource consumption, and minimise environmental impact. Meanwhile, business departments and regional management teams regularly engage with suppliers to gather feedback and support them in enhancing the use of environmentally sustainable products and services, thereby reducing the environmental impact of business operations.

The Group conducts regular assessments of supplier service quality, considering ESG risks as key criteria in the evaluation process, managed through a standardised approach. Annually, the Group comprehensively evaluates suppliers in accordance with the “Supplier Assess and Evaluation Approval Process”, assessing performance across factors such as procurement strategy, overall production capacity, delivery timelines, product quality, environmental and social risks, and service quality. Additionally, we implemented regular self-assessments or has commissioned a third-party consultant to review suppliers’ social responsibility practices. These assessments help to identify potential risks at an early stage. When issues are identified, we proactively communicate with suppliers and provide necessary support to ensure timely improvements and alignment with the Group’s high standards. This policy and practice are fully implemented across all suppliers within the Group, reflecting our strong commitment to building a sustainable supply chain.

為提升供應鏈管理效率，本集團每年均會從合約履行程度、專項業務滿意度、服務水準等多方面對供應商進行綜合績效評估，按照評分結果對供應商進行等級分類，篩除不合格供應商並適時更新供應商庫，持續推動供應商管理體系的優化與升級。本集團亦制定《供應商合作準則》，積極推動供應商遵循我們提供優質產品和服務的宗旨，鼓勵供應商在經營過程中考慮其環境和社會責任和建立長期穩固的合作關係。

推動可持續發展供應鏈

為推動可持續發展供應鏈，我們已制定環保採購規範，在招標及採購階段優先選擇在環保方面表現良好並明確顧及環境因素的供應商，確保採購符合特定環保標準，並在採購協定中列明產品的環保要求。我們鼓勵供應商及承包商使用更環保的設備與設施，並採用新技術，以在施工階段防止污染、減少資源使用，降低對環境的影響。同時，各業務部門及區域管理人員會定期與供應商交流，收集反饋意見，協助其增加環境可持續性產品和服務的使用，減少業務對環境的影響。

本集團定期評估供應商的服務品質，將其環境、社會及管治風險作為合作評審的重要標準，進行標準化管理。本集團每年依據《供應商准入及評估審批流程》綜合評估採購策略和檢視供應商的綜合生產能力、交付時間、產品質素、環境及社會風險及服務水準等因素評估其表現。同時，我們採取企業自檢或委託第三方顧問的方式，定期審查供應商的社會責任履行情況，及早識別潛在風險的來源及類型。一旦發現問題，我們會主動溝通並提供協助，確保供應商在規定時限內改善表現，並符合本集團的高標準。此政策和常規已在本集團的所有供應商中全面實施，體現了我們對可持續發展供應鏈的承諾。

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Anti-corruption

We maintain a zero-tolerance stance towards any form of bribery, extortion, fraud, money laundering, and other corrupt practices, and uphold the principle of integrity in both internal operations and external collaborations through multiple measures. The Group strictly complies with all anti-corruption laws and regulations in Chinese Mainland and Hong Kong¹³, and is committed to fostering a workplace that values integrity, honesty, and continuous excellence.

Our “Staff Handbook” and “Integrity Monitoring Management Operation Guideline” clearly outline relevant anti-corruption policies and management systems, requiring all departments and units to strictly follow the established guidelines in their daily operations, thereby preventing corruption and fraudulent incidents from happening and upholding the highest standards of business ethics.

Anti-corruption Measures

To prevent corruption and fraud incidents and to safeguard the interests of the Company and its shareholders, the Group has incorporated anti-corruption into its risk assessment and formulated corresponding control systems and measures with clear behavioural guidelines for employees.

In addition, the Internal Audit and Compliance Department is responsible for internal audits, compliance risk management, and investigating and handling cases of corruption and fraud. The Internal Audit and Compliance Department also oversee and enforce the Code of Conduct, promote anti-corruption practices, and strengthen risk controls to prevent bribery, fraud, and other misconduct, playing a crucial role in our sustainability journey. Another key responsibility for the Internal Audit and Compliance Department is to monitor suspicious cases across the Group and ensure that all investigations are conducted fairly, thoroughly, and transparently. Employees who violate integrity standards are subject to disciplinary action proportionate to the severity of the misconduct. In cases involving illegal activities, the Group will transfer the matter to judicial authorities, ensuring violations are handled in accordance with the law.

¹³ Laws and regulations include, but are not limited to, the following: “Prevention of Bribery Ordinance (Cap 201 of the Laws of Hong Kong)”, “Criminal Law of the People’s Republic of China”, “Oversight Law of the People’s Republic of China”, “Company Law of the People’s Republic of China”, “Anti-Money Laundering Law of the People’s Republic of China”, “Anti-Unfair Competition Law of the People’s Republic of China”, “Interim Provisions on the Prohibition of Commercial Bribery”, and “United Nations Global Compact”.

反貪污

我們對任何形式的賄賂、勒索、欺詐、洗黑錢及其他貪污行為採取零容忍的態度，並透過多項措施在內部營運與外部協作中維護誠信為本的原則。本集團嚴格遵守中國內地及香港任何反貪污法律及規例¹³，致力營造一個重視廉正誠實和精益求精的職場。

我們的《員工手冊》及《廉政監察管理作業指導書》清楚列明相關防貪污政策及管理體系，並要求所有單位及部門嚴格遵循指導方針實施日常營運工作，避免貪污舞弊事件發生，堅守商業道德操守的最高標準。

反貪污舞弊措施

為了避免貪污舞弊事件的發生以及對本公司及其股東利益的損害，本集團已將反貪污舞弊納入到風險的評估工作中，並相應地制定了嚴格的制度與措施，為員工提供明確的行為規範指引。

此外，審計監察部負責內部審計、合規風險管理及調查和處理貪污舞弊行為。審計監察部門負責監督和執行操守準則，宣傳反貪污，並加強風險控制以防止賄賂、舞弊等不當行為在我們的可持續發展進程中擔當關鍵的角色。審計監察部其中一個責任是為本集團監控可疑事件並確保調查過程公平、徹底且透明。若員工違反廉潔標準，將依事件嚴重程度採取紀律處分；若涉及違法行為，本集團將移交司法機關，確保違法行為依法追究。

¹³ 法律法規包括但不限於以下：《防止賄賂條例》（香港法例第201章）、《中華人民共和國刑法》、《中華人民共和國監察法》、《中華人民共和國公司法》、《中華人民共和國反洗錢法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》及《聯合國全球契約》等。

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The Group strictly adheres to the procedures and controls outlined in our operational guidelines during the tendering process to ensure that no information related to bidding is leaked. We require all suppliers to sign the “Integrity Management Agreement”, and require all employees to sign the “Employee Integrity Commitment” and fill in the “Employee Conflict of Interest Declaration Form”, which explicitly prohibit improper benefit transfers and conflicts of interest, including rebates, gifts, cash, high-value entertainment.

In addition, the Group conducts monthly checks on positions that are at higher risk of corruption and fraud, meticulously recording and inspecting relevant documents, including minutes, work notes, receipts, financial accounts and other materials. The Internal Audit and Compliance Department monitors the behaviour of suppliers and contractors continuously. If any bribery or acceptance of bribes are identified, the parties will be held accountable in accordance with the law, cooperation will be terminated immediately, and the parties involved will be blacklisted to safeguard the interests of the Group.

Whistleblowing Channels

To enhance transparency and strengthen accountability, we encourage stakeholders to report any form of unethical or illegal conduct through the Group’s official website, WeChat public account, email address, and hotline. Clear whistleblowing guidelines are also provided to employees, outlining the reporting procedures in detail. To protect personal data, employees may report concerns in a confidential and anonymous manner without fear of retaliation or jeopardy to their employment as a result of making a report or assisting in an investigation into suspected misconduct. To further promote a culture of integrity, the Group offers rewards to employees who report improper behaviour, thereby encouraging active participation in our anti-corruption and compliance efforts.

本集團在招標過程中嚴格遵循作業指導書中規定的制度與措施，確保招標時沒有洩露任何與評標有關的資訊。我們要求所有供應商簽署《廉政管理協議書》，員工簽署《員工廉潔從業承諾書》並填寫《員工利益衝突申報表》，明確禁止回扣、禮品、現金及高消費娛樂等利益輸送和衝突情況。

此外，本集團亦針對貪污舞弊風險較高的崗位進行每月專項檢查，記錄及核查相關文件，包括會議記錄、工作筆記、單據及財務賬目等。審計監察部持續監控供應商及承包商行為，若發現行賄或受賄等違規行為，將依法追究責任，立即終止合作並列入黑名單，以免損害本集團利益。

舉報貪污渠道

為提高透明度和加強問責，我們鼓勵持份者透過本集團的官方網站、微信公眾號、專用郵箱及熱線電話等內部舉報機制，舉報不同類型的不道德或非法活動。我們亦向員工提供清晰的舉報指引，詳細說明舉報流程。為保護個人資料，員工可以保密和匿名的方式舉報，無須擔心因舉報或協助懷疑行為失當的調查而受到報復或危害就業。為了進一步倡導廉潔文化，本集團對舉報不當行為的員工提供物質獎勵，以此鼓勵員工積極參與反貪倡廉工作。

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Anti-corruption Training

We foster an anti-corruption culture through education and training. The Group conducts anti-corruption campaigns and trainings annually to raise employees' awareness of integrity. All employees, including the Group's directors, new hires, permanent staff, outsourced employees, and interns, are required to participate in integrity training. The training covers the latest laws and regulations, internal policies, and corruption case analysis to strengthen employees' skills to identify and maintain vigilant against corrupt practices. During the Year, we provided anti-corruption training for employees. Meanwhile, the Group actively promotes a culture of integrity within the work environment. For instance, anti-corruption posters are displayed in key areas such as sales office, reminding employees to always uphold professional integrity. During the Year, to the best of the directors' knowledge, there were no legal cases regarding corrupt practices brought against the Group.

反貪污培訓

我們從教育培養反貪污文化。本集團每年定期進行反貪污宣傳和培訓活動，以加強全體員工的廉潔意識。所有員工，包括本集團董事、新員工、全職員工、外包人員、實習生等都必須接受廉政培訓，學習最新的法律法規及內部政策，並通過分析貪污案例，進一步提升對貪污行為的辨識能力及警覺性。本年度內，我們為員工提供反貪污培訓。同時，本集團在日常辦公環境中積極推廣廉潔的工作文化，例如在售樓處等關鍵業務場所張貼廉政宣傳海報，時刻提醒員工恪守廉潔從業的職業操守。本年度，盡董事所知，本集團並不知悉有任何針對本集團及其員工的貪污訴訟案件發生。

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CONTRIBUTING TO COMMUNITY DEVELOPMENT

We strive to giving back to society, extending care across our operating regions, and fulfilling our social responsibilities by upholding the “Sharing a Better Future” principle.

The Group has established the “Community Investment Policy Statement” to better understand and meet the needs of the communities in which we operate. Guided by this policy, we integrate community investment into our overall daily management planning, giving back to local residents and promoting community and long-term prosperity. The Group has consistently supported various public welfare initiatives, with donation of over RMB two million in 2025. Education and nurturing the next generation are one of our key focuses, alongside with environmental protection and cultural preservation.

貢獻社區建設

我們一直致力於回饋社會，向社區各界傳遞關愛與關懷，盡心履行社會責任和實踐「共用美好未來」原則。

本集團制定了《社區投資政策聲明》更有效理解並滿足我們營運所在社區的需求。依據此政策，我們把社區投資納入到日常管理工作的整體規劃之中，回饋生活在當地的居民，增進社區的和諧與繁榮。本集團一直積極捐助各項公益事業，二零二五年投入金額超過人民幣兩百萬元。在眾多公益領域中，本集團重點關注教育領域，致力培養更多下一代，也關注環保和文化保育領域。

Highlights of 2025 二零二五年工作亮點

Approximately RMB two million was invested in charity. The Group continued to carry out programmes such as the “China SCE Student Aid”, “China SCE Scholarship” and “China SCE Teacher Incentives”, benefitting over a hundred middle and high school students as well as college talents.

於公益事業投入約人民幣兩百萬元，持續開展「中駿助學金」「中駿獎學金」及「中駿教學金」，覆蓋超過百名初高中學子及高校人才。



The “China SCE Yangfan Class” has supported more than 150 Form 1 students from Hunan Zhijiang No. 3 Middle School over the past three years as they embark on their middle school journey.

「中駿•揚帆班」已在湖南芷江三中連續三年展開，共支持150名初一學生順利展開初中學習旅程。



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Investing in Education

Educational Charity

The Group recognises that education is the foundation of social development. China SCE is committed to contributing its efforts to nurturing future pillars of society through financial support, assistance with teaching resources, and support for educational infrastructure.

The Group has been contributing to education community support for 17 years, with the establishment of “China SCE Student Aid” in 2008, the “Wong Chiu Yeung Education Fund” in 2019, and the “Yanshan Wong’s Family Wong Chiu Yeung Scholarship” in 2025. These scholarships have benefited over 400 secondary and university students, encouraging the youth from grassroots families to strive for excellence, helping youth to pursue their academic and life goals, and recognising the outstanding teaching performance of junior and senior high school teachers at Fujian Nanan Huaqiao Middle School. During the school year, students achieved remarkable academic results, including admissions to 985 universities, (two of whom were accepted by Tsinghua University) and enrolment in 211 institutions. These accomplishments has demonstrated the positive impacts of our scholarship in fostering upward educational mobility.



聚力教育工作

教育公益

本集團深信教育是社會發展的根基。中駿在資金支持、教學資源援助以及教育基礎設施助力等方面，都致力為培育未來棟梁貢獻綿力。

自二零零八年「中駿助學金」、二零一九年「中駿黃朝陽獎學金」、及二零二五年設立「燕山黃氏家族黃朝陽獎學金」以來，本集團已深耕教育公益十七載，獎學金和助學金惠及超過四百名中學及大學生，鼓勵基層學生勇於進取、助力青年人才追尋學業與人生目標、及表彰福建南安華僑中學初、高中部教師在教學工作上的卓越表現。在該年度有學生考入985高校（其中兩名考入清華大學）和升讀211院校的亮眼成果，充分彰顯獎助項目對促進教育向上流動的積極作用。



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Rural Education Support

China SCE strives to inspire children to pursue knowledge through various supports as we believe that continuous learning and changing mindsets can achieve long-term well-being.

鄉村助學

中駿認同持續學習，改變認知，實現長遠幸福的理念，以多種形式的支持並守護孩童們對知識的渴望。

“Reading the World” Rural Education Support 「翻閱世界」鄉村助學公益

China SCE has been collaborated with the Yangfan Charity Foundation for ten years since 2007 to support educational development in rural areas. As part of these efforts, we funded the construction of the “China SCE Library” at Zhijiang No. 3 Middle School. The initiative has expanded, covering 28 provinces, supporting over 2,000 schools, and donating more than 340,000 new books, benefiting over 600,000 teachers and students. The “Reading the World” programme has gradually developed into a distinctive rural education public welfare IP. Following its recent upgrade, the rural education public welfare IP now encompasses not only the “China SCE • Yangfan Class” and “China SCE Library”, but also launch programmes such as “Study Tour Camps” to broaden children’s horizons.

中駿自二零零七年與思源•新浪揚帆締結十年公益約定以來，持續推動鄉村助學，並在芷江三中捐建「中駿圖書館」。相關公益項目已覆蓋二十八個省份、超過兩千所學校，累計捐贈逾三十四萬冊新書，惠及師生逾六十萬人，並逐步形成「翻閱世界」鄉村助學公益「IP」。經升級後，該鄉村助學公益「IP」不僅涵蓋支援偏遠地區學子的「中駿•揚帆班」與「中駿圖書館」，亦引入多方資源推出「遊學營」等活動，致力拓展孩子們的視野。



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OVERVIEW OF KEY PERFORMANCE INDICATORS 關鍵績效指標總覽

Environmental Performance 環境表現

Indicators 指標	Units 單位	2025 二零二五年		2024 二零二四年	
		Regional		Regional	
		Headquarters 總部	companies 區域公司	Headquarters 總部	companies 區域公司
Energy					
能源					
Direct energy ¹⁴	MWh	68.6	682.4	69.0	808.7
直接能源 ¹⁴	兆瓦時				
Indirect energy ¹⁵	MWh	723.6	1,230.9	728.8	2,582.0
間接能源 ¹⁵	兆瓦時				
Total energy consumption	MWh	792.2	1,913.3	797.8	3,390.7
能源消耗總量	兆瓦時				
Energy intensity	MWh/sq.m.	0.08		0.10	
能源密度	兆瓦時／平方米				
Greenhouse gas emissions ¹⁶					
溫室氣體 ¹⁶					
Scope 1 — Direct greenhouse gas emissions ¹⁷	tCO ₂ e	18.8	210.2	18.9	252.6
範圍1 — 直接溫室氣體排放 ¹⁷	公噸二氧化碳當量				
Scope 2 — indirect greenhouse gas emissions from energy ¹⁸	tCO ₂ e	418.0	711.1	391.1	1,385.5
範圍2 — 間接溫室氣體排放 (以地域為基準) ¹⁸	公噸二氧化碳當量				
Total greenhouse gas emissions	tCO ₂ e	436.8	921.3	410.0	1,638.1
溫室氣體排放總量	公噸二氧化碳當量				
Greenhouse gas intensity	tCO ₂ e/sq.m.	0.04		0.05	
溫室氣體密度	公噸二氧化碳當量／平方米				

¹⁴ Direct energy refers to fuels consumed on-site or in processes where the energy is used directly by the end user, such as diesel, petrol, liquefied petroleum gas (LPG), pipeline natural gas, compressed natural gas (CNG), and renewable fuels.

¹⁵ Indirect energy represents energy that is consumed and purchased by the Group, such as purchased electricity, steam, and hot water, which are produced from other energy sources.

¹⁶ Refer to "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" by the Hong Kong Stock Exchange for calculation; Heat power emission factor adopts 0.11 tCO₂/GJ.

¹⁷ Scope 1 includes greenhouse gas emissions from the Group's controlled vehicles using petrol fuel and natural gas combustion.

¹⁸ Scope 2 covers emissions from the Group's purchased electricity and heating systems.

¹⁴ 直接能源是指終端用戶於現場直接消耗之燃料或製程能源，包括柴油、汽油、液化石油氣、管道天然氣、壓縮天然氣及可再生燃料等。

¹⁵ 間接能源則指本集團消耗及外購之能源，如外購電力、外購蒸汽及熱水等。

¹⁶ 參考香港聯交所《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》計算；熱力排放係數採用0.11公噸二氧化碳/吉焦。

¹⁷ 範圍1包括本集團控制範圍內的車輛使用汽油燃料及天然氣燃燒所產生的溫室氣體排放。

¹⁸ 範圍2包括本集團外購電力及供暖系統的排放。

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Indicators 指標	Units 單位	2025 二零二五年		2024 二零二四年	
		Headquarters 總部	Regional companies 區域公司	Headquarters 總部	Regional companies 區域公司
Air pollutants^{19,20} 空氣污染物^{19,20}					
Nitrogen oxides 氮氧化物	kg 千克	3.5	50.0	3.6	57.7
Sulfur oxides 硫氧化物	kg 千克	0.1	1.2	0.1	1.2
Particulate matter 可吸入懸浮粒子	kg 千克	0.3	3.7	0.3	4.3
Water consumption 水資源					
Total water consumption 總耗水量	m ³ 立方米	4,986.8	18,219.6	5,705.2	69,303.7
Water consumption intensity 耗水密度	m ³ /sq.m. 立方米／平方米	0.66		1.75	
Hazardous waste²¹ 有害廢棄物²¹					
Total hazardous waste 有害廢棄物總量	kg 千克	480.0	2,723.0	480.0	2,508.0
Hazardous waste intensity 有害廢棄物密度	kg/sq.m. 千克／平方米	0.09		0.07	
Non-hazardous waste²¹ 無害廢棄物²¹					
Total non-hazardous waste 無害廢棄物總量	metric tonnes 公噸	19.0	64.1	19.1	70.0
Non-hazardous waste intensity 無害廢棄物密度	metric tonnes/sq.m. 公噸／平方米	0.002		0.002	

¹⁹ The use of fossil fuels is the major source of the Group's air pollutants.

²⁰ Emission factors are based on "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" by the Hong Kong Stock Exchange, "Road Vehicles Air Pollutant Emission Inventory Preparation Technical Guide" and "Technical Guide for Compilation of Primary Emission Source Inventory of Atmospheric Respirable Particulates (Trial)" published by the Ministry of Ecology and Environment of the PRC, and the "AP-42: Compilation of Air Pollutants Emissions Factors" promulgated by the United States Environmental Protection Agency.

²¹ All types of hazardous and non-hazardous waste are disposed of by the relevant qualified contractors.

¹⁹ 本集團的空氣污染物主要來自於化石燃料燃燒。

²⁰ 排放系數參考香港聯交所《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》、中華人民共和國生態環境部《道路機動車大氣污染物排放清單編製技術指南》及《大氣可吸入顆粒物一次源排放清單編製技術指南（試行）》，以及美國國家環境保護局《AP-42：空氣污染物排放系數彙編》。

²¹ 各類型有害及無害廢棄物均交由相關合資格承辦商處理。

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Social Performance

社會表現

Indicators 指標		Units 單位	2025 二零二五年		2024 二零二四年	
			Headquarters 總部	Regional companies 區域公司	Headquarters 總部	Regional companies 區域公司
Number of employees ^{22,23}						
員工人數 ^{22,23}						
Gender 性別	Male 男性	Number 人數	88	558	81	688
	Female 女性	Number 人數	52	342	52	486
Age 年齡	Under 30 30歲以下	Number 人數	13	152	12	182
	30-50 30-50歲	Number 人數	104	733	102	978
	Over 50 50歲以上	Number 人數	23	15	19	14
Grade 職級	General staff 一般員工	Number 人數	90	808	78	1,041
	Middle management 中級管理人員	Number 人數	29	80	34	115
	Senior management 高級管理人員	Number 人數	21	12	21	18
Total ²⁴		Number 人數	140	900	133	1,174
總數 ²⁴						

²² The employees in the performance data table are located in Chinese Mainland and all are full-time employees. There are 6 additional employees located in Hong Kong.

²³ The significant decrease in the number of employees compared to 2024 was due to changes in the company's internal corporate structure in 2025.

²⁴ In 2024 and 2025, all employees were full-time employees.

²² 報告範圍內的所有員工均位於中國內地，且為全職員工。另外有6名香港員工。

²³ 與二零二四年相比，員工人數大幅下降的原因是由於二零二五年公司內部企業結構的變化。

²⁴ 二零二四和二零二五年，所有員工都是全職僱傭。

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Indicators 指標		Units 單位	2025 二零二五年		2024 二零二四年	
			Headquarters 總部	Regional companies 區域公司	Headquarters 總部	Regional companies 區域公司
Employee turnover rate ²⁵						
流失員工比率²⁵						
Gender 性別	Male 男性	%	22	66	28	63
	Female 女性	%	29	73	15	85
Age 年齡	Under 30 30歲以下	%	46	90	0	143
	30-50 30-50歲	%	27	65	27	59
	Over 50 50歲以上	%	0	27	16	36
Overall 總比率		%	24	69	23	72
Health and Safety of Employees						
員工健康與安全						
Number of work-related injuries ²⁶ 因工受傷人數 ²⁶		Number 人數	0	1	0	2
Lost days due to work injuries 因工受傷損失工作日數		Number 日數	0	19	0	248
Number of work-related fatalities 因工亡故人數		Number 人數	0	0	0	0

²⁵ All of the employees in the performance data table are located in Chinese Mainland, excluding employees who are transferred to operations outside the Group's reporting area for business purposes. In addition, the turnover rate of Hong Kong employees is 12.5%. Employee turnover rate = number of employees in the relevant category who left during the year/number of employees in the relevant category.

²⁶ Following the accident, the injured employee received proper medical care.

²⁵ 報告範圍內的所有員工均位於中國內地，不包括因業務需要調動至本集團報告範圍外之營運點的員工。另外香港員工的流失員工比率為12.5%。流失員工比率=相關類別全年流失的員工／相關類別員工人數。

²⁶ 事故發生後，受傷的員工已得到妥善的醫療護理。

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Indicators 指標		Units 單位	2025 二零二五年		2024 二零二四年	
			Headquarters 總部	Regional companies 區域公司	Headquarters 總部	Regional companies 區域公司
Percentage of employees trained²⁷						
受訓員工百分比²⁷						
Gender 性別	Male 男性	%	57	32	17	18
	Female 女性	%	85	22	10	9
Grade 職級	General staff 一般員工	%	64	15	3	11
	Middle management 中級管理人員	%	72	160 ²⁸	35	28
	Senior management 高級管理人員	%	71	58	24	94
Overall 總比率		%	67	28	14	14

²⁷ Percentage of employees trained = number of employees in the relevant category who participated in the training during the year/number of employees in the relevant category * 100%.

²⁸ The percentage of employees trained includes those who have left the company but received training during the year. Therefore, this percentage exceeds 100%.

²⁷ 受訓員工百分比=相關類別全年參加培訓的員工／相關類別員工人數*100%。

²⁸ 受訓員工百分比包括了已離職但於報告年度接受過培訓的員工人數。因此，該百分比超過100%。

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Indicators 指標		Units 單位	2025 二零二五年		2024 二零二四年	
			Headquarters 總部	Regional companies 區域公司	Headquarters 總部	Regional companies 區域公司
Average training hours for employees ^{29,30}						
員工平均受訓時數 ^{29,30}						
Gender 性別	Male 男性	Hours 小時	0.3	1.2	2.8	1.4
	Female 女性	Hours 小時	0.4	1.1	1.5	0.7
Grade 職級	General staff 一般員工	Hours 小時	0.3	1.2	0.4	0.5
	Middle management 中級管理人員	Hours 小時	0.4	0.8	5.6	5.3
	Senior management 高級管理人員	Hours 小時	0.4	0.3	3.8	15.1
Overall 總體		Hours 小時	0.3	1.1	2.3	1.2
Number of suppliers						
供應商數量						
Chinese Mainland 中國內地		Number 個數	2,068		2,845	
Total 總數		Number 個數	2,068		2,845	

²⁹ Average training hours for employees = total number of training hours for the relevant category of employees/number of employees in the relevant category.

³⁰ The difference in training hours compared to 2024 is due to changes in the Group's internal training structure.

²⁹ 員工平均培訓時數=相關類別受訓員工培訓時間總數/相關類別員工人數。

³⁰ 與二零二四年相比，培訓時數的差異是因本集團內部培訓結構的變化所致。

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HKEX ESG REPORTING CODE CONTENT INDEX

香港聯交所《環境、社會及管治報告守則》內容索引

Part C: “Comply or explain” Provisions

C部分：「不遵守就解釋」條文

Aspect 層面	Content 內容	Chapters/Remarks 章節索引／備註
A1. Emissions 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 non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Advocating for Green Development 倡導綠色發展
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Overview of Key Performance Indicators 關鍵績效指標總覽
A1.2	[Repealed 1 January 2025] [於二零二五年一月一日刪除]	
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Overview of Key Performance Indicators 關鍵績效指標總覽
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Overview of Key Performance Indicators 關鍵績效指標總覽
A1.5	Description of emission 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。	Advocating for Green Development 倡導綠色發展
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Advocating for Green Development — Waste Management 倡導綠色發展 — 廢棄物管理

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Aspect 層面	Content 內容	Chapters/Remarks 章節索引／備註
A2. Use of Resources 資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Advocating for Green Development — Resources Management 倡導綠色發展 — 資源管理
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Overview of Key Performance Indicators 關鍵績效指標總覽
A2.2	Water consumption in total and intensity. 總耗水量及密度。	Overview of Key Performance Indicators 關鍵績效指標總覽
A2.3	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。	Advocating for Green Development — Resources Management 倡導綠色發展 — 資源管理
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述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。	The Group had no problem in sourcing water. 本集團在求取適用水源上無任何問題。
A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	The business nature of the Group did not involve the use of packaging materials. 本集團的業務性質並不涉及包裝材料的使用。

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Aspect 層面	Content 內容	Chapters/Remarks 章節索引／備註
A3. The Environment and Natural Resources 環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts 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。	Advocating for Green Development 倡導綠色發展
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。	Advocating for Green Development — Green Operations; Advocating for Green Development — Resources Management 倡導綠色發展 — 綠色營運； 倡導綠色發展 — 資源管理
A4. Climate Change 氣候變化		
General Disclosure 一般披露	[Repealed 1 January 2025] [於二零二五年一月一日刪除]	
A4.1	[Repealed 1 January 2025] [於二零二五年一月一日刪除]	

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Aspect 層面	Content 內容	Chapters/Remarks 章節索引／備註
B1. Employment 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, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (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。	Achieving Excellence in Talents — Employee Rights 成就卓越人才 — 員工權益
B1.1	Total workforce by gender, employment, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Overview of Key Performance Indicators 關鍵績效指標總覽
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Overview of Key Performance Indicators 關鍵績效指標總覽

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Aspect 層面	Content 內容	Chapters/Remarks 章節索引／備註
B2. Health and Safety 健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (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。	Achieving Excellence in Talents — Occupational Health and Safety 成就卓越人才 — 職業健康與安全
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Overview of Key Performance Indicators 關鍵績效指標總覽
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Overview of Key Performance Indicators 關鍵績效指標總覽
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Achieving Excellence in Talents — Occupational Health and Safety 成就卓越人才 — 職業健康與安全
B3. Development and Training 發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Achieving Excellence in Talents — Employee Training and Development 成就卓越人才 — 員工培訓與發展
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Overview of Key Performance Indicators 關鍵績效指標總覽
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Overview of Key Performance Indicators 關鍵績效指標總覽

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Aspect 層面	Content 內容	Chapters/Remarks 章節索引／備註
B4. Labour Standards 勞工準則		
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 preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Achieving Excellence in Talents — Employee Rights 成就卓越人才 — 員工權益
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Achieving Excellence in Talents — Employee Rights 成就卓越人才 — 員工權益
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Achieving Excellence in Talents — Employee Rights 成就卓越人才 — 員工權益

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Aspect 層面	Content 內容	Chapters/Remarks 章節索引／備註
B5. Supply Chain Management 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。	Optimising Operating Practices — Supply Chain Management 優化營運慣例 — 供應鏈管理
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Overview of Key Performance Indicators 關鍵績效指標總覽
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Optimising Operating Practices — Supply Chain Management 優化營運慣例 — 供應鏈管理
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。	Optimising Operating Practices — Supply Chain Management 優化營運慣例 — 供應鏈管理
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。	Optimising Operating Practices — Supply Chain Management 優化營運慣例 — 供應鏈管理

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B6. Product Responsibility 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。	Optimising Operating Practices — Product Responsibility and Service Quality 優化營運慣例 — 產品責任及服務質素
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。	The business nature of the Group did not involve the recall of products. 本集團的業務性質並不涉及產品回收。
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。	Operating Practices — Product Responsibility and Service Quality 優化營運慣例 — 產品責任及服務質素
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。	Optimising Operating Practices — Product Responsibility and Service Quality 優化營運慣例 — 產品責任及服務質素
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程式。	The business nature of the Group did not involve the recall of products. 本集團的業務性質並不涉及產品回收。
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Optimising Operating Practices — Product Responsibility and Service Quality 優化營運慣例 — 產品責任及服務質素

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Aspect 層面	Content 內容	Chapters/Remarks 章節索引／備註
B7. Anti-corruption 反貪污		
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 bribery, extortion, fraud and money laundering. 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。	Optimising Operating Practices — Anti-corruption 優化營運慣例 — 反貪污
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Optimising Operating Practices — Anti-corruption 優化營運慣例 — 反貪污
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	Optimising Operating Practices — Anti-corruption 優化營運慣例 — 反貪污
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Optimising Operating Practices — Anti-corruption 優化營運慣例 — 反貪污
B8. Community Investment 社會投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Contributing to Community Development 貢獻社區建設
B8.1	Focus areas of contribution. 專注貢獻範疇。	Contributing to Community Development 貢獻社區建設
B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Contributing to Community Development 貢獻社區建設

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Part D: Climate-related Disclosures

D 部分：氣候相關披露

Content 內容	Chapters/Remarks 章節索引／備註
(I) Governance 管治	
19 (a). The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about: 負責監督氣候相關風險和機遇的治理機構（可包括董事會、委員會或其他同等治理機構）或個人的資訊。具體而言，發行人須指出有關機構或個人及披露以下資訊：	
(i) How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities; 該機構或個人如何釐定當前或將來是否有適當的技能和勝任能力來監督應對氣候相關風險和機遇的策略；	Advocating for Green Development — Climate Change: Governance 倡導綠色發展 — 氣候變化：管治
(ii) How and how often the body(s) or individual(s) is informed about climate-related risks and opportunities; 該機構或個人獲悉氣候相關風險和機遇的方式和頻率；	
(iii) How the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; 該機構或個人在監督發行人的策略、重大交易決策和風險管理程式及相關政策的過程中，如何考慮氣候相關風險和機遇，包括該機構或個人是否有考慮與該等氣候相關風險和機遇相關的權衡評估；	
(iv) How the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and 該機構或個人如何監督有關氣候相關風險和機遇的目標制定並監察達標進度（見第37段至第40段），包括是否將相關績效指標納入薪酬政策以及如何納入（見第35段）；及	

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Content 內容	Chapters/Remarks 章節索引／備註
19 (b). Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate related risks and opportunities, including information about: 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程式中的角色，包括以下資訊：	
(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and 該角色是否被委託給特定的管理層人員或管理層委員會以及如何對該人員或委員會進行監督；及	Advocating for Green Development — Climate Change: Governance 倡導綠色發展 — 氣候變化：管治
(ii) Whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions. 管理層可有使用監控措施及程式協助監督氣候相關風險和機遇；如有，這些監控措施及程式如何與其他內部職能部門進行整合。	

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Content 內容	Chapters/Remarks 章節索引／備註
(II) Strategy 策略	
<i>Climate-related risks and opportunities</i> 氣候相關風險和機遇	
20. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall: 發行人須披露其資訊，以讓人理解其合理預期可能在短期、中期或長期影響其現金流量、融資渠道或資本成本的氣候相關風險和機遇。具體而言，發行人須：	
(a) Describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term; 描述合理預期可能在短期、中期或長期影響發行人的現金流量、融資渠道或資本成本的氣候相關風險和機遇；	Advocating for Green Development — Climate Change: Strategy 倡導綠色發展 — 氣候變化：策略
(b) Explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk; 就發行人已識別的每項氣候相關風險，解釋發行人是否認為該風險是與氣候相關物理風險或與氣候相關轉型風險；	
(c) Specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons — short, medium or long term — the effects of each climate-related risk and opportunity could reasonably be expected to occur; and 就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍（短期、中期或長期）；及	
(d) Explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making. 解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鉤。	

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Content 內容	Chapters/Remarks 章節索引／備註
<i>Business model and value chain</i> 業務模式和價值鏈	
21. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose: 發行人須披露讓人了解氣候相關風險和機遇對其業務模式和價值鏈的當前和預期影響的資訊。具體而言，發行人須作如下披露：	
(a) A description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and 描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當前和預期影響；及	Advocating for Green Development — Climate Change: Strategy 倡導綠色發展 — 氣候變化：策略
(b) A description of where in the issuer's business model and value chain climate related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). 描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方（例如，地理區域、設施及資產類型）。	

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Content 內容	Chapters/Remarks 章節索引／備註
<i>Strategy and decision-making</i> 策略和決策	
22. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose: 發行人須披露讓人了解氣候相關風險和機遇對其策略和決策的影響的資訊。具體而言，發行人須披露：	
(a) Information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about: 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。具體而言，發行人須披露以下資訊：	
(i) Current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities; 因應氣候相關風險和機遇而在當前及預期將來對發行人業務模式（包括資源配置）作出的變動；	Advocating for Green Development — Climate Change: Strategy 倡導綠色發展 — 氣候變化：策略
(ii) Current and anticipated adaptation and mitigation efforts (whether direct or indirect); 已經或預期將進行的任何適應或減緩工作（直接或間接）；	
(iii) Any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and 發行人任何與氣候相關轉型計劃（包括制定轉型計劃時使用的主要假設的資訊，以及該計劃所依賴的因素），或若發行人並未有這樣的計劃，則作適當的否定聲明；及	We have not yet established a climate-related transition plan. However, we are actively advancing climate-related work to clarify our emission reduction pathways and identify transition opportunities, with plans to gradually develop practical and effective climate-related transition plans in the future. 我們目前尚未制定氣候相關轉型計劃，正在積極推進氣候相關工作以梳理減排路徑與轉型機遇，並計劃在未來逐步制定切實有效的氣候轉型計劃。
(iv) How the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and 發行人計劃如何實現第37至40段所述的任何氣候相關目標（包括任何溫室氣體排放目標（如有）；	We have not yet established climate-related targets. However, we are actively advancing climate-related work and plan to set effective climate targets in the future. 我們目前尚未制定氣候相關目標，正在積極推進氣候相關工作，並計劃在未來制定有效的氣候相關目標。

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(b) Information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a). 有關發行人當前及將來計劃如何為根據第 22(a) 段披露的行動提供資源。	We have not yet established a climate-related transition plan. However, we are actively advancing climate-related work to clarify our emission reduction pathways and identify transition opportunities, with plans to gradually develop practical and effective climate-related transition plans in the future. 我們目前尚未制定氣候相關轉型計劃，正在積極推進氣候相關工作以梳理減排路徑與轉型機遇，並計劃在未來逐步制定切實有效的氣候轉型計劃。
23. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a). 發行人須披露先前各匯報期內按照第 22(a) 段所披露計劃的進度。	
<i>Financial position, financial performance and cash flows</i> 財務狀況、財務表現及現金流量	
<i>Current financial effect</i> 當前財務影響	
24. An issuer shall disclose qualitative and quantitative information about: 發行人須披露以下定性和量化資料：	
(a) How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量；及	Advocating for Green Development — Climate Change: Strategy We have initially disclosed qualitative information on climate-related financial impacts through desk research. We plan to progressively advance quantitative financial impact assessments in the future, to quantify the actual effects of climate-related risks and opportunities on our current financial position. 倡導綠色發展 — 氣候變化：策略 我們已通過案頭研究，初步披露了氣候相關財務影響的定性資訊。我們計劃在未來逐步推進定量財務影響評估，以量化識別氣候相關風險與機遇對當前財務狀況的實際影響。
(b) The climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. 當存在將導致下一匯報年度相關財務報表中的資產和負債帳面價值發生重要調整的重大風險時，關於第 24(a) 段中識別的氣候相關風險和機遇的資訊。	

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<i>Anticipated financial effect</i> 預期財務影響	
25. The issuer shall provide qualitative and quantitative disclosures about: 發行人須披露以下定性和量化資料：	
(a) How the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務狀況在短期、中期及長期內將如何變化：	We plan to progressively advance quantitative financial impact assessments in the future, to quantitatively assess the effects of climate-related risks and opportunities on our expected financial position, corresponding response plans, and funding strategies. 我們計劃在未來逐步推進定量財務影響評估，以量化識別氣候相關風險與機遇對預期財務狀況的影響、應對計劃及資金策略。
(i) Its investment and disposal plans; and 其投資及處置計劃；及	
(ii) Its planned sources of funding to implement its strategy; and 其為實施策略所需的資金的計劃資金來源；及	
(b) How the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities. 基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期的變化。	

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<i>Climate resilience</i> 氣候韌性	
26. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose: 在考慮發行人已識別的氣候相關風險和機遇後，發行人須披露資訊，使他人了解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性。發行人須按與其情況相稱的做法，使用與氣候相關的情景分析來評估其氣候韌性。提供量化資訊時，發行人可披露單一數額或區間範圍。具體而言，發行人須披露：	
(a) The issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of: 發行人截至匯報日對其氣候韌性的評估，其有助於了解：	
(i) The implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis; 發行人的分析結果對其策略和業務模式的影響（如有），包括發行人需要如何應對氣候相關情景分析中確定的影響；	Advocating for Green Development — Climate Change: Strategy 倡導綠色發展 — 氣候變化：策略
(ii) The significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and 發行人對氣候韌性的評估中考慮的重大不確定因素的範疇；及	
(iii) The issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term; 發行人根據氣候發展調整其短期、中期或長期策略和業務模式的能力；	

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(b) How and when the climate-related scenario analysis was carried out, including: 如何及何時進行氣候相關情景分析，包括：	
(i) Information about the inputs used, including: 使用的輸入數據，包括： - Which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; 發行人在分析中使用的氣候相關情景及其來源； - Whether the analysis included a diverse range of climate-related scenarios; 分析是否涵蓋多種不同的氣候相關情景； - Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; 分析所使用的氣候相關情景是否與氣候相關轉型風險或氣候相關物理風險有關； - Whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; 發行人在其情景中是否使用了與最新氣候變化國際協議相一致的情景； - Why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; 發行人為何認為所選擇的氣候相關情景與評估其氣候相關變化、發展或不確定性的韌性相關； - Time horizons the issuer used in the analysis; and 發行人在分析中所使用的時間範圍；及	Advocating for Green Development — Climate Change: Strategy 倡導綠色發展 — 氣候變化：策略

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(7) What scope of operations the issuer used in the analysis (for example, the operation locations and business units used in the analysis); 發行人分析所涵蓋的營運範圍（例如分析所涵蓋的營運地點及業務單位）；	
(ii) The key assumptions the issuer made in the analysis; and 發行人在分析中所作的關鍵假設；及	
(iii) The reporting period in which the climate-related scenario analysis was carried out. 進行氣候相關情景分析的匯報期。	
(III) Risk Management 風險管理	
(27) An issuer shall disclose information about: 發行人須披露以下資訊：	
(a) The processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about: 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策，包括有關以下方面的資訊：	Advocating for Green Development — Climate Change: Strategy Advocating for Green Development — Climate Change: Risk Management 倡導綠色發展 — 氣候變化：策略 倡導綠色發展 — 氣候變化：風險管理
(i) The inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes); 發行人使用的輸入資料及參數（例如資料來源及程式所涵蓋的業務範圍）；	
(ii) Whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks; 發行人可有及如何使用氣候相關情景分析來識別氣候相關風險；	
(iii) How the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria); 發行人如何評估有關風險的影響的性質、可能性及程度（例如發行人可有考慮定性因素、量化門檻或其他所用標準）；	

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(iv) Whether and how the issuer prioritises climate-related risks relative to other types of risks; 發行人可有及如何就氣候相關風險相對於其他類型風險的優次排列；	We are actively advancing climate-related work and plan to integrate climate-related risks into our overall risk management process. In subsequent stages, we will conduct prioritisation assessments of climate-related risks relative to other types of risks, to clarify their relative significance within our overall risk portfolio. 我們正在積極推進氣候相關工作，計劃將氣候變化風險整合至企業整體風險管理框架，並將在後續階段開展對氣候相關風險相對於其他類型風險的優次排序評估，以明確其在整體風險組合中的相對重要性。
(v) How the issuer monitors climate-related risks; and 發行人如何監察其氣候相關風險；及	Advocating for Green Development — Climate Change: Risk Management 倡導綠色發展 — 氣候變化：風險管理
(vi) Whether and how the issuer has changed the processes it uses compared with the previous reporting period; 與上一個匯報期相比，發行人可有及如何改變其使用的流程；	
(b) The processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程（包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊）；及	
(c) The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process. 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。	

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(IV) Metrics and Targets 指標及目標	
<i>Greenhouse gas emissions</i> 溫室氣體排放	
28. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO ₂ equivalent, classified as: 發行人須披露匯報期內的溫室氣體絕對總排放量（以公噸二氧化碳當量表示），並分為：	
(a) Scope 1 greenhouse gas emissions; 範圍1溫室氣體排放；	Advocating for Green Development — Climate Change: Metrics and Targets Overview of Key Performance Indicators — Environmental KPI 倡導綠色發展 — 氣候變化：指標及目標 關鍵績效指標概覽 — 環境數據
(b) Scope 2 greenhouse gas emissions; and 範圍2溫室氣體排放；及	
(c) Scope 3 greenhouse gas emissions. 範圍3溫室氣體排放。	We have engaged a third-party consultant to conduct a Scope 3 greenhouse gas emissions assessment, and plan to disclose the findings in our future reports. 我們已委聘第三方顧問開展範圍三溫室氣體排放評估工作，並計劃在未來的環境、社會及管治報告中披露相關結果。
29. An issuer shall: 發行人須：	
(a) Measure its greenhouse gas emissions in accordance with the “Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)” unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions; 除非管轄機關或發行人上市之另一交易所另有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準（2004年）》計量其溫室氣體排放；	Advocating for Green Development — Climate Change: Metrics and Targets Overview of Key Performance Indicators — Environmental KPI 倡導綠色發展 — 氣候變化：指標及目標 關鍵績效指標概覽 — 環境數據
(b) Disclose the approach it uses to measure its greenhouse gas emissions including: 披露其用於計量溫室氣體排放的方法，包括：	

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(i) The measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions; 發行人用於計量其溫室氣體排放的計量方法、輸入資料及假設；	Advocating for Green Development — Climate Change: Metrics and Targets Overview of Key Performance Indicators — Environmental KPI 倡導綠色發展 — 氣候變化：指標及目標 關鍵績效指標概覽 — 環境數據 No changes were made to our measurement methods, input data, or assumptions during the reporting period. 我們在匯報期內未有對計量方法、輸入資料及假設進行任何變更。
(ii) The reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and 發行人為何選擇該計量方法、輸入資料及假設計量溫室氣體排放；及	
(iii) Any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes; 發行人在匯報期對計量方法、輸入資料及假設進行的任何變更以及變更原因；	
(c) For Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and 就根據第28(b)段披露的範圍2溫室氣體排放，披露其以地域為基準的範圍2溫室氣體排放，並提供有助於了解該排放的任何所需合約文書的資訊；及	Overview of Key Performance Indicators — Environmental KPI 關鍵績效指標概覽 — 環境數據
(d) For Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). 就根據第28(c)段披露的範圍3溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈（範圍3）核算與報告標準（2011年）》所述的範圍3類別披露發行人計量範圍3溫室氣體排放中包含的類別。	We have engaged a third-party consultant to conduct a Scope 3 greenhouse gas emissions assessment, and plan to disclose the findings in our future reports. 我們已委聘第三方顧問開展範圍三溫室氣體排放評估工作，並計劃在未來的環境、社會及管治報告中披露相關結果。

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<i>Climate-related transition risks</i> 氣候相關轉型風險	
30. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks. 發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。	We will continue advancing our climate-related work in the future, to explore the potential to further quantify the amounts or percentages of assets or business activities vulnerable to climate-related risks and opportunities. 我們將在未來持續推進氣候相關工作，以探索進一步量化受氣候相關風險與機遇影響的資產或業務活動的金額及百分比可能性。
<i>Climate-related physical risks</i> 氣候相關物理風險	
31. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks. 發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。	Advocating for Green Development — Climate Change: Strategy We will continue advancing our climate-related work in the future, to explore the potential to further quantify the amounts or percentages of assets or business activities vulnerable to climate-related risks and opportunities. 倡導綠色發展 — 氣候變化：策略 我們將在未來持續推進氣候相關工作，以探索進一步量化受氣候相關風險與機遇影響的資產或業務活動的金額及百分比的可能性。
<i>Climate-related opportunities</i> 氣候相關機遇	
32. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities. 發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。	We will continue advancing our climate-related work in the future, to explore the potential to further quantify the amounts or percentages of assets or business activities vulnerable to climate-related risks and opportunities. 我們正在積極推進氣候相關工作，將在未來逐步探索量化受氣候相關風險與機遇影響的資產或業務活動的金額及百分比的可能性。

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<i>Capital deployment</i> 資本運用	
33. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities. 發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。	We are actively advancing climate-related work and plan to progressively explore the possibility of quantifying the capital expenditures required to address identified climate-related risks and opportunities in the future. 我們正在積極推進氣候相關工作，將在未來逐步探索量化應對已識別的氣候相關風險與機遇所需投入的資本支出的可能性。
<i>Internal carbon price</i> 內部碳定價	
34. An issuer shall disclose: 發行人須披露如下：	
(a) An explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and 闡釋發行人可有及如何在決策中應用碳定價（例如投資決策、轉移定價及情景分析）；及	We have not yet incorporated carbon pricing into our decision-making processes. We will gradually explore the possibility of integrating carbon pricing considerations in the future. 我們目前尚未在決策中應用碳定價，將在未來逐步探索將碳定價因素納入考量的可能性。
(b) The price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making. 發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價。	

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Remuneration 薪酬	
35. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv). 發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。這可能構成根據第19(a)(iv)段作出的披露的一部分。	We have not yet integrated climate-related factors into our remuneration policies. We will gradually explore the feasibility of doing so in the future. 我們目前尚未將氣候相關因素納入薪酬政策，將在未來將逐步探索其可行性。
Industry-based metrics 行業指標	
36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the “IFRS S2 Industry-based Guidance” on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks. 本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。在決定披露哪些行業指標時，本交易所鼓勵發行人參考《〈國際財務報告可持續披露準則S2號〉行業披露指南》和其他國際環境、社會及管治報告框架規定的行業披露要求所述的與披露主題相關的行業指標，並考慮其是否適用。	We will consider the possibility of disclosing industry-specific metrics in the future. 我們將在未來考慮披露行業指標的可能性。

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<i>Climate-related targets</i> 氣候相關目標	
37. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose: 發行人須披露(a)其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標；及(b)法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。發行人須就每個目標逐一披露：	
(a) The metric used to set the target; 用以設定目標的指標；	We have not yet established climate-related targets. However, we are actively advancing climate-related work and plan to set effective climate targets in the future. 我們目前尚未制定氣候相關目標，正在積極推進氣候相關工作，並計劃在未來制定有效的氣候相關目標。
(b) The objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives); 目標的目的（例如減緩、適應或以科學為基礎的舉措）；	
(c) The part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region); 目標的適用範圍（例如目標是適用於發行人整個集團還是部分，如僅適用於某個業務單位或地理區域）；	
(d) The period over which the target applies; 目標的適用期間；	
(e) The base period from which progress is measured; 衡量進度的基準期間；	
(f) Milestones or interim targets (if any); 階段性目標或中期目標（如有）；	
(g) If the target is quantitative, whether the target is an absolute target or an intensity target; and 如屬量化目標，其屬絕對目標還是強度目標；及	
(h) How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target. 最新氣候變化國際協議（包括該協議產生的司法承諾）如何幫助發行人設定目標。	

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38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including: 發行人須披露其設定及審核每項目標的方法，以及其如何監察達標進度，包括：	
(a) Whether the target and the methodology for setting the target has been validated by a third party; 目標本身及設定目標的方法是否經第三方驗證；	We have not yet established climate-related targets. However, we are actively advancing climate-related work and plan to set effective climate targets in the future. 我們目前尚未制定氣候相關目標，正在積極推進氣候相關工作，並計劃在未來制定有效的氣候相關目標。
(b) The issuer's processes for reviewing the target; 發行人審核目標的程式；	
(c) The metrics used to monitor progress towards reaching the target; and 用於監察達標進度的指標；及	
(d) Any revisions to the target and an explanation for those revisions. 任何修訂目標的內容及原因。	
39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance. 發行人須披露有關每項氣候相關目標的績效的資訊以及對發行人績效的趨勢或變化分析。	

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40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose: 就按第37至39段披露的每一項溫室氣體排放目標，發行人須披露：	
(a) Which greenhouse gases are covered by the target; 目標涵蓋哪些溫室氣體；	We have not yet established climate-related targets. However, we are actively advancing climate-related work and plan to set effective climate targets in the future. 我們目前尚未制定氣候相關目標，正在積極推進氣候相關工作，並計劃在未來制定有效的氣候相關目標。
(b) Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target; 目標是否涵蓋範圍1、範圍2或範圍3溫室氣體排放；	
(c) Whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target; 此目標是溫室氣體排放總量目標還是溫室氣體排放淨額目標。如為溫室氣體排放淨額目標，發行人須另外披露相關的溫室氣體排放總量目標；	
(d) Whether the target was derived using a sectoral decarbonisation approach; and 目標是否是採用行業脫碳方法得出的；及	

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(e) The issuer’s planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose: 發行人計劃使用碳信用抵銷溫室氣體排放以實現任何溫室氣體排放淨額目標。關於使用碳信用的計劃，發行人須披露：	
(i) The extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits; 依賴使用碳信用以實現任何溫室氣體排放淨額目標的程度及方式；	We are currently not utilising carbon credits, but we will consider the possibility of using carbon credits to offset greenhouse gas emissions in the future. 我們目前尚未使用碳信用，未來將考慮使用碳信用抵銷溫室氣體排放的可能性。
(ii) Which third-party scheme(s) will verify or certify the carbon credits; 該碳信用將由哪些第三方計劃驗證或認證；	
(iii) The type of carbon credit, including whether the underlying offset will be nature-based or based on technology carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and 碳信用的類型，包括相關抵銷是否是基於自然還是基於科技的碳消除，以及相關抵銷是通過減碳還是碳消除實現；及	
(iv) Any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset). 為讓人了解發行人計劃使用的碳信用的可信度和完整性所必需的任何其他重要因素（例如，對碳抵銷效果的假設）。	
<i>Applicability of cross-industry metrics and industry-based metrics</i> 跨行業指標及行業指標的適用性	
41. In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36). 在編製披露內容以符合第21至26及37至38段的規定時，發行人須參考(i)跨行業指標（見第28至35段）及(ii)行業指標（見第36段）並考慮其是否適用。	We will consider the possibility of disclosing industry-specific metrics in the future. 我們將在未來考慮披露行業指標的可能性。



CHINA SCE GROUP HOLDINGS LIMITED
中駿集團控股有限公司