

首程控股 
SHOUCHENG HOLDINGS

 驿停车

首程控股有限公司
SHOUCHENG HOLDINGS LIMITED

STOCK CODE 股份代號：697.HK

綠色生活
美好共創
Go green Together
Towards a Better Life

2021

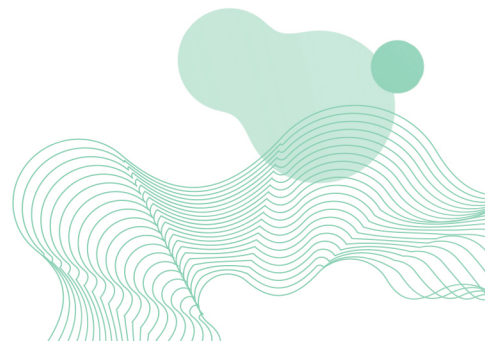
環境、社會及管治報告
ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT



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Environmental, Social and Governance Report

環境、社會及管治報告

INTRODUCTION

During FY2021, the economy is progressively returning to stability but the world is still affected by the aftermath of COVID-19 and unprecedented climate events that affect the entire world. State leaders attach great importance to addressing climate change issues and have made important strategic decisions to achieve emission peak and carbon neutrality after careful consideration. Shoucheng Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**” or “**we**”) has also actively followed the national policies, and responded to the deployment on the national historic carbon neutrality and emission peak strategy.

In line with the national sustainable development guidelines and policies, we have set clear and precise short-term and long-term sustainable development goals and objectives, making continuous progress towards the vision of achieving carbon neutrality by 2060, and set up relevant emission reduction and energy conservation goals and corresponding strategies to incorporate sustainable development factors into the Group’s parking business (the “**Parking business**”) and infrastructure real estate fund management business (the “**Fund management business**”). In addition, with the latest Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) further warns of the severity and urgency of the climate crisis, we recognise the imminent of climate crisis. During the reporting year, we strengthened our assessment and identification of climate issues and in this ESG report, disclosed the physical and transitional risks that climate change brings to our business, as well as our corresponding mitigation plans.

引言

在2021財政年度，經濟逐步恢復穩定，但全球仍受2019冠狀病毒的餘波影響，亦出現前所未見波及全球的氣候事件。國家領導高度重視應對氣候變化，經過深思熟慮作出實現碳達峰、碳中和的重大戰略決策。首程控股有限公司（「**本公司**」，連同其附屬公司統稱「**本集團**」或「**我們**」）亦積極順應國家政策形勢，響應國家碳中和、碳達峰的歷史性戰略部署。

為配合國家可持續發展方針及政策，我們訂立清晰明確的短期及長期可持續發展願景目標，朝著2060年前達致碳中和的願景不斷邁進，並設立相關的減排節能目標和相應的策略，將可持續發展因素納入本集團的停車出行業務（「**停車業務**」）和基礎設施不動產基金管理業務（「**基金管理業務**」）當中。另外，我們深知氣候危機迫在眉睫，最新的政府間氣候變化專門委員會（IPCC）第六次評估報告進一步警示了氣候危機的嚴峻性和緊迫性。我們於本年度加強了對氣候問題的評估和識別，於本ESG報告中披露氣候變化給我們的業務帶來的實體風險和過渡風險，以及我們相應的緩解計劃。

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To strengthen our management of sustainability, the Group has established a sustainability governance structure. The Board is responsible for overall supervision of the Group's sustainable development work and regularly discusses, reviews, and re-examines the Group's ESG management policies, strategies, risks, performance, and progress. In order to effectively exert the effectiveness of sustainable development governance, the Board has permitted the Group to establish an ESG Committee and has authorised it to monitor and promote the implementation of various ESG events. Under the authorisation of the Board, the ESG Committee will take into account the opinions collected from stakeholders via communication channels and the results of the materiality assessment to formulate ESG management policies and strategies to determine the Group's sustainability focus and priorities, which will be submitted to the Board for approval and confirmation. For more details, please refer to the section "Governance Structure".

The Group hereby expresses the sincere gratitude to all employees, business partners, and customers for their unwavering support over the past year. The Group will continue to march on courageously to make greater contributions to the sustainable development of parking and infrastructure and real estate in China.

為加強我們對可持續發展的管理工作，本集團已建立可持續發展管治架構。董事會負責全面監管本集團的可持續發展工作的事宜，並定期討論、檢討及審查本集團ESG的管理方針、策略、風險、表現及進展。為有效發揮可持續發展管治的效能，董事會已准許本集團成立ESG委員會，並授權其監管及推動各項ESG事宜的實施。在董事會的授權下，ESG委員會在制定ESG的管理方針及策略時會考慮與各持份者溝通時所收集到的意見及重要性評估的結果來釐定本集團的可持續發展關注重點及其優先次序並交由董事會審批及確認。詳情可參閱「管治架構」一節。

本集團衷心感謝所有員工、業務夥伴及客戶於過往年度的鼎力支持。本集團將繼續勇往直前，為中國停車出行及基礎設施不動產的可持續發展作出更大的貢獻。

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ABOUT THE REPORT

This Environmental, Social and Governance (“ESG”) Report is the sixth ESG Report of the Group, in which the Group presents our initiatives, plans, performance and achievements in relation to the Group’s operational practices, employee care, environmental protection, social contribution and other issues. We focus on the concerns of stakeholders and demonstrate our commitment to sustainable development.

The ESG Report has been reviewed internally and was submitted to the Board for review and approval. During the preparation of the Report, the Group communicated extensively with its stakeholders, to ensure that the information covered herein meets the four major reporting principles of “Materiality”, “Quantitative”, “Balance” and “Consistency”. The Group will continue to expand its scope of disclosure, to improve its performance and disclosure on sustainability issues.

REPORTING SCOPE

The ESG Report mainly covers the Group’s core businesses of parking business and fund management business. Unless otherwise specified, the ESG policies and management methods set out in the ESG Report are applicable to both the Company and its wholly-owned subsidiaries. Data related to ESG key performance indicators (“KPIs”) are collected from business locations under direct operation and control of the Group. The Group will improve its sustainability performance in the future and will continue to expand its scope of disclosure as needed.

REPORTING PERIOD

The ESG Report covers the Group’s activities, challenges, and measures in relation to ESG areas from 1 January 2021 to 31 December 2021 (“FY2021”) in detail.

關於本報告

本環境、社會及管治(「ESG」)報告為本集團第六份ESG報告，當中載列本集團於營運慣例、員工關愛、環境保護及社區貢獻等方面的倡議、計劃、表現及成就，集中討論持份者關注的事宜，並彰顯我們對可持續發展的承諾。

本ESG報告經內部檢閱，並提請董事會審議及批准。在撰寫的過程中，本集團與持份者進行了充分的溝通，力求本ESG報告涵蓋的資訊可滿足重要性、量化、平衡、一致性的四大報告原則要求。本集團將持續加強披露範圍，以提高在可持續發展事項上的表現和披露情況。

報告範圍

本ESG報告主要涵蓋本集團的核心業務，分別為停車業務及基金管理業務。除非特別說明，本ESG報告內所載之ESG政策及管理舉措適用於本公司及其全資擁有之子公司，而ESG關鍵績效指標(「**關鍵績效指標**」)數據從本集團直接運營控制下的運營地點收集。本集團將於未來加強可持續發展表現，並會視乎需要持續擴大披露範圍。

報告期間

本ESG報告詳述本集團於2021年1月1日至2021年12月31日(「**2021財政年度**」)內涉及環境、社會及管治範疇的活動、挑戰及措施。

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Reporting Framework

The ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (“Reporting Guide”) in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). To enhance the comprehensiveness of the Report, its compatibility with international standards, and comparability with industry peers, we also referenced the Global Reporting Initiative (“GRI”) standards when preparing the Report. For details of relevant indicators that reference GRI standards, please refer to the section headed “Report Disclosure Index”.

During the preparation for this ESG Report, the Group has applied the reporting principles stipulated in the Reporting Guide as follows:

- **Materiality:** Materiality assessment was conducted to identify material issues during FY2021, thereby adopting the identified material issues as the focus of preparation of ESG report. The materiality of the issues has been reviewed and confirmed by the Board and the management. Please refer to the “Stakeholders’ Engagement” and “Material Assessment” sections for further details.
- **Quantitative:** This ESG report has included additional clarifications to the quantitative data disclosed to explain any standard, methodologies and conversion factors used during the calculation of emissions and energy consumption.
- **Consistency:** The reporting scope and preparation method of this ESG report were substantially consistent with the previous year, and explanations were provided regarding data with changes in the scope of disclosure and calculation methodologies.

The governance structure and practices of the Group are set out in the “Corporate Governance Report” on pages 77 to 108 of the 2021 Annual Report and the section headed “Corporate Governance” of this ESG Report.

報告框架

本ESG報告按照香港聯合交易所有限公司(「聯交所」)證券上市規則附錄27《環境、社會及管治報告指引》(「報告指引」)進行編製編寫。為了提高報告的完整性、國際相容性和行業可比性，本ESG報告亦引用了全球報告倡議組織(「GRI」)標準進行報告的編製工作。有關引用GRI標準的相關指標詳情，請參閱「報告披露索引」一節。

在編製本ESG報告期間，本集團採用了報告指引中的報告原則，如下所示：

- **重要性：**2021財政年度內通過重要性評估識別重大議題，並將已確認的重大議題作為ESG報告的編製重點。議題的重要性已由董事會及管理層審閱及確認。有關進一步詳情，請參閱「持份者參與」及「重要性評估」章節。
- **量化：**本ESG報告已於披露的數據中加入補充說明，以解釋在計算排放量和能源耗用過程中所用的標準、方法和轉換因子的來源。
- **一致性：**本ESG報告的報告範圍、編製方法與上年基本一致，並對披露範圍和計算方法發生變化的數據進行了說明。

本集團的管治架構及常規載於2021年報第77至108頁「企業管治報告」及本ESG報告「企業管治」一節。

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Contact Us

The Group welcomes all feedback and suggestions from stakeholders. Please feel free to contact us via the following ways:

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56 Gloucester Road, Wanchai, Hong Kong
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Fax: (852) 2529 0126/(852) 2861 3972
Email: Info@shouchengholdings.com
InvestorRelations@shouchengholdings.com

聯繫我們

本集團歡迎持份者提供意見及建議，歡迎閣下通過下列方式與本集團聯絡：

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ABOUT THE GROUP

關於本集團

Our Mission and Vision

使命願景

Be a leader in parking asset management business in Mainland China and the pioneer in infrastructure and real estate fund management business

停車出行資產管理行業的領導者
中國基礎設施不動產基金(REITs)道路的先行者

Our Value

價值觀

Customer first, Team cooperation,
Teaching and learning mutualism
客戶第一 團隊協作 教學相長

Quality first, Outcome - oriented, Full
of passion
質量至上 成果導向 充滿激情

Open-mind and tolerance, Embracing
change, Loyal dedication
開放包容 擁抱變化 忠誠奉獻

2021 Revenue

2021年實現收入

HKD 港幣
1,195
million 百萬元

僱員人數
Number of
Employees
512

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Shoucheng Holdings Limited (the “**Company**”) and its subsidiaries (the “**Group**”) are principally operating on the parking business and infrastructure and real estate fund management business. The Company is one of the listed company under Shougang Group Co., Ltd. (“**Shougang Group**”) in Hong Kong and one of the first batch of red chips stocks listed in Hong Kong. Through scenario innovation, technology empowerment, and the ability to integrate industry and finance, the Group achieves sustainable improvement in asset efficiency, provides the society with leading infrastructure asset management services, and committed to become a leader in the parking asset management industry and the trailblazer of China’s infrastructure real estate funds (“**REITs**”).

The goals of the Group are: to create maximum benefits for shareholders and investors, and be the best employer that benefits its employees by providing them with a worry-free environment where they can contribute to the Company.

首程控股有限公司「本公司」及其附屬公司「本集團」專注從事停車出行業務及基礎設施不動產基金管理業務。本公司是首鋼集團有限公司「首鋼集團」旗下的香港上市公司，亦為首批於香港上市的紅籌股之一。首程控股通過場景創新，科技賦能與產融結合的能力，實現資產效能的可持續提升，為社會提供領先的基礎設施資產管理服務，致力於成為中國停車行業的領導者和基礎設施不動產基金（「**REITs**」）道路的先行者。

本集團的目標為：為股東創造最大價值，讓投資人獲得豐富的收益，以及成為讓員工獲益、在員工為企業付出時能毫無後顧之憂的最佳僱主。

STRATEGIC INVESTORS

戰略投資者



Shougang Group
首鋼集團



ORIX Group
歐力士集團



NWS Holdings
新創建集團



HOPU Investment
厚樸投資



CIMC Group
中集集團



Matrix Partners China
經緯中國



GBA Fund
大灣區基金



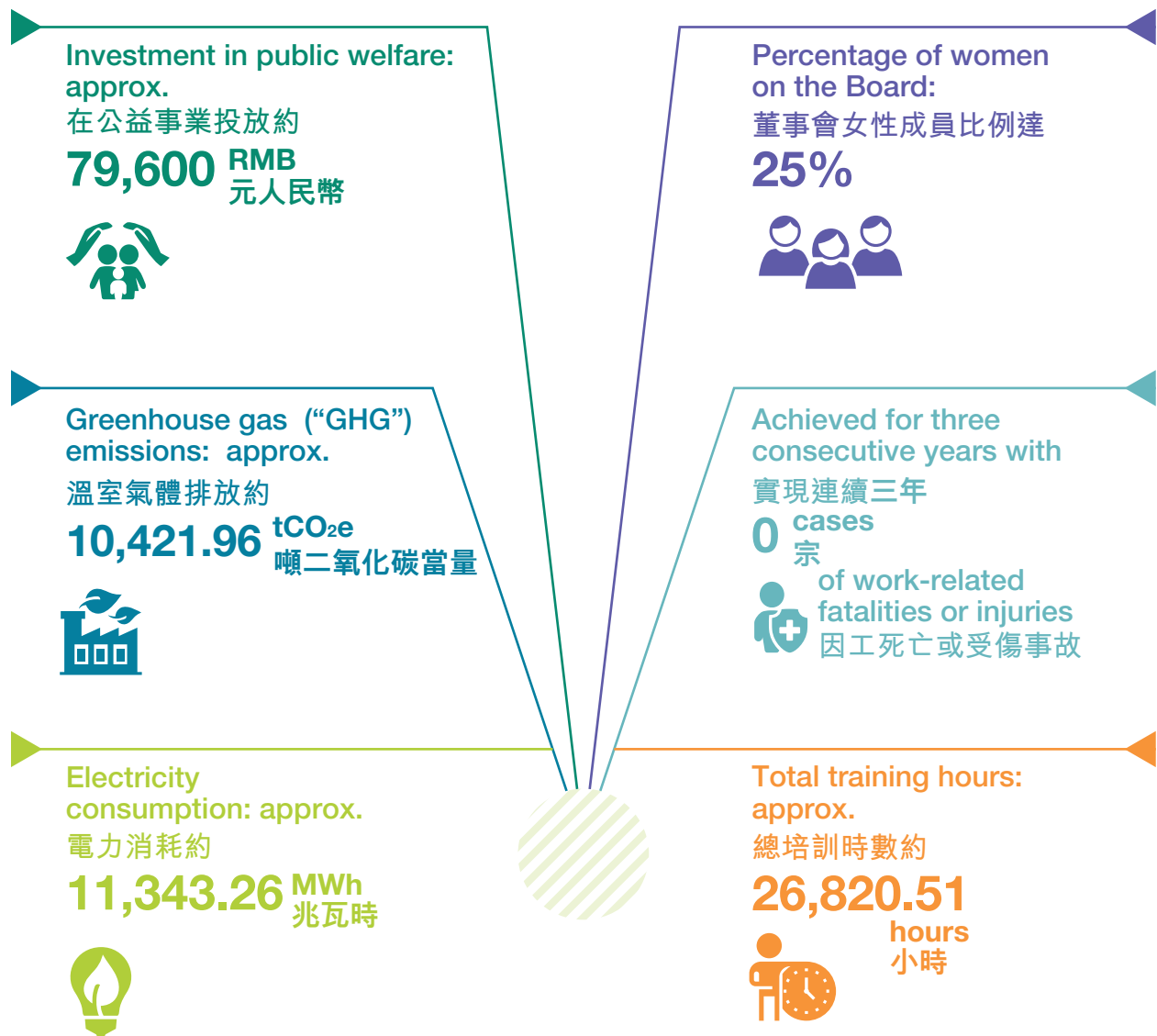
JD DIGITS
京東數科

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Achievements in Sustainable Development in 2021

2021年在可持續發展取得的成就



Investment in public welfare: approx.

在公益事業投放約

79,600 RMB
元人民幣



Percentage of women on the Board:

董事會女性成員比例達

25%



Greenhouse gas ("GHG") emissions: approx.

溫室氣體排放約

10,421.96 tCO₂e
噸二氧化碳當量



Achieved for three consecutive years with
實現連續三年

0 cases
宗

of work-related fatalities or injuries
因工死亡或受傷事故



Electricity consumption: approx.

電力消耗約

11,343.26 MWh
兆瓦時



Total training hours: approx.

總培訓時數約

26,820.51

hours
小時



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GOVERNANCE STRUCTURE

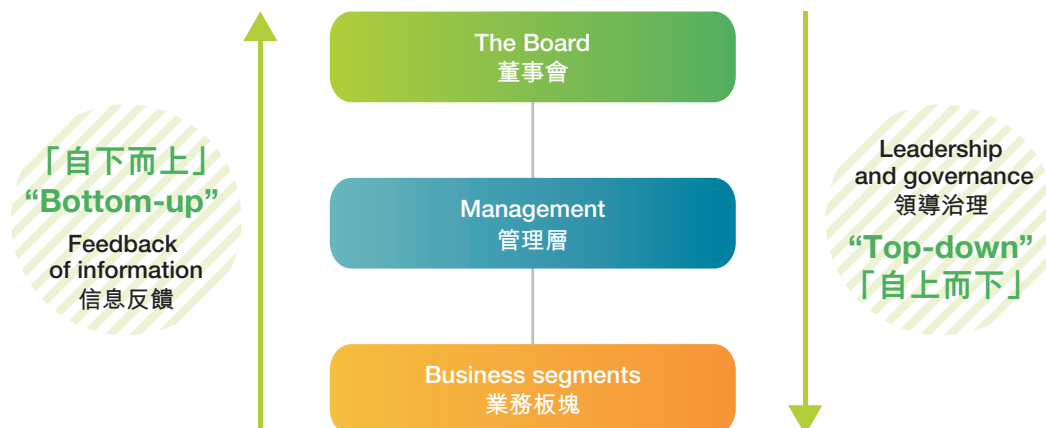
To ensure effective implementation of our ESG development strategies, the Group has established a strict internal monitoring mechanism, and developed an ESG management system that can meet the actual needs of the Group and align with its direction of development. The Group has also internally set up an ESG management structure that incorporates sustainable governance strategies with “top-down” and “bottom-up” approaches. The Board formulates strategic plans for the Company to achieve sustainable growth, and is responsible for ensuring the effectiveness of ESG strategies, ESG decisions, and ESG risk management of the Group. In order to better manage the Group’s ESG performance and identify the potential risks and opportunities, the Board, with the assistance of the management, conducts regular materiality assessments, taking into account the views of various stakeholders, to assess and prioritise important ESG-related issues. The management works with all business segments to implement and carry out sustainable policies together. In particular, the management is responsible for setting up relevant indicators and targets, and providing guidance and supervision on policy execution and goal attainment. Each business segment is required to make regular reports to the management on the difficulties encountered during the implementation of relevant policies, and provide the management with a recap of the process; whereas the management is responsible for suggesting comprehensive solutions to the relevant problems. By maintaining our excellent and effective corporate governance practices, the Group fully achieved three “creations” and one “expansion” in our parking segment: the creation of future-oriented head unit products, outstanding business products, a highly efficient operation system, and the expansion into a new and innovative business area that is not related to parking.

管治架構

為確保ESG發展戰略的有效實施，本集團設立嚴謹的內部監控機制，制定了一套符合企業實際需求和發展方向的環境、社會及管治管理體系，在本集團內部建立起「自上而下」和「自下而上」融合化的可持續發展管治策略的ESG工作管理架構。董事會擬定企業可持續發展戰略規劃，對本集團的ESG策略、有關ESG方面的決策以及ESG風險管理的有效性負有最終責任。為了能更完善地管理本集團的ESG表現和識別潛在風險及機遇，董事會在管理層的協助下進行定期重要性評估，參考不同持份者的意見，以評估及優次排列重要的ESG相關事宜。管理層和各業務板塊協力落實及執行可持續發展的政策，管理層負責設立相關指標和目標，並執行對政策及目標的指導與監督工作。各業務板塊定時向管理層匯報相關政策落實過程中遇到的難題和經驗總結，管理層則針對難題提供一體化解決方案。通過保持卓越和高效的企業管治，停車板塊全面貫徹落實三個「打造」和一個「拓展」，即打造面向未來的頭部產品、打造差異化的業態產品、打造精益高效的運營體系和拓展非停業務創新空間的新佈局。

The ESG Management Structure of the Group

本集團ESG管理架構



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UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In 2015, all members of the UN unanimously adopted 17 sustainable development goals (“SDGs”) in a joint effort to eradicate poverty and solve a series of problems related to economic, social, and environmental sustainability. These SDGs allow governments and enterprises to work together to create a more sustainable future for the betterment of society.

聯合國可持續發展目標

在2015年，聯合國全體成員國一致採納17個可持續發展目標(「SDGs」)，以協力消除貧窮並解決一系列與可持續發展的經濟、社會和環境層面相關的議題。SDGs有助政府和企業攜手合作，為追求廣大福祉而建立更具可持續發展的未來。



Not all 17 SDGs are relevant to our business operation. Hence the Group has identified current or potential impacts arising from the Group's operation, and selected 3 SDGs that are in line with the Group's mission, based on the impacts, and by aligning to such SDGs with the Group's strategic plans for sustainable development, the Group endeavours to work towards these SDGs and fulfil the Group's corporate responsibility.

17個SDGs當中，並非全部與本集團的業務相關。因此，本集團充分識別出業務營運中所產生的當前或潛在影響，據此篩選了3個SDGs與企業的使命吻合，並配合本集團可持續發展戰略規劃，竭盡所能為這些可持續發展目標作出貢獻，履行企業責任。

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4 優質教育



Education is the key to poverty alleviation, for one can climb up the socioeconomic ladder with knowledge, and create positive and long-term impacts to the society and the environment. Therefore, while expanding our business operations, the Group remains steadfast in its commitment towards the development of education in society, by striving to provide learning opportunities to the community and the younger generation to nurture their skills and knowledge.

To support and promote education in poverty-stricken areas, apart from donating stationery items to schools, the Group also organises scholarship travel programs to send disadvantaged students from mountainous areas to study in Shanghai, which provides an opportunity for underprivileged children to enrich their knowledge and broaden their horizons. The Group is also committed to promote China's entrepreneurship education and innovative education. Gathering industrial clusters, the "CAN+ Academy" created by us is a platform that breaks down industry barriers and connects people from different industries and locations. It aims to provide business people and entrepreneurs with resource networks and opportunities for building practical experiences by organising self-learning communities, bootcamps and other activities, thereby enabling them to discuss the latest trend of industrial development.

教育能夠提升社會經濟地位，亦是擺脫貧困的關鍵，更能夠為社會及環境帶來長久而正面的影響。因此，本集團在擴展業務的同時，亦不忘貢獻於社會教育發展，致力為社區及新生代提供學習機會，培養其所需的知識和技能。

為扶助及推動貧窮地區教育發展，本集團除向學校捐贈文具用品外，更通過舉辦助學獎學金活動，資助山區學子赴上海遊學，為弱勢兒童提供教育和增長見識的機會，通過此行擴闊視野。本集團亦致力於促進國家的創業創新教育，構建了產業社群平台「參加學院」，打破行業壁壘，連接不同地域、不同領域的學員們，通過自主學習社群以及創新營等活動，為企業家、創業者提供資源網路及實踐體驗的機會，共同探討產業發展的新趨勢。

Environmental, Social and Governance Report

環境、社會及管治報告

11 永續發展的市鎮規劃



The degree of global urbanisation is getting higher and higher. Since 2007, over half of the world's population has migrated to cities, and the percentage is expected to rise to 60% by 2030. Rapid urbanisation is going to cause more problems, such as insufficiency or failure of roads, transportation and other infrastructure and services, increased air pollution, and unplanned urban expansions etc. Through our two major businesses — parking and fund management, the Group strives to help China create inclusive, safe and sustainable living spaces in urban areas.

By building intelligent carparks, the Group aims to establish a convenient and sustainable transport system, and reduce GHG emissions during parking. At the same time, the Group attaches great importance to carpark safety management, and ensures that our carparks are safe for car owners' and pedestrians' use. We have also strengthened our level of roadside carpark management. For example, to maintain road safety, unattended bicycles illegally parked in our roadside parking spaces for long hours will be towed away in a timely manner.

As for our fund management business, the Group cooperated with Shougang Fund and China Life Insurance to establish and launch Beijing's first green infrastructure development fund in December 2021, with an initial phase of RMB4.5 billion. Adhering to the vision of "Precision Investment + Lean Operations" and focusing on investing in dual-carbon-related industries in Beijing, the fund guides production factors to agglomerate in green and low-carbon industries, helps Beijing achieve carbon peaking and carbon neutrality goals as scheduled, and serves the comprehensive green transformation of economic and social development.

全球城市化程度越來越高。自2007年以來，全球已有超過一半的人口搬到城市中，預計到2030年，這個比例將上升至60%。快速城市化將導致越來越多的問題，例如道路和交通運輸等基礎設施和服務不足或負擔過重、空氣污染加劇、城市無計劃擴張等。本集團致力通過兩大主要業務：停車及基金管理，助力於國內建設包容、安全和可持續的城市生活空間。

通過打造智慧化停車場，本集團旨在提供易於利用、可持續的交通運輸系統，以及減少停車過程中的溫室氣體排放；同時本集團重視停車場安全管理，確保車主和行人安全使用停車場；本集團亦加強了路側停車管理，比如及時清理長期佔用路側停車泊位的自行車，維護交通安全。

基金管理方面，本集團於2021年12月與首鋼基金和中國人壽合作成立發起北京首支首期45億元人民幣的綠色基礎設施發展基金。該基金以「精準投資+精益運營」為理念，重點投資於北京市雙碳相關產業，引導生產要素向綠色低碳產業集聚，助力北京市如期實現碳達峰、碳中和目標，服務經濟社會發展全面綠色轉型。

13 氣候行動



The climate crisis is imminent. The latest Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) further warns of the severity and urgency of the climate crisis. Human activities emit a huge amount of greenhouse gases, which is the major cause of global climate change.”

The Group is aware that not only do GHG emissions arising from our operations lead to potential risks to the industry, but they also affect China's economy and people's livelihoods. Therefore, climate change is incorporated into our risk management system and future planning as a risk element, such that we will improve our flexibility and adaptability towards potential effects brought about by climate change in the future. Among others, the carpark building of Beijing Daxing International Airport (“**Daxing Airport**”) fully integrates the concept of green development and technological innovation into the entire construction standard system. For its photovoltaic project, investigations with the airport headquarters, design institute, greening and other units are conducted to improve the photovoltaic performance and power generation efficiency. With the implementation of the photovoltaic power generation project in the carpark building of Daxing Airport, the Group aims to promote the implementation of the national carbon neutrality strategy and to promote the construction of photovoltaic systems and the application and innovation of renewable energy in the future civil aviation field and parking industry.

氣候危機迫在眉睫，最新的政府間氣候變化專門委員會(IPCC)第六次評估報告進一步警示了氣候危機的嚴峻性和緊迫性。人類活動大量排放溫室氣體，是全球氣候變化的主要原因。

本集團意識到營運中造成的溫室氣體排放除了為行業帶來潛在風險外，也會影響國民經濟和人民生活。本集團已將氣候變化作為其中一項因素納入本集團風險管理體系和未來發展中，以加強我們對未來潛在氣候變化影響的靈活性和適應能力。其中，北京大興國際機場(「**大興機場**」)停車樓充分將綠色發展和科技創新理念融入到了整個建設標準體系之中，對於其光伏項目更是與機場指揮部、設計院、綠化等單位多次研討，務求提高光伏的發電效率。隨著大興機場停車樓光伏發電項目的落地，本集團旨於推動落實國家碳中和戰略及未來民航領域和停車行業推進光伏系統建設和可再生能源的應用創新。

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STAKEHOLDERS' ENGAGEMENT

The Group values its stakeholders and their advice on our business operation and ESG matters. To better understand and respond to stakeholders' concerns, the Group listens to the requests and suggestions of all parties via numerous channels and methods, to fulfil our responsibilities. The Group adheres to the principles of integrity, interaction, and equality, and actively promotes and improves communication strategies for better stakeholder engagement. The Group places great importance to communication with stakeholders, and fully considers the interests and expectations of stakeholders when making decisions. By regularly publishing financial reports and ESG reports, and constantly improving the Company's website and internal publications, the Group aims to establish and perfect its communication channels to ensure openness and transparency, to continuously improve information disclosure.

Major stakeholders of the Group include the government and regulatory authorities, shareholders, employees, customers, suppliers, professional organisations, and the public. The Group hereby extends our gratitude to stakeholders for their long-term support and help. During its everyday operation, the Group incorporates stakeholders' participation into its management system and operation procedures, to constantly improve and perfect its systems and management mechanisms. The Group is deeply aware of and attaches great importance to the requests and expectations of its stakeholders. Through various communication channels, we keep ourselves abreast of stakeholders' changes at all times and adjust ourselves constantly, to create synergy between the Group, the society and its environment as we continue to grow. Communication channels and expectations of the Group and its major stakeholders are as follows:

持份者參與

本集團重視持份者及其對本集團業務及ESG事宜的意見。為了解及響應持份者關注事項，本集團通過多種渠道和方式，了解各方要求和建議，履行各類責任。本集團堅持誠信、互動、平等的原則，積極推進和完善持份者溝通參與機制。本集團重視與持份者的溝通交流，在制定決策時，充分考慮持份者的利益及期望。通過定期發佈財務報告和ESG報告，並不斷完善公司網站、內部刊物等，本集團皆在建立和完善公開透明的溝通參與機制，持續增加資訊披露。

本集團的主要持份者包括政府和監管機構、股東、僱員、顧客、供應商、專業組織及公眾，本集團感謝各持份者長久以來的支持和幫助。在日常運營中，本集團將持份者參與融入本集團管理體系和業務流程，不斷改進和完善各項制度和管治機制。本集團深刻理解並重視持份者的需求和期望，以不同溝通渠道隨時了解各持份者的變化，不斷進行自我調整，實現本集團與社會及環境的協調發展。本集團與主要持份者之溝通渠道及期望如下：

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Stakeholders 持份者	Communication channels 溝通渠道	Major expectations and concerns 主要期望和關注點
<p>The government and regulatory authorities 政府和監管機構</p> 	<ul style="list-style-type: none"> Compliance with local laws and regulations 遵守當地法律法規的監管 Regular reporting and payment of taxes 常規報告和支付稅款 	<ul style="list-style-type: none"> Compliance with laws and regulations 遵守法律法規 Anti-corruption policies 反腐敗政策 Occupational health and safety 職業健康與安全 Development and training 發展與培訓
<p>Shareholders 股東</p> 	<ul style="list-style-type: none"> Financial reports 財務報告 Company announcements 企業公告 General meetings 股東大會 Official website of the Group 集團官方網站 Press releases of financial results 業績發佈會 Press conferences 媒體見面會 	<ul style="list-style-type: none"> Investment returns 投資回報 Corporate governance 企業管治 Business compliance 業務合規
<p>Employees 僱員</p> 	<ul style="list-style-type: none"> Employee performance appraisals 僱員表現評估 Meetings and trainings 會議和培訓 Symposiums 專題討論會 Emails, notice boards, hotlines, and cultural activities for employees such as sports day 電郵、通告板、熱線及僱員參與集團運動會等文體活動 Staff meetings 員工大會 Expansion activities 拓展活動 	<ul style="list-style-type: none"> Career development 職業發展 Employees' remuneration and benefits 僱員的薪酬和福利 Training and learning opportunities 培訓學習機會 Healthy and safe working environment 健康安全的工作環境

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Stakeholders 持份者	Communication channels 溝通渠道	Major expectations and concerns 主要期望和關注點
Customers 顧客 	<ul style="list-style-type: none"> Customer satisfaction surveys 客戶滿意度調查 Customer service hotlines and emails 客戶服務熱線和電郵 	<ul style="list-style-type: none"> Protection of consumer privacy and rights 消費者私隱和權利保護 Product quality control 產品品質管控 Quality products and services 高質量的產品與服務
Suppliers 供應商 	<ul style="list-style-type: none"> Public tenders 公開投標 Supplier satisfaction surveys 供應商滿意度調查 Phone calls 電話討論 Face-to-face meetings and site investigations 面對面的會議和現場調研 	<ul style="list-style-type: none"> Fair and open competition 公平公開競爭 Win-win cooperation 雙贏合作 Strengthening contact and communication 加強聯繫與溝通
Professional organisations 專業組織 	<ul style="list-style-type: none"> Phone calls 電話討論 Meetings (unofficial meetings or annual general meetings) 會議(非正式或年度股東大會) 	<ul style="list-style-type: none"> Establishment of policies to regulate employees behaviours and implement business activities 建立關於規範僱員及商業活動實踐的政策 Environmental protection and social responsibility 環境保護與社會責任 Diversified staffing 多元化的人員配置
The public 公眾 	<ul style="list-style-type: none"> ESG reports ESG報告 Press conferences and responses to enquiries 媒體見面會和問詢回應 Public welfare activities 社會公益活動 Messaging through the official account 公眾號留言 	<ul style="list-style-type: none"> Business ethics 商業道德 Promotion of social activities and company participation 社區活動大力開展以及企業的參與 Open and transparent information 公開透明資料

Environmental, Social and Governance Report

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MATERIALITY ASSESSMENT

To effectively understand the suggestions and expectations of stakeholders on our ESG performance, besides referencing business development strategies and industry practices, the Group also conducts materiality assessments by sending out questionnaires every year. Stakeholders related to the Group are all invited to take part in the materiality assessment, where they are asked to rank issues by their potential importance. This helps the Group to determine sustainability issues that are deemed most material to stakeholders in our core businesses.

重要性評估

為更有效瞭解持份者對本集團之ESG表現的意見及期望，本集團除了參考業務發展策略及行業慣例外，亦通過調查問卷的形式進行年度重要範疇評估工作，邀請與本集團有關的持份者參與重要性調查，對潛在重大議題進行評級，以界定在核心業務中持份者視為最重大的重要可持續發展議題。

1. Identification 識別

Based on the review of sustainability practices, business development strategies and disclosed information, we identify important sustainability issues related to each core business and its stakeholders.

根據對可持續發展常規、業務發展策略與所披露資料的檢討，識別與每項核心業務與其持份者有關連及視為重要的可持續發展課題。

2. Assessment 評估

Stakeholders are invited to participate in the materiality assessment, where they are asked to rank issues by their potential importance and respond to open-ended questions. Survey results are analysed and presented in the form of a materiality matrix.

邀請持份者參與重要性調查，對潛在重大議題進行評級，並回應開放式問題。將重要性調查的結果分析並呈列為重要性矩陣。

3. Approval 審批

Stakeholders' concerns are reviewed and discussed with the management. An issue will be given priority if has a potentially significant impact on the Group's ability to create long-term sustainable values. Material issues are disclosed in the ESG Report.

持份者關注事宜會經審閱並與管理層進行討論，倘議題對本集團創立長遠可持續發展價值的能力有潛在的重大影響，將予優先處理。而已識別的重要議題則於本ESG報告作出披露。

Results of the materiality assessment are analysed in the form of a materiality matrix. Material issues identified and stakeholders' concerns are discussed with the management. Carpark safety management is a material issue that is of utmost concern to the Group. Materiality assessment results are regarded by the Group as important indicators that are useful for our future planning and ESG policy making. Based on such results, we aim to strengthen our ESG strategies and promote sustainable growth.

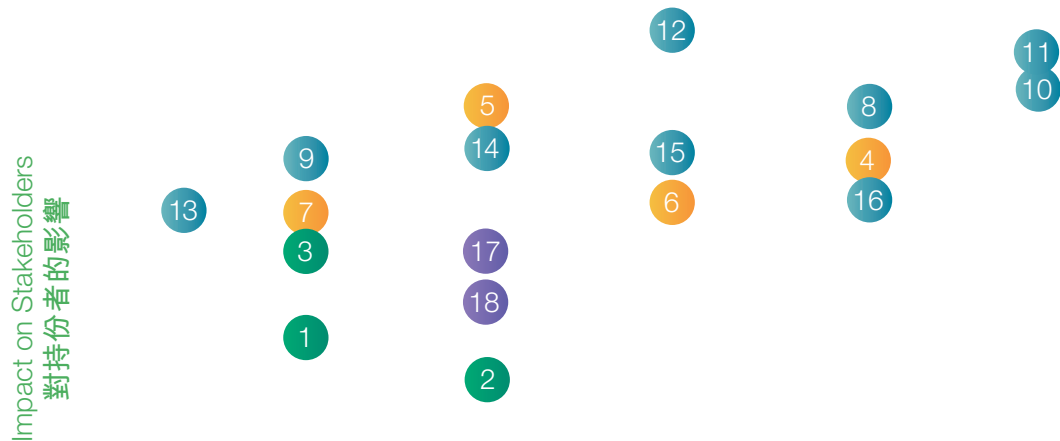
本集團將重要性調查的結果分析為重要性矩陣，並將已識別的重要議題及持份者關注事宜與管理層進行討論。本集團最關注的重要議題為停車場安全管理。本集團將重要範疇評估結果視為未來規劃以及ESG方面的政策制定的重要指標，旨在加強本集團的ESG策略並推進可持續發展。

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The Group's Materiality Matrix in FY2021

本集團於2021財政年度之重要性評估矩陣圖



Impact on Business

對業務的影響

● Environmental Protection 環境保護
 ● Caring for Employees 員工關愛
 ● Operational Practices 營運慣例
 ● Community Contribution 社區貢獻

- | | |
|---|--|
| 1 Environmental Responsibility
環保責任 | 10 Carpark Safety Management
停車場安全管理 |
| 2 Waste Management
廢棄物管理 | 11 Customer Information and Privacy Protection
客戶信息和隱私保護 |
| 3 Use of Resources
資源使用 | 12 Customer Satisfaction
客戶滿意度 |
| 4 Talent Retention
人才挽留 | 13 Marketing and Promotion
行銷和推廣 |
| 5 Remuneration and Welfare
薪酬及福利 | 14 Product and Service Compliance
產品和服務合規性 |
| 6 Occupational Health and Safety
職業健康與安全 | 15 Prevention of Bribery, Extortion, Fraud, and Money Laundering
防止賄賂、勒索、欺詐和洗黑錢 |
| 7 Employee Development and Training
僱員發展與培訓 | 16 Anti-corruption Policies and Whistleblowing Procedures
反貪污政策及舉報流程 |
| 8 Supply Chain Management
供應鏈管理 | 17 Understanding the Needs of the Local Community
了解當地社區需求 |
| 9 Environmental and Social Risks in the Supply Chain
供應鏈的環境及社會風險 | 18 Public Welfare and Charity
公益和慈善 |

OPERATIONAL PRACTICES

營運慣例

Achievement Highlights 成就摘要

- Cloud hosting service has been developed for our commitment to intelligent car parks.
停車場引入雲托管服務，致力打造智慧化停車場。
- Established Beijing's first large-scale Pre-REITs fund to focus on investing in green infrastructure projects in Beijing.
搭建北京首支極具規模的Pre-REITs 基金，重點投資於北京綠色環保基礎設施項目。
- 0 safety incidents causing work injuries
0宗造成受傷的安全事故發生
- 0 cases involving corruption
0宗涉及貪污的案件

11 永續發展的市鎮規劃



This chapter summarises the Group's support towards SDG 11: sustainable cities and communities. The Group aims to establish an affordable and sustainable transportation system through its parking business, and create safe and inclusive green public spaces through its fund management business, to support the development of inclusive and sustainable cities.

本章節概述了本集團對SDG 11：永續發展的市鎮規劃的支持，本集團旨在通過對停車業務細緻管理建立可負擔和可持續的交通運輸系統，以及基金管理提供安全和共融的綠色公共空間，支持共融和可持續的城市發展。

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PARKING BUSINESS

The Group principally engaged in namely the parking business and infrastructure and real estate fund management business. Due to rapid urbanisation in China, the Group officially underwent business transformation in 2017, with an aim to fully expand its urban integrated service business, in order to alleviate the increasingly severe shortage of car parking spaces. At present, most of the first-tier cities and quasi-first-tier cities in Mainland China are experiencing a shortage of parking spaces, which leads to illegal parking and other problems. Therefore, parking demand and operational efficiency are key issues to be resolved for large to medium-sized cities in China.

Carparks are important supporting facilities for infrastructure projects. In addition, value-added attributes can be introduced to create a diversified space. Among them, the parking business is mainly based on long-term operation rights, new build-operate-transfer model (“**BOT model**”) and property rights holding, which has the unique advantages of low operating costs and large demand. The Group is dedicated to improving our operational efficiency, by putting our users first, and leveraging on the power of technology, we provide users with efficient and comfortable service experiences through the adoption of a standardised and sizable operational model that increases the efficiency of carparks in all aspects. Diversified value-added services are also appropriately introduced into our business to create carparks that are humanistic, user-friendly, and connected to the cultural scene. Such philosophy has been gaining recognition from more customers.

停車出行業務

本集團聚焦停車出行和基礎設施不動產基金管理業務。鑒於中國急速加劇城鎮化，本集團於2017年正式實行業務轉型，務求全力拓展城市綜合服務業，以緩解日趨嚴峻的停車位供不應求情況。目前大部分內地一線、准一線城市都出現停車位數量短缺，導致違例停車等情況出現，所以停車的供求問題及營運效率為中國大中型城市首要解決的問題。

停車場是基礎設施項目重要配建設施，此外還可以引入增值屬性打造多元化空間。其中停車出行業務以長期經營權、新建建設—經營—轉讓模式產品項目（「**BOT類產品項目**」）及產權持有為主，具有運營成本低、需求量大獨特優勢。本集團努力在提升運營效率上下苦功夫，以人為根本，借助科技的力量，全面提升車場的使用效率，通過標準化、規模化的運營模式向使用者提供高效舒適的服務體驗，適度引入多元化的增值服務，打造有溫度、有情感、有文化的停車場。這樣的價值理念得到了越來越多客戶的認可。

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CASE STUDY – HELPING WITH WINTER OLYMPICS & SPRING FESTIVAL TRAVEL RUSH

個案研究 — 為冬奧助力，為春運護航



As Daxing Airport and Beijing Capital International Airport (“**Capital Airport**”) take on the responsibility of being the international transportation hub for the Winter Olympic and relocation for the spring festival travel rush at the beginning of 2022, the car parks operated by the Group also receive full pressure. In order to ensure the smooth operation of the carpark, the Group has set up a period to safeguard major events and the management team has been on duty 24/7. In response to emergencies, such as extreme weather, epidemics and a surge in passenger traffic, the Group strengthened the leadership, developed emergency plans for clear crowds and conducted snow and ice removal drills to protect the smooth operation of Winter Olympic Games and the Spring Festival travel rush.

In Zhangjiakou, the site of another Winter Olympics stadium, the Group also participated in two of the carpark construction projects. The project team conducted safety awareness training for staff and set up five inspection plans to ensure the integrity and functionality of all facilities in the carpark. Once detected any abnormalities, the inspectors are required to record and report them at the earliest opportunity so that timely repairs can be made to ensure the safe operation of the carpark.

大興機場及北京首都國際機場(「**首都機場**」)於2022年初承擔着冬奧國際交通樞紐及春運國民遷移的責任，本集團運營的停車樓受到全方位考量。為保障停車樓平穩運行，本集團設置重大活動保障期，管理團隊全天候無間斷備崗。針對相關突發事件，如極端天氣、突發疫情、客流激增的情況，本集團加強領導，制定客流疏導應急預案，並進行除雪除冰等演練，為冬奧及春運保駕護航。

冬奧另一場館所在地張家口，首程控股亦參與其中兩項停車場建設項目。本集團項目團隊對員工進行安全服務意識培訓，並制定五次巡查計劃，切實保障停車場內各類設施的完整性及功能性。如有異常，巡查員需第一時間記錄及上報，並及時維修，確保停車場的安全運營。

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VENTURE INTO THE NEW AND GOING THE DISTANCE WITH STABILITY – INTELLIGENT CARPARKS

首程出新，行穩致遠 — 智慧化停車場



Looking ahead, the Group will continue to innovate our technology and build new and sustainable strengths, to achieve the goals set out in our sustainability plans. The Group will provide unified and efficient car parking services to users through a intelligent, standardised and sizeable business model and constantly develop new product categories, with an aim to make ourselves China's largest and most innovative smart operator of urban nodes. Through the integration of e-tickets, plate recognition, parking software, and big data analysis systems, the Group will also continue to tap the potential of intelligent car parking services, to provide car owners with intelligent and cloud-based car parking services with improved management efficiency.

展望未來，本集團將堅持科技創新，塑造可持續發展新優勢，以達致對可持續發展規劃的目標。本集團通過智慧化、標準化、規模化的運營模式向使用者提供統一、高效的停車服務，不斷創新產品品類，旨在打造中國最具規模和創新精神的城節點智慧運營公司。本集團不斷挖掘智慧停車服務的潛力，通過整合電子票證、車牌辨識、停車軟件程序、大數據分析系統，為車主提供具備智慧化、雲端化、提升管理效能的停車服務。

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Intelligent Management System

Dedicated to digitalising our car parking assets operations and management, the Group leveraged on its technological strengths and developed the car parking assets operations and management system (the “SONIC system”) on our own. The SONIC system is the first online car parking intelligent platform developed from the perspective of assets operations and management in China. By obtaining and utilising accurate, real time operational data and image data of vehicles, parking spaces, and roads, the platform allows us to significantly improve our operational and management efficiency. Previously, the Company’s operations and management was merely on a “carpark” level. With the employment of the SONIC system, we are transforming towards a digitalised and intelligent business model where vehicles are precisely managed on a “parking space” level. During FY2021, the Group has increased the number of parking spaces managed per staff from 50 in the past to 72 with the intelligent parking system, achieving less staff or no staff required for the management of some car parks.

The multi-dimensional unification of customer profiles, data, transaction settlement, and business innovation in terms of digitalised operations, AI + big data, intelligent management and control, and innovative services is made possible with the SONIC system. With the synergic effect of networks, we can achieve integrated operations and management of cross-industry, cross-company, and cross-platform entities, and create a business model that enables the synergic development of nodes and data empowerment. With the use of AI + big data and mobile payment algorithms, the Group is firmly connected with the membership system on the part of carpark owners, thereby allowing us to develop a wide range of products in relation to carpark assets such as parking space booking, service booking, and rewards redemption systems, to fully explore the value of carparks. To ensure the stable operation of the intelligent carparking system, the Group always opts for experienced software suppliers and hardware suppliers with excellent market reputation, standards, and quality, and makes timely updates to and maintains its hardware and software systems. The updates and maintenance are carried out by professionals. The Group also engages staff to handle on-site emergencies.

智慧管理系統

本集團致力於停車場資產管理數字化，依託科技賦能，本集團自主研發了「速驛客」停車經營管理系統。「速驛客」停車經營管理系統為國內第一個從資產經營管理角度開發的線上停車智慧平台，通過對車輛、車位、車道即時、精準的運行資料和畫像資料的獲取和利用，企業的經營和管理效率得到了顯著提升，實現從「車場級」的運營管理向「車位級」數位智慧運營模式的轉變。於2021財政年度，智慧停車系統已助本集團將人均管理車位數由過去的50個增長到72個，實現部分車場無人化、少人化管理。

「速驛客」停車經營管理系統從數字化營運、AI+大數據、智慧管控和創新服務四方面實現客戶、數據、交易結算和創新業務的多維統一，通過網絡協同實現跨行業、跨公司、跨平台的一體化經營管理，打造了節點協同和數據賦能的營運模式。通過AI+大數據以及移動支付演算法，本集團深度與業主方的會員體系綁定，開發車位預定、服務預約、積分兌換等豐富的出行產品，充分挖掘停車場價值。為確保智能停車系統的穩定運營，本集團會選擇開發經驗充足的軟件供應商及市場口碑、標準、品質過硬的硬體供應商，以及及時更新維護硬體及軟件系統。本集團安排專人負責軟硬體更新維護，亦有現場人員的緊急情況處理。

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CASE STUDY – E PARK TECHNOLOGY CLOUD HOSTING SERVICE

個案分析 — 驛停車科技雲托管服務



Since its establishment, the Group has been striving to build an advanced and smart carpark to provide users with a unified and efficient parking service. The parking fee cloud hosting service is a sustainable business model that utilises the existing advanced Internet technologies such as license plate recognition, mobile payment, cloud computing, etc. and combines with remote customer service to realise the full-scene charges and remote exception handling within 24 hours. Cloud hosting technology can provide a comprehensive solution for the operation of unmanned fee collection and space value-adding thus reducing operation and maintenance costs and improving the service quality.

自成立以來，本集團一直努力打造先進的智慧化停車場，向使用者提供統一、高效的停車服務。停車場收費雲托管服務即是利用現有的車牌識別、移動支付、雲計算等先進互聯網技術並結合遠端客戶服務，實現全場景收費和遠端24小時內異常處理的可持續商業模式。雲托管技術能夠為運營提供無人收費及空間增值的綜合解決方案，降低運維成本，提升服務品質。

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The product provides digitalised cloud hosting services to businesses (ToB), value-added innovative services to customers (ToC), and integrated static traffic management solutions to the government (ToG). For business, compared with traditional carpark, cloud hosting relies on AI intelligent space management systems, replacing inspection personnel with VR+AI robots inside and around the site. Therefore, it could realise intelligent parking with reasonable and calculated parking arrangements, smart security, and supervision. The relevant intelligent equipment functions on its own duties, including intelligent identification camera, intelligent gate, self-service payment machine, intercom column to replace the entrance and exit staffed to realise the cost and increase revenue. The online 7/24-hour cloud-based customer service provides real-time feedback on on-site conditions and remote guidance on abnormal situations. The project also provides an integrated resource supply chain for car owners, including but not limited to car services (car washing and maintenance, etc.), new energy vehicle charging and replacing chargers, unmanned supermarkets, and self-service vending machines, etc., to enrich and facilitate the parking experience of car owners. For government management, the cloud hosting technology realises city-level smart parking operation, with a set of service systems and unified standards to achieve resource transfer and interoperability, providing the government with a unified and information-sharing public management platform. Thus, it could solve transportation problems such as unreasonable resource allocation, untimely information sharing and incomplete coordination and planning.

該產品向企業(ToB)提供停車場數位化雲托管服務，向使用者(ToC)提供增值創新服務，向政府(ToG)提供靜態交通綜合治理解決方案。對於企業而言，相較於傳統停車場，雲托管依托AI智慧空間管理系統，以場內場周邊VR+AI機器人取代巡檢人員，實現車輛合理安排停放，智慧安保及監管的智慧停車場。相關智慧硬件各司其職，包括智慧識別相機、智慧道閘、自助繳費機、對講立柱取代進出口人工值守，實現降本增收。線上7/24小時雲端客服，即時回饋現場狀況並對異常資訊進行遠端指導。該項目同時為車主提供集成的資源供應鏈，包括但不限於汽車服務(洗車保養等)、新能源汽車充換電、無人超市及自助售貨機等，豐富並便捷車主的停車體驗。而對於政府管理，雲托管技術實現了城市級智慧停車運營，以一套服務體系及統一標準，實現資源轉移互通，為政府提供統一且資訊共用的公共管理平台，從而解決資源配置不合理、資訊共享不及時、統籌規劃不全面等交通問題。

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CASE STUDY – SMART CARPARK. EMPOWERED BY TECHNOLOGY

個案研究 — 智慧場館，讓科技賦能停車



As the continuous improvement of the partnership with Daxing Airport, the Group has established the first carpark with an indoor navigation system among the country, demonstrating and applying the power of technology. The technology allows passengers to locate their vehicles quickly and conveniently with mobile phones and provides accurate routes to the destination. Meanwhile, the navigation system could help with search for and navigate to shops and services within the terminal, enabling the advanced journey planning.

The smart carpark further incorporates a variety of new technologies. Firstly, it is multiple convenient payment methods. The carpark supports a full range of online and offline payment methods, and seamlessly connects with platforms including Alipay, WeChat Pay, credit cards and bank cards. Secondly, it is the data aggregation system. It provides a dynamic and synchronized display of data in the form of graphs and tables, offering some more intuitive facts for emergency response and vehicle dispatch, therefore facilitating management. Thirdly, the parking management system has been enhanced towards smart functioning. The smart system developed by the Group provides passengers with services such as reserved parking, long-stay parking, special parking, temporary parking and rights parking, which improve the satisfaction and increase customer stickiness.

隨著與大興機場合作不斷完善，本集團已經建成全國首個具有室內導航系統的停車場，充分展現和應用「科技」的硬實力。此技術使得旅客能夠以手機快速且便捷的定位車輛，並提供精準導航路線。同時，該導航系統也為旅客提供搜索及導航至航站樓內商業店面、服務設施等位置信息，使旅客能夠提前規劃路程，為行程提供便捷。

智慧停車場館更採用了多種新型科技技術。多元便捷的支付方式為其一：停車場支持完備的線上線下支付方式，並與支付寶、微信錢包、信用卡及銀行卡等平台無縫銜接。數據聚像化系統為其二：該系統以圖形及表格的形式，動態同步展示數據，為應急事故及車輛調度提供更加直觀的事實依據，方便實施管理。其三是停車管理系統進行智能化軟硬件提升：首程控股自行研發的智慧系統為旅客而提供預約停車、長時停車、專區停車、特殊臨停、權益停車等服務，提高旅客滿意度，增強其粘性。

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CARPARK SAFETY MANAGEMENT

During project planning and execution, users' safety remains our first priority because the Group values its users' well-being. We have formulated and implemented a set of comprehensive policies in relation to carpark internal management and safety, including the "Implementation Standards for Road Safety and Traffic Signs in Carparks", and "Parking Lot Safety Management Regulations". The implementation of such policies helps us heighten road safety and fire safety in carparks, prevent theft, ensure information safety, and maintain order in parking lots. In addition, the Group also strictly requires its security guards and officers to duly perform their duties, such that we can effectively and safely operate our carparks.

While we are deeply aware of the importance of daily operations, we also understand that system maintenance is equally essential. As a result, the parking systems of carparks under our management undergo routine inspections. In case of system failure, faulty equipment will be identified and replaced, and caution signs will be placed in hazardous areas. Meanwhile, staff will be reminded to double check relevant systems, to minimise the risk of accidents in hazardous areas. Emergency response plans are also an important part of the daily operations of our carparks. In this regard, the operational team conducts emergency response trainings for our staff, which covers content such as toll system failure, flood and storm prevention, and accidents involving parked cars (such as damages and oil leaks). More than one comprehensive emergency drills are organised on an annual basis. Drill records are kept for further evaluation and making conclusions. In addition, inspection routes are planned and adjusted, more security guards are deployed to patrol the area and check equipment more often, to monitor the carparks at all levels.

At the same time, the Group has created comprehensive response plans to prevent parking system failures or to address emergencies. Such plans include the "Carpark Emergency Plan", the "Traffic Jam Emergency Plan", the "Engine Oil Leaks Emergency Plan", "Damaged Parked Cars Emergency Plan", the "Carpark Accidents Emergency Plan", the "Toll Equipment Failure Report and Emergency Plan", and "Anti-terrorism and anti-riot emergency plan", which allow us to attain our goal of operating carparks smoothly and effectively. With clear guidance and proper training, our staff can remain calm and take immediate action in case of emergencies. Employees will maintain order at the relevant area under safe conditions, pay close attention to the development of the situation through the monitoring system,

停車場安全管理

本集團非常重視用戶的安全，故將用戶安全放在項目的第一位。本集團對於停車場的安全管理制定了一套完善的內部管理政策，當中包括《停車場交通安全設施和標誌標線實施標準》、《停車場安全管理規定》等，政策的落實保障了停車場交通安全、消防安全、停車場內車輛防盜安全、停車場內資訊安全管理及停車場內現場秩序。除此之外，本集團亦嚴格要求巡視崗／引導崗履行其職責，確保集團能有效及安全地營運停車場。

本集團深知日常營運固然重要，但系統維護的重要性亦不可忽視。因此，本集團旗下的停車場會定期檢查停車系統，如發現任何系統故障會即時安排更換故障設備，並會於危險區域放置安全標識，同時也會提醒相關人員再作檢查，希望能將危險區域發生意外的機率減至最低。人員應對緊急事故的應變方案也是停車場日常營運重要的一環，鑑於此，運營團隊會每季度對人員進行應急事項處理培訓，如收費系統故障、防颱防汛、停泊車輛事故，例如損壞、漏油等，每年組織一次以上應急預案綜合演練，並保留演練記錄，演練後進行總結評價，且會調整規劃巡視路線、加強人員巡視、設備巡檢頻率，全方位監察停車場。

與此同時，本集團亦建立了完整的響應程序以防止停車系統發生故障或應對緊急狀況，如《停車場應急預案》、《交通堵塞應急預案》、《車輛漏油事故處理緊急預案》、《停泊車輛損壞處理緊急預案》、《車場事故處理緊急預案》、《收費設備故障報告處理緊急預案》、《反恐防暴應急預案》等，達到既順暢又有效的停車場運營目標。由於本集團人員處理緊急事故都有明確的指引及接受過良好的培訓，在遇上緊急事故時，能保持冷靜和立即採取措施。本集團員工會在確定安全情況下做好現場控制工作，及利用監控系

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and write subsequent reports. It is believed that clear guidelines can effectively speed up the time for employees to carry out emergency action plans, and enhance users' confidence in the Group's services.

Carpark Fire Safety Management

To prepare for unexpected fires, the Group has in place the "Fire Accidents in Carparks Emergency Plan", and makes sure that our employees are familiar with fire prevention measures, firefighting techniques against different types of fire, fire escape routes, first aid and treatment methods etc. The Group designates fire safety personnel to implement fire protection laws and regulations to ensure the fire safety of carparks. Fire safety personnel are responsible for understanding the fire safety levels in their respective departments, assisting firefighters during fire safety inspections, and inspecting carparks and reducing fire hazards in a timely manner, in order to prevent accidents from happening. Fire safety personnel are also required to strictly implement the Hot Work Permit System. They should ensure that the Company is given the Application for Hot Work Permit Form by firefighters, and urge employees to conduct fire inspections.

In addition to the operational team conducting regular fire drills to handle situations such as car fires, our fire safety personnel also organise fire awareness trainings to ensure that employees understand 1) fire hazards; 2) fire prevention strategies; 3) ways to put out fires, and that they know how to 1) call the police; 2) use a fire extinguisher; and 3) put out fires at the initial stages, in order to protect the safety of employees and the Group's assets. The Group is also working closely with the fire and police departments at airports to share information and organise fire safety promotion events together.

統密切注意事發現場的情況變化，以作事後報告。本集團相信清晰的指引能有效加快員工處理事故的時間，也能提升用戶對本集團服務的信心。

停車場消防安全管理

為應付突發火災，本集團已制定《車場火災事故的處理緊急預案》，確保員工熟知防火措施、不同物質的火災撲救方法、火災逃生、互救和應急處理方法等。本集團指定消防安全責任人負責貫徹執行消防法規，確保停車場的消防安全。消防安全責任人需掌握本部門的消防安全情況，配合消防人員進行防火措施巡查，以及檢查停車場環境，作出及時整改，及早防滅火災隱患。消防安全責任人須嚴格執行動火審批制度，確保動火申請單由消防員提供，並督促員工進行防火巡視。

除了運營團隊會定期進行車輛自燃等應急演練外，消防安全責任人負責組織消防知識培訓，確保員工通過防火培訓課程掌握「三懂三會」，即1)懂火災的危害性、2)懂預防火災、3)懂撲救火災的方法；1)會報警、2)會使用滅火器、3)會撲救初起火災，從而保障員工自身及集團財產的安全。本集團亦會密切配合機場消防及公安等部門，共用資訊通報，開展消防安全培訓宣傳。



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CUSTOMER INFORMATION AND PRIVACY PROTECTION

Attentive to every detail in customer service, the Group carefully manages customer privacy to gain the trust and confidence from our customers. In our normal business operation, the Group may be exposed to license plate numbers, car models, parking durations and other personal information of customers. To avoid the disclosure of sensitive customer data, our operation department strives to safeguard and protect customers' personal information. The Group has formulated a comprehensive information security system, which includes the measures for the "Administration of Confidential Work". Confidentiality obligations are also clearly stated in the "Employee Handbook", stipulating that personal data can only be collected and used by employees in accordance with applicable data protection regulations and compliance with the procedures set out in the Group's data management policy.

CUSTOMER SATISFACTION

The Group has always endeavoured to improve the quality of our car parking services in all aspects. We also believe that good customer service is essential to the quality of car parking services. To maintain quality customer service, the Group has established a "five-star" service standard and ensures its effective implementation, which includes the following aspects: 1) safe car parking facilities; 2) comfortable parking environment; 3) convenient services; 4) efficient service experiences; and 5) friendly services. The Group strongly believes that our constant commitment to maintain high customer satisfaction is entirely reflected through our service quality.

客戶信息和隱私保護

本集團重視為客戶服務的每一個細節，對客戶隱私亦會進行嚴密謹慎的管理，以取得客戶的信任和信心。在日常營運中，本集團可能會觸及客戶的個人資訊，例如車牌號、車型、停車時長等。為避免客戶私隱被洩露，運營部門致力維護和保障客戶的個人資料私隱。本集團已制定了一套完善的保密工作管理制度，包括《保密工作管理辦法》、《員工手冊》中亦載明保密義務，規範員工只有在符合適用的資料保障法例之規定下，並且遵照集團的數據管理政策中的程序，方可收集和使用個人資料。

客戶滿意度

本集團一直致力於全面提升停車服務品質，並相信客戶服務對於停車服務品質而言至關重要。為保持高水準的客戶服務質量，本集團建立了「五星」服務標準，包括1)安全的停車設施、2)舒適的停車環境、3)便捷的服務方式、4)高效的服務體驗及5)友善的服務態度，確保其有效執行。本集團堅信服務質量能充分體現本集團堅定維持高客戶滿意度的一貫承諾。

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CASE STUDY – NEW CUSTOMER CONVENIENCE FACILITIES AT DAXING AIRPORT 個案研究 — 大興機場增設客戶便利服務設施



The Group is committed to creating a convenient and comfortable airport parking environment for the customers, and to creating a warm and welcoming ecosystem. In recent years, a variety of self-service facilities have been added to the carpark to enhance customer satisfaction and enrich the customer experience. The Group launched the first shared portable chargers service in airport carpark with off-site access, enabling passengers to return their chargers anytime, anywhere.

In order to further enhance the quality of services at Daxing Airport, the Group has added a variety of services at the airport carpark to meet the needs of different groups of people. The carpark provides 24-hour barrier-free parking reservation service, wheelchair service for special passengers and pram service. At the same time, passengers can request for wheelchair and companionship to ensure their safe and timely arrival at their destinations. The Group spares no effort in helping passengers of all kinds to travel safely and conveniently, and in promoting operational and social inclusiveness.

本集團一直致力於為客戶打造便捷及舒適的機場停車環境，塑造有溫度的便民生態。近年來，停車樓新增多種自助服務設施用以提升客戶滿意度，豐富客戶體驗。本集團推出首個機場停車樓共享充電寶業務，並提供異地存取功能，使旅客享受到隨時隨地充電寶歸還服務。

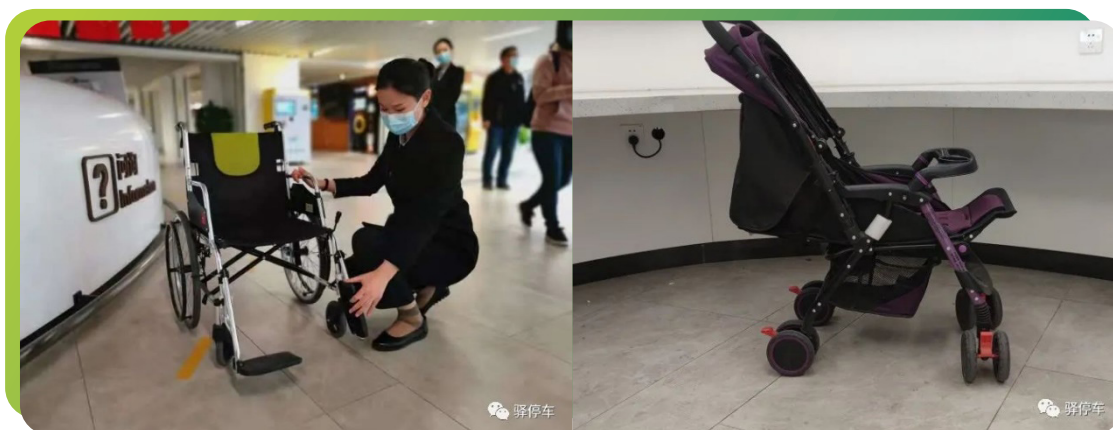
為進一步提升大興機場的人性化服務質量，本集團於機場停車樓增添多種服務以滿足各類人士的出行需求。停車樓為旅客提供24小時無障礙車位預約服務，特殊旅客輪椅服務及嬰兒推車服務。同時，旅客可請求輪椅陪護需求，停車樓將指派專人陪同保證旅客安全及準時到達目的地。本集團不遺餘力的幫助各類旅客安全及便利的出行，促進提升運營及社會的包容性。

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Meanwhile, from April 2021, the Group started to offer “VIP Sticker” service at the carpark building of Daxing Airport, where passengers can rent free medical kits, needle and thread bags, and enjoy services such as baggage handling and battery charging. Some merchants offered 20% discount for people in need.

同時，自2021年4月起，本集團大興機場停車樓舉辦「VIP即時貼」服務，只需領取貼紙，即可免費租借醫療箱針線包等工具，並享受行李搬運，電瓶搭電等服務。部分商戶推出限時8折優惠。



Wheel Chair & Pram
輪椅、嬰兒車

In addition, the carpark has established partnerships with the POPMART ROBOSHOP and various coffee brands to enrich passengers' flight waiting time. The carpark continues to enrich the services by incorporating various trendy elements, thereby bringing the carpark closer to its customers and enhancing satisfaction.

此外，停車樓與泡泡瑪特機器人商店及多種咖啡品牌建立合作關係，使旅客的航班等待時間更加豐富。停車樓不斷吸收各類流行元素，豐富服務設施，從而拉近與客戶關係，提升客戶滿意度。

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CUSTOMER SERVICES

Appropriate channels have been set up to maintain good communication between customers and our customer service representatives. As we hope to understand the user experience of each customer and improve our customer service problems, the Group has established diversified communication channels and a fully functional communication mechanism (which includes a 24-hour hotline, customer service buttons installed in the carpark buildings at Daxing Airport, and customer satisfaction surveys etc.), to strive to create a barrier-free channel to understand our customers and solve their problems in real time. Moreover, it is also the policy of some of our carparks to provide uninterrupted services to customers in 24 hours and address their concerns.

To raise the awareness of customer service representatives and to improve their skills, the Group provides comprehensive training programs to our staff to enhance their skills and professionalism. For example, the Group provides service training to frontline carpark workers in Daxing Airport, Beijing New World Department Store and other locations, where our staff are trained to carefully analyse the user portfolios of different carparks, and identify, serve and communicate with different kinds of customers. This ensures that the Group's philosophy of "customers first and professional services" is shared and carried out by all employees.

The Group has also implemented the internal policies of "Services and Complaints", which provides clear guidelines for our staff to handle customer complaints in an efficient manner when our services fail to meet the customer demands, for we hope to live up to every customer's expectations. To continue to meet the needs of customers, the Group has in place a customer service training system, to establish service standards and regularly evaluate such standards.

General procedures for handling customer complaints:



客戶服務

本集團設有適當之渠道讓客戶與客服人員保持良好溝通。由於本集團希望了解每位客戶的用戶經歷，並致力改善現有的不足之處，本集團已建立多樣化的溝通渠道和完善的溝通機制，包括24小時服務熱線，在大興機場停車樓所安裝的客戶服務按鈕及進行客戶滿意度調查等，務求建立一個無障礙綠色通道，了解客戶的想法及即時化解客戶心中的問題。此外，本集團更在部分停車樓設有規定，全力在一天24小時內不間斷提供服務，化解令客戶憂心的問題。

為了提升客服人員的意識及技能，本集團為其提供全面的培訓課程，以提升客戶服務人員的技巧和專業精神。例如本集團為大興機場、北京新世界百貨停車場等眾多停車場的前線員工提供服務培訓，仔細分析不同停車場用戶構成，以及培訓對不同類別用戶的識別、服務及溝通技巧，確保員工能全面體現本集團「用戶至上，專業化服務」的服務理念。

若服務未能滿足客戶的要求，本集團更制定了《接待處理與投訴》內部政策，為員工提供清楚指引，從而提高客戶投訴處理速度，不辜負每一位客戶對本集團寄予的期許。為了繼續滿足客戶要求，本集團已設立有關員工客戶服務培訓機制，建立服務標準及實施定期服務標準評價。

處理客戶投訴的一般程序：

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INFRASTRUCTURE AND REAL ESTATE FUND MANAGEMENT BUSINESS

The Group is committed to becoming the leader of REITs in China and continues to promote new revolutions in infrastructure real estate investment and financing in China through REITs. With the overall strategic layout of “One Listed Company + Two Markets + Three Business Lines + Four Financial Licenses”, we have gradually expanded the scale of asset management. 2021, is the year China officially ushered in the era of infrastructure REITs, and we have fully laid out the key areas of the publicly-offered infrastructure REITs. We have completed 7 strategic placing investment out of the publicly-offered REITs through a twin-turbo model based on “Publicly-offered infrastructure REITs Issuance and Platform Management Capabilities + Industry Research and Resource Integration Capabilities”. We are the only industry investor among the first batch of the publicly-offered infrastructure REITs that has achieved close to full project coverage. By the end of 2021, we have jointly established a large-scale Pre-REITs fund with China Life to focus on investing in green infrastructure projects in Beijing. The Group is the first enterprise in China to initially close the business loop of “Pre-REITs Investment + Platform Operation and Management + REITs Issuance and Exit + REITs Strategic Investment” and has completed the layout of investment in both domestic and overseas markets and realised the full license operation of “Public Fund + Private Equity + Private Equity + Hong Kong SFC Type 9”.

For park management funds, the Group continues to cultivate the “Fund + Base + Industry” business model. Along with the 2022 Beijing-Zhangjiakou Winter Olympic Games, the Chang’an Mills project on West Chang’an Street in Beijing run by the Group was completed at the end of 2021, becoming the first massive commercial complex at Shougang Park to serve the 2022 Beijing-Zhangjiakou Winter Olympic Games and the citizens at the surrounding areas. Several land lots at the southeast area of Shougang Park, with a construction area of approximately 240,000 square meters, was also launching product deepening design and engineering procedures.

基礎設施不動產基金管理業務

本集團致力於成為中國REITs道路引領者，以REITs持續推動中國基礎設施不動產投融資新變革。本著「一個上市公司+兩個市場+三大業務條線+四個金融牌照」的整體戰略布局，逐步擴大資產管理規模。2021年，中國正式迎來了基礎設施公募REITs時代，我們全力布局基礎設施公募REITs重點領域，通過以「基礎設施公募REITs發行及平台管理能力+行業研究及資源整合能力」為基礎的雙渦輪驅動模式，完成已上市REITs中7個項目的戰略配售投資也是首批基礎設施公募REITs項目戰略投資人中唯一做到了項目接近全覆蓋的產業投資人。2021年底，我們還與中國人壽共同搭建極具規模的Pre-REITs基金，重點投資於北京綠色環保基礎設施項目。作為已在全國範圍內首家初步實現了「Pre-REITs投資+平台運營管理+REITs發行退出+REITs戰略投資」業務閉環的企業，完成了境內外雙市場的投資布局、實現了「公募基金+私募證券+私募股權+香港9號牌」的全牌照經營。

園區管理基金方面，本集團秉持「基金+基地+產業」的模式，繼續深耕。隨著2022年北京—張家口冬季奧林匹克運動會，本集團打造的北京西長安街「六工匯」項目於2021年底建設完工，成為首鋼園區服務2022年北京—張家口冬季奧林匹克運動會及周邊市民的首個大型商業綜合體。首鋼園區東南區多宗地塊，項目地上建築面積約達24萬平方米，亦已開展產品深化設計及工程手續辦理。

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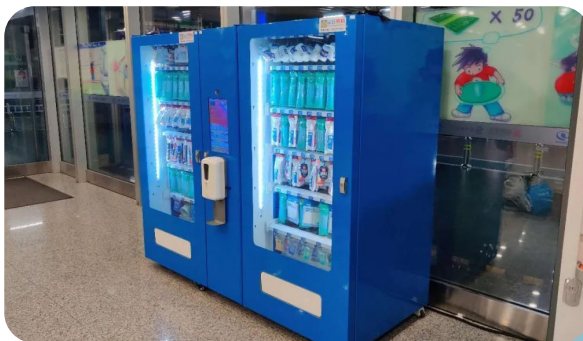
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PANDEMIC PREVENTION AND CONTROL

疫情防

CASE STUDY – CONVENIENT SERVICES TO PROTECT PUBLIC TRAVELLING

個案研究 — 疫情期間，共度難關



Self-Service Epidemic Prevention Kiosks
自助防疫物資櫃



Nucleic Acid Amplification Testing Cubicles in Capital Airport
首都機場核酸檢測方艙

During FY2021, lives were continuously affected by COVID-19. Especially in terms of transport, travel were restricted in many ways. To ensure that passengers can enjoy a safe and secure journey, epidemic preparedness has become a regular working feature. The Group has installed self-service epidemic prevention kiosks at the Capital Airport and Daxing Airport carparks to facilitate the offering of epidemic prevention items such as masks, disinfectant, wet tissues and other daily necessities such as pens and tapes.

In addition, the Group has worked with Coyote Bioscience Co., Ltd to install a total of three nucleic acid amplification testing cubicles at the carpark of Daxing Airport and Capital Airport. It helps with the incoming passengers to be tested in the first instance for the passengers' convenience, thus lowering the risks.

於2021財政年度，人民生活持續受到疫情的影響，尤其是交通方面，出行受到方方面面的限制。為保證旅客能夠享受安全且受到保障的旅程，防疫已成為常態化工作。本集團在首都機場及大興機場停車場安置了自助防疫物資櫃，方便向市民提供口罩、消毒液、濕紙巾等防疫物品及簽字筆、膠帶等日常用品。

此外，本集團與卡尤迪生物科技(北京)有限公司積極配合，攜手於大興機場及首都機場停車場安設共三個核酸檢測方艙，使得來訪旅客能第一時間完成檢測，方便旅客出行，從而降低風險。

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CASE STUDY – VSTARTUP, THE WARMTH UNDER THE EPIDEMIC

個案研究 — 創業公社，疫情下的溫暖



“Vaccination to Build Immunity Defense” Green Label
「接種新冠疫苗，共築免疫防線」榮譽標識

Vstartup is a provider of space operations (office buildings, apartments, etc.) and industrial services (consulting, property, etc.) under the Group’s investment arm. During the epidemic, Vstartup actively communicated with tenants, coordinated the promotion of normalized epidemic protection, and ensured the basic epidemic prevention measures to provide a good living and working environment for customers. In conjunction with Jingdong Enterprise Business Department, Vstartup provided an exclusive procurement platform for enterprises to purchase epidemic prevention supplies. Jingdong could directly connect them to help enterprises prevent the epidemic in the offices on a regular basis.

Meanwhile, the “no-touch” access is an effective remedy for epidemic prevention and control. Vstartup has installed electronic entry/exit pass systems for buildings to facilitate data statistics, improve efficiency and reduce contact. While, Zhongguancun Shijingshan Park has followed the national strategic deployment and actively and steadily implemented the vaccination program in batches. The “Green Label Campaign” was launched in April 2021 to post the honorary mark of “Vaccination to Build Immunity Defense” for enterprises with a 100% vaccination rate and to issue “Green Label” to individuals who have completed vaccination.

創業公社是本集團投資的一家空間運營（辦公樓、公寓等）及產業服務（諮詢、物業等）供應商。疫情期間，創業公社積極與住戶交流，統籌推進疫情常態化防護，做好基礎疫情防範工作，為客戶提供良好的居住及工作環境。創業公社聯合京東企業業務事業部，為企業提供專屬防疫用品採購平台，直接為企業對接，助力辦公室常態化防疫。

「無接觸式」出入更是疫情防控的有效良方。創業公社為多座樓宇安裝電子出入證系統，方便資料統計、提高工作效率，減少人員接觸。而中關村石景山園遵從國家戰略部署，積極穩妥及分批次推進園區內疫苗接種計劃。同時，於2021年4月啟動「綠標行動」，為接種率100%的企業張貼「接種新冠疫苗，共築免疫防線」榮譽標識，並為完成接種的個人發放「綠標」。

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INTELLECTUAL PROPERTY

The Group is deeply aware of the importance of protecting intellectual property (“IP”), and is therefore committed to safeguarding the IP rights of the Group and its customers with an established IP protection system that protects the legal rights of the IP held by the Group. As of 31 December 2021, the Group has registered a total of 22 trademarks for its brands, such as the rights of our SONIC platform. The Group strictly abides by relevant laws and regulations by closely monitoring copyright infringements in the market, and cracking down on counterfeit trademarks and other violating behaviors. If the Group is found to be a victim of IP infringement, such as malicious registration and trademark counterfeiting, we will engage relevant lawyers and professional advisors to advise us on IP protection measures. The Group strives to abide by the “Patent Law of the People’s Republic of China”, to safeguard our legal IP rights. Moreover, the Group also avoids infringing the IP rights of other parties. Our staff are required to obtain approval from relevant departments before reproducing or downloading information, software and pictures from the Internet, in order to protect the IP rights and economic benefits of third parties.

MARKETING AND PROMOTION

As a company that primarily engages in parking and fund management businesses, the Group has involvement in advertising and labelling matters. The Group strives to ensure that our external promotion packages, such as leaflets and press releases, are complete, accurate, clear, and in compliance with relevant laws and regulations, including but not limited to the “Advertising Law of the People’s Republic of China” and the “Trade Descriptions Ordinance” (Cap. 362 of the Laws of Hong Kong) in Hong Kong region. Before releasing any marketing or promotion material, employees must first obtain written approval from legal and compliance personnel. This ensures that all statements, undertakings and predictions that appear in our advertisements are not misleading or deceptive, and ensures that all information delivered to customers remain truthful, accurate, non-misleading, and in compliance with relevant laws and regulations.

知識產權

本集團深知保護知識產權（「知識產權」）的重要性，故此致力於保護本集團自身及客戶的知識產權，以既定的知識產權保護制度維護本集團所持有的知識產權合法權益。截至2021年12月31日，本集團已為旗下品牌註冊了合計22個商標，例如速驛客智慧平台的自主知識產權等。本集團嚴謹遵守相關法例法規，密切監控市場中的侵權行為，並打擊假冒商標等任何侵權行為。當發現有他人對本集團知識產權侵權行為時，如惡意註冊、冒充本集團商標等，本集團會諮詢相關律師及專家顧問，在其指導下對本集團的知識產權實施保護。本集團致力確保遵守《中華人民共和國專利法》，以維護本集團所持有的知識產權合法權益。此外，本集團亦避免侵犯他人知識產權。員工如要從互聯網上複製或下載資料、軟件和圖像，必須先得到相關部門的批准，保障協力廠商的知識產權不被侵害及經濟利益不受損失。

營銷和推廣

作為一家以停車及基金管理為主營業務的公司，本集團涉及與廣告及標籤有關事項。本集團致力確保公司對外宣傳資料，如公司宣傳冊及新聞稿，完整、準確、清晰，並符合相關法律法規，包括但不限於《中華人民共和國廣告法》及香港地區《商品說明條例》（香港法例第362章）。員工在任何廣告或銷售材料發佈之前，須先取得法律和合規人員的書面批准。此舉確保本集團的廣告並不包含誤導及欺詐的陳述、承諾和預測，並確保向客戶呈交的資料屬真實、準確、無誤導成分並符合相關法律法規。

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PRODUCT AND SERVICE COMPLIANCE

The Group strictly abides by relevant laws and regulations in relation to the health and safety, advertising, labelling, and privacy matters of products and services provided and methods of redress, including but not limited to the “Law of the People’s Republic of China on Product Quality”, “Law of the People’s Republic of China on Protection of Consumer Rights and Interests”, the “Advertising Law of the People’s Republic of China”, the “Patent Law of the People’s Republic of China”, the “Interim Provisions on the Construction and Management of Carparks”, the “Measures of Beijing Municipality for the Administration of Motor Vehicle Parking”, and the “Trade Descriptions Ordinance” (Cap. 362 of the Laws of Hong Kong), the “Personal Data (Privacy) Ordinance” (Cap. 486 of the Laws of Hong Kong) in Hong Kong region etc. In FY2021, the Group is not aware of any material non-compliance with relevant laws and regulations in relation to the health and safety, advertising, labelling, and privacy matters of products and services provided and methods of redress that may have a significant impact on the Group.

PREVENTION OF BRIBERY, EXTORTION, FRAUD, AND MONEY LAUNDERING

Over the past years, the Group has always attached great importance to the prevention and punishment of corrupt behaviours. Upholding integrity and committed to clean business practices, we believe that a corruption-free company culture is the key to the Group’s continuous success. Therefore, we highly value our anti-corruption work and the creation of a clean system. The anti-corruption work of the Group mainly adheres to preventive measures, and advocates a corporate culture of integrity and honesty, for we strive to create a clean business environment.

產品和服務合規性

本集團嚴格遵守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法律法規，包括但不限於《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》、《中華人民共和國專利法》、《停車場建設和管理暫行規定》、《北京市機動車停車管理辦法》，以及香港地區《商品說明條例》(香港法例第362章)、《個人資料(隱私)條例》(香港法例第486章)等。於2021財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的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法律法規。

防止賄賂、勒索、欺詐和洗黑錢

本集團歷來高度重視預防和懲治腐敗工作，以誠信為宗旨，堅持廉潔經營，我們相信廉潔的企業文化是本集團持續成功的關鍵，因此我們極為重視反腐倡廉的工作及制度建設。本集團反貪污工作堅持著重預防的原則，倡導誠信正直的企業文化，努力營造廉潔的環境。

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The Group strictly abides by relevant laws and regulations in relation to the prevention of bribery, extortion, fraud, and money laundering, including but not limited to the “Company Law of the People’s Republic of China”, the “Law of the People’s Republic of China on Bid Invitation and Bidding”, the “Criminal Law of the People’s Republic of China”, the “Anti-Unfair Competition Law of the People’s Republic of China”, the “Anti-Money Laundering Law of the People’s Republic of China”, and the “Anti-Money Laundering” and “Counter-Terrorist Financing Ordinance” (Cap. 615 of the Laws of Hong Kong), and the “Prevention of Bribery Ordinance” (Cap. 201 of the Laws of Hong Kong) in Hong Kong region. In FY2021, the Group is not aware of any material non-compliance with relevant laws and regulations in relation to bribery, extortion, fraud and money laundering nor any concluded legal cases regarding corrupt practices.

To improve corporate governance and internal control, and to promote a clean business culture, we have stipulated a code of conduct for employees in the “Employee Handbook” that provides guidelines on acceptable behaviours in the course of business activities. We adopt a zero tolerance approach against any kind of illegal behaviour, such as fraud and unjust enrichment, committed by our staff and third parties for their own gain and at the expense of the Company. The “Employee Handbook” guides and directs our staff to adhere to business ethics and the principle of integrity.

The Group always includes an “Integrity Clause” when signing contracts with business partners (such as suppliers), to prevent bribery, extortion, fraud, and money laundering in our business operations, safeguard the legal rights of the Group and our stakeholders, regulate business behaviours, and lower our operational risks. By explaining the contents of the “Integrity Clause” to our staff, we make sure that all staff members understand specific requirements that they are expected to meet, and that they will consciously regulate their own behaviours.

本集團嚴格遵守有關防止賄賂、勒索、欺詐及洗黑錢的法律法規，包括但不限於《中華人民共和國公司法》、《中華人民共和國招標投標法》、《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》，以及香港地區《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)和《防止賄賂條例》(香港法例第201章)等。於2021財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的有關防止賄賂、勒索、欺詐及洗黑錢的法律法規，亦沒有任何已審結的貪污訴訟案件。

為加強本集團治理和內部控制，以及推廣廉潔奉公的思想教育，《員工手冊》中列明員工行為規範，規範員工在商業活動過程中的具體行為，杜絕所有本集團內、外人員採用欺騙等違法違規手段，謀取個人不正當利益，損害正當的公司經濟利益的行為，或謀取不當的公司經濟利益的行為，為員工恪守職業道德、堅守誠信原則提供了方向和方法上的指導。

本集團與商業夥伴(如供應商)簽署合同時亦會加入《廉潔條款》，以防止營運中出現賄賂、勒索、欺詐及洗黑錢的情況，維護本集團及持份者的合法權益，規範經營行為，降低經營風險。通過組織員工學習《廉潔條款》的內容，確保所有員工知悉本集團對員工行為的具體要求，自覺規範自身行為。

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Anti-corruption Policies and Whistleblowing Procedure

Smooth, transparent, and safe whistleblowing channels have been established by the Group to create and maintain a corruption-free culture. Through the whistleblowing system, we have set up comprehensive and multi-channel whistleblowing channels to encourage our staff and related companies to expose business corruption, and improve the effectiveness of anti-corruption monitoring. Whistle-blowers can report any suspected wrongdoings to our human resources department and our internal regulatory department orally or in writing with details and evidences. Our regulatory department will investigate any suspicious or illegal behaviours to protect the interests of the Group. The Group also has in place an effective grievance redress mechanism to safeguard the whistle-blower's confidentiality and protect them against unfair dismissal or retaliation. If a suspected criminal offence is discovered, the Group will immediately report to relevant regulatory or law enforcement authorities as deemed necessary by the management.

SUPPLY CHAIN MANAGEMENT

The Group's procurement mainly includes carpark management equipment and ancillary products. The Group is deeply aware of the importance of establishing a sustainable supply chain. As the Group's actual views toward sustainable development can be reflected through the business performance of suppliers, the Group is committed to bringing a culture of sustainable development into its supply chain, to ensure that the supply chain is in line with its sustainability policies.

反貪污政策及舉報流程

本集團設立了暢通、透明、安全的舉報渠道以建立及維持我們的廉潔和透明文化。通過舉報制度，我們建立全方位、多渠道舉報資訊渠道，鼓勵員工及有業務來往的公司檢舉揭發腐敗行為，加強反貪腐的監控成效。舉報者可以口頭或書面向本集團人力資源部門和內部監管部門報告任何可疑的不當行為，並提供詳情及證據。監管部門將就任何可疑或非法行為進行調查，以保障本集團的利益。本集團建立有效的申訴機制，保障舉報者身份的保密性，以避免舉報者遭遇不公平的解僱或傷害。若發現涉嫌犯罪行為，本集團將在管理層認為必要時立即向相關監管或執法機關報告。

供應鏈管理

本集團的採購主要包括停車場管理設備和周邊產品。本集團深知建立可持續供應鏈的重要性。由於供應商的營運表現能反映本集團對可持續發展的實際看法，所以本集團致力將可持續發展的文化帶進其供應鏈，確保本集團的供應鏈符合其可持續發展的方針。

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The Group adopts a rating system to select suppliers and alternate suppliers based on factors such as product and service quality, safety standards, and conduct and integrity. To ensure suppliers' compliance with our requirements on quality, environmental, and social standards, the Group has formulated strict supplier management policies and regularly reviewed and revised the relevant policies such as the "Measures for the Administration of Qualified Suppliers", to regulate the selection, assessment and management of suppliers, in order to raise procurement quality and efficiency. The Group has in place a Tendering and Procurement Committee that is responsible for guiding the Company throughout decision-making and other processes in relation to supplier management. The Group also conducts stringent evaluations during supplier selection. An Evaluation Committee was formed to choose and compile a list of qualified suppliers. In addition, the Group has also formulated the "Measures for the Administration of Tendering and Procurement" in accordance with relevant laws and regulations, to strengthen its management in relation to tendering and procurement. Besides organisational structure, division of labour, and management system, the measures stipulate formulas and principles for supplier tendering, comparison, selection, and pricing, to ensure fair competition among suppliers and that they abide by the principle of fair and open procurement.

Moreover, we try our best to source locally and incorporate sustainable practices into our business model. During the procurement process, local suppliers are given priority, with an aim to reduce product carbon footprint by buying locally. Meanwhile, this can allow us to support the development of the local economy and create job opportunities for the local community.

本集團採用打分評級制度，以產品服務質量、安全標準、操守誠信等因素作篩選準則，選擇供應商和備用供應商組合。為確保供應商符合我們在質量、環境及社會標準方面的規定，本集團制定了嚴格的供應商管理政策，並定期審查和修訂相關政策，包括《合格供應商管理辦法》，以規範供應商的甄選、評定和管理工作，提高採購品質和效率。本集團設有招標採購委員會，負責領導供應商管理的決策和過程。本集團亦嚴謹執行供應商征集入庫的評審工作，由專家評審委員會篩選出符合高標準的供應商名單。另外，本集團根據相關法例法規制定了《招標採購管理辦法》，加強對招標採購工作的管理。除了組織架構、職責劃分與管理制度，政策內列明招標、比選、詢價的程序及原則，確保供應商之間的公平競爭，遵守公平公開採購的原則。

此外，本集團致力於本地採購，以將可持續發展貫徹於本集團營運模式中。採購過程中，本集團將優先考慮本地供應商，期望通過本地採購減少採購造成的碳足印，同時支持本地經濟發展，為本地社區創造就業機會。

Environmental, Social and Governance Report

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Environmental and Social Risks in the Supply Chain

To reduce environmental and social risks for suppliers, the Group will prudently identify, manage and monitor risks in the supply chain. Before making procurement decisions, the Group will conduct due diligence checks and assessments on suppliers and advisors, and require suppliers to meet national and local market regulations. For suppliers with complex or special technologies, they must undergo inspections, license checks and qualification verifications from the Group's relevant departments and representatives, so as to ensure their compliance with the system and requirements established by the Group in accordance with environmental and social regulations. The Group also conducts reviews on the suppliers' implementation of the quality management system ISO 9001, environmental management system ISO 14001, and occupational health and safety management system ISO 45001, suppliers' financial position, market reputation, after-sales service quality and other aspects.

To promote good environmental and social practices in the supply chain, the Group maintains close contract with its suppliers. We encourage suppliers to improve their ESG performance, create a culture of business integrity, and ensure their compliance with relevant laws and regulations. The Group hopes that its suppliers can comply with its footsteps in being committed to environmental protection and fulfil our common corporate responsibility. By working with suppliers, we can reduce waste of materials and energy in general, and improve the environment conditions.

供應鏈的環境及社會風險

為減低供應鏈中的環境及社會風險，本集團將謹慎地進行供應鏈的風險識別、管理及監察工作。在作出採購決定前，本集團會對供應商和顧問進行盡職調查和評估，明確要求各供應商須遵守相關國家及地方的相關市場規定。對技術複雜或特殊的供應商，有關部門及人員會通過考察、營業執照及資質證明檢查，確保供應商符合本集團按環境及社會規例而制定的制度和要求。本集團亦對供應商的品質管理體系ISO 9001、環境管理體系ISO 14001及職業健康安全管理体系ISO 45001的落實情況、財務狀況、市場聲譽、售後服務質量等方面進行審核。

為了在供應鏈中推廣良好的環境及社會慣例，本集團會與供應商保持緊密聯絡，鼓勵供應商加強其環境、社會及管治的表現、成立以誠信處事的文化及確保遵守相關法律法規。本集團希望供應商能遵守其對保護環境的承諾，一同履行這份企業責任，通過與供應商合作而減少整體物料和能源的浪費，一同改善環境。

CARING FOR EMPLOYEES

員工關愛

Summary of Achievements 成就摘要

- As at 31 December 2021, the Group had a total of 512 full time employees
截至2021年12月31日，本集團合共有512名全職僱員

- Ratio of male employees to female employees was:
男女比例為：



- Cumulative training time was approximately 26,820.51 hours
累計培訓時數達約26,820.51小時
- Achieved for three consecutive years with 0 work-related fatalities or injuries
實現連續三年0宗因工死亡或受傷事故

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TALENT RETENTION

The Group has always considered its employees to be the company's greatest wealth. We deeply aware that human resources is the foundation for corporate sustainable development. In order to build an organised and harmonious working environment that serves the needs of the Group's development, the Group has formulated the "Shoucheng Holdings Employee Handbook" (the "**Employee Handbook**") based on the "Labour Law of the People's Republic of China" and the "Labour Contract Law of the People's Republic of China" and the "Employment Ordinance" (Cap. 57 of the Laws of Hong Kong) in Hong Kong region and the Company's own circumstances. The Employee Handbook covers employment matters such as recruitment, turnover management, remuneration and welfare, promotion, leave, and performance management. The Group adopts a people-oriented management policy. By formulating a comprehensive remuneration and welfare system, providing diverse training and development opportunities, and organising an abundant programme of employee caring activities, the Group strives to build a warm living and working environment at the workplace so that every employee will feel cherished and will be able to unleash their potential.

The Group strictly complies with laws and regulations on remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination and other benefits and welfare, including but not limited to the "Labour Law of the People's Republic of China", the "Employment Promotion Law of the People's Republic of China", the "Labour Contract Law of the People's Republic of China", as well as the "Employment Ordinance" (Cap. 57 of the Laws of Hong Kong), the "Minimum Wage Ordinance" (Cap. 608 of the Laws of Hong Kong), the "Mandatory Provident Fund Schemes Ordinance" (Cap. 485 of the Laws of Hong Kong), and the "Sex Discrimination Ordinance" (Cap. 480 of the Laws of Hong Kong) in Hong Kong region. During FY2021, the Group was not aware of any material non-compliance with laws and regulations on remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination and other benefits and welfare that might have a significant impact on the Group.

人才挽留

本集團一直視僱員為企業最大的財富，我們深刻認識到，人力資源是企業持續發展的基礎。為了營造和諧、有序的工作環境，適應發展需要，本集團依據《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、香港地區《僱傭條例》(香港法例第57章)及公司實際情況，制訂了《首程控股員工手冊》(《員工手冊》，涵蓋招聘錄用、入離職管理、薪酬福利、職級晉升、休假制度、績效管理等僱傭範疇。本集團採用以人為本的管理方針，通過制定完善的薪酬福利體系、提供多樣的培訓發展機會、組織豐富的僱員關愛活動等方式，在工作場所營造出溫馨溫暖的生活和工作氛圍令每一位僱員感受到關愛，並充分發揮僱員潛力。

本集團嚴格遵守有關薪酬及解僱、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法律法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國就業促進法》、《中華人民共和國勞動合同法》，以及香港地區《僱傭條例》(香港法例第57章)、《最低工資條例》(香港法例第608章)、《強制性公積金計劃條例》(香港法例第485章)、《性別歧視條例》(香港法例第480章)等。於2021財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的有關薪酬及解僱、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法律法規。

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EQUAL OPPORTUNITY

The Group promotes the concept of employment equality in order to provide employees with an equal, diverse and discrimination-free working environment. The Group strictly complies with regulations of state and local governments and adopts a fair, just, and open recruitment process, in striving to provide equal opportunity and prevent discriminatory treatment, exclusion or special treatment at the workplace due to age, gender, marriage status, pregnancy, family condition, disability, race, skin colour, bloodline, ethnicity, nationality, religion or any other non-work related factors. In the process of recruitment, training and promotion, the Group provides equal treatment to all candidates to safeguard employees' rights and interests, so as to build and maintain an inclusive and cooperative workplace culture. The Group encourages employees to report any suspected cases of discrimination to the human resource department, who would evaluate, handle, and record the facts and take discipline action against the responsible staff if necessary.

To assist succession of women in both the corporate and the society and utilise the talent and advantage of female leaders, the Group promotes diversity of the Board by enhancing diverse gender composition of the Board and raising the representative of female directors. During FY2021, the Group had a total of 3 female directors out of 12 directors, including executive directors, non-executive directors, and independent non-executive directors, which achieved 25% of female representative.

平等機會

本集團提倡平等僱傭機會，為了給予僱員一個平等、多元化及不歧視的工作環境，本集團嚴格遵守國家及地方政府各項法規，採取公平、公正、公開的招聘流程，致力於僱傭方面提供平等機會及維持不受制於年齡、性別、婚姻狀況、懷孕狀況、家庭狀況、殘疾、種族、膚色、血統、民族或族裔、國籍、宗教或任何其他非工作相關因素而在工作場所受到區別對待、排斥或特別優待。在招聘、培訓及晉升的過程中，本集團對所有候選人均一視同仁，以保障僱員的權利及利益，創造及維持包容及協作的工作場所文化。本集團鼓勵僱員向人力資源部門報告任何涉嫌歧視的事件。人力資源部門將對相關屬實事件進行評估、處理、記錄及對相關責任人採取任何必要的紀律處分。

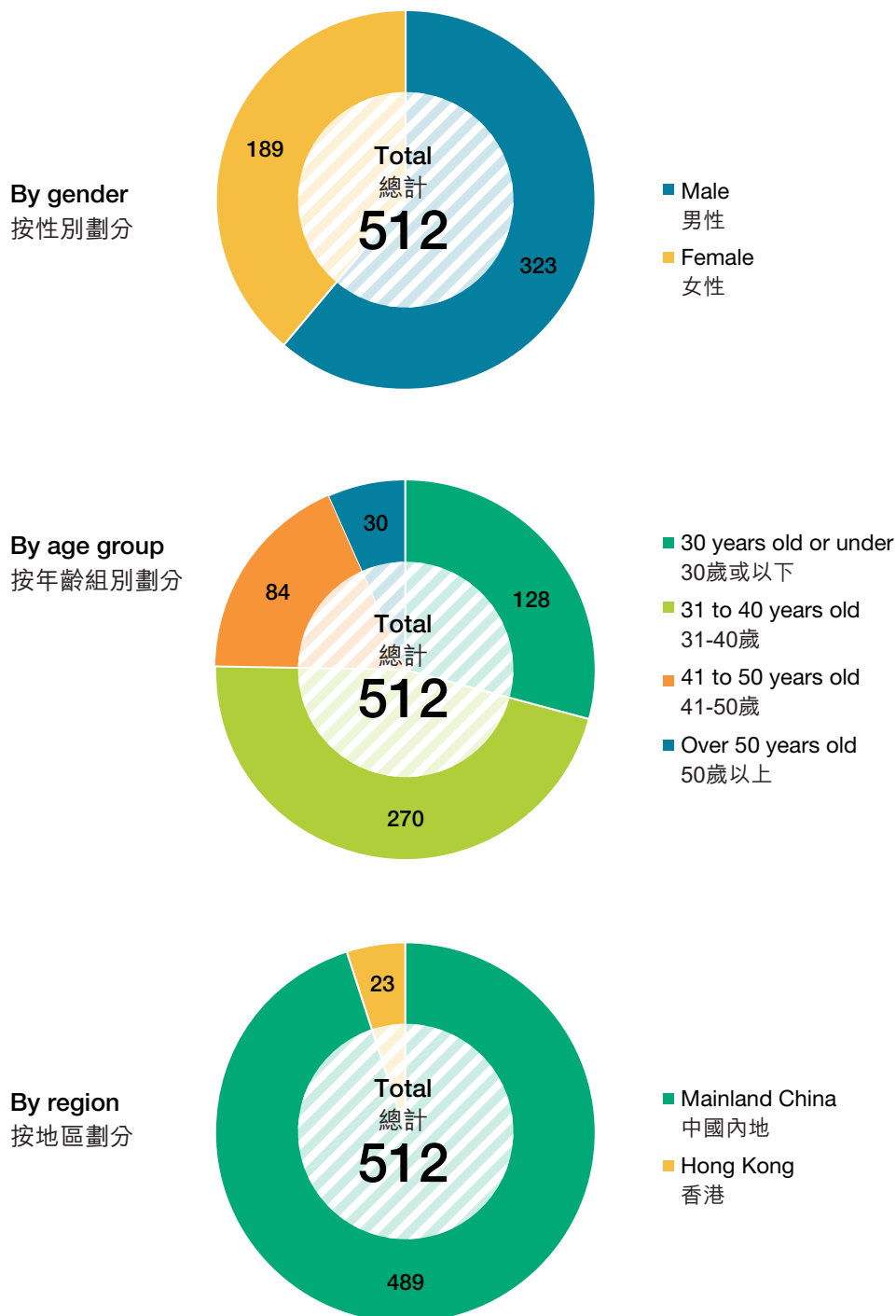
為了幫助女性在公司和社會上成就不凡，發揮女性領導的才能與優勢，本集團提倡董事會多元化，強化董事會的性別的多元化構成，鼓勵提升女性董事比例。於2021財政年度，本集團共有12名董事，包括執行董事、非執行董事和獨立非執行董事，其中3名董事為女性董事，佔比達到25%。

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As at 31 December 2021, the Group had a total of 512 full time employees. A breakdown is as follows:

截至2021年12月31日，本集團合共有512名全職僱員，其劃分如下：



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環境、社會及管治報告

CASE STUDY – EMPLOYEES CONFERENCE

個案研究 — 員工大會



In the past year, with the ultimate efforts of all staff, the Group's business has achieved significant development, which has greatly stimulated the enthusiasm of the staff. In order to better deliver our business concepts, help staff understand the Group's strategic arrangements and promote sustainable business development, the Group's parking segment held an all-employee on- and off-line conference in May. During the conference, the Beijing region, Nanjing region, Chengdu-Chongqing region, airport lines and each development team have made a detailed presentation and explanation of their working philosophy and strategic arrangements for FY2021.

At the same time, the conference also invited leaders and colleagues with rich experience in operation, development, planning and human resources to share their work experience in each field. It could help all the staff better understand the Group's business and complete their own tasks.

The employees conference was held to enhance the internal cohesion of the staff, to stimulate the enthusiasm of the team and to mobilise the initiative of all.

在過去一年，在全體員工的不懈努力下，本集團業務獲得了長足的發展，這一切都極大的激勵了員工的工作熱情。為更好的傳達業務思想，幫助員工理解本集團戰略安排，促進業務持續發展，2021年5月本集團停車板塊通過線上線下結合的形式召開全體員工大會，會議上北京區域、南京區域、成渝區域、機場條線及各個拓展團隊對於2021財政年度工作思路及戰略安排做了詳細匯報和解讀。

同時，會議還邀請在運營、拓展、規劃、人力資源方面有豐富經驗的領導同事為大家分享該領域工作經驗，以期幫助大家更好的理解本集團業務，更好的完成本職工作。

員工大會的召開，增強了員工的內部凝聚力，激發了團隊的工作熱情，調動了全體員工的主觀能動性。

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RECRUITMENT, PROMOTION AND DISMISSAL

The Group takes a market-based staff recruitment and deployment measure to ensure the flexibility in staff recruitment and implementation. The Group adopts a diverse range of recruitment channels and carefully recruit new staff through various recruitment activities, including open recruitment, campus recruitment, and partnering with headhunting agencies. The Group formulates annual recruitment plans which specifies the number and position of openings as well as candidate criteria. In recruiting talents from society, the Group strictly complies with recruitment principles set out in the “Employee Handbook”, and follow principles of planning before proceeding, streamlined efficiency, optimised allocation and fair and transparent. Recruitment process is initiated after the human resource department has reviewed recruitment needs, and assessment is conducted based on aspects such as professional skill, position fit and value fit, with the best selected, in order to continuously attract and recruit the best talents. Other recruitment models include internal recommendation and the internal recruitment “Moving Water Scheme”. The Group has established the “Talent Scout Award” to encourage internal staff to recommend fellow industry workers or past working partners as candidates, while the “Moving Water Scheme” is an internal recruitment system based on fulfilling business needs, and encourages workers to freely seek development opportunities within the Company, providing greater and more diversified room for the growth of employees, in order to build a team of key staff equipped with strong comprehensive business ability, macro vision and cooperative awareness.

招聘、晉升與解聘

本集團實行全員市場化的選人用人機制，確保了人員選聘的靈活性，真正實現「能上能下、能進能出、能升能降」機制的落地。本集團採取多元化招聘渠道，通過多種招聘活動，包括社會招聘、校園招聘、獵頭合作等招聘方式，審慎選擇員工，並制定年度招聘計劃，明確員工人數，空缺職位名稱和候選人要求。本集團嚴格遵守列明在《員工手冊》中的招聘原則，秉承規劃先行、精簡高效、最優適配和公正透明的原則廣納社會英才。招聘流程由人力資源部審核招聘需求後啟動，從專業能力、崗位匹配度、價值觀匹配度等方面進行評估，擇優錄取，從而不斷吸引和招攬優秀人才。其他招聘方式包括內部推薦及內部招聘「活水計劃」，本集團設「伯樂獎」以鼓勵內部員工積極推薦業界同行或有合作經驗的候選人，而「活水計劃」是根據業務需求開展內部招聘，鼓勵員工在公司內自由地尋找發展機會，為員工提供更加多元化的成長空間，打造一個綜合業務能力強、具有大局觀及協作意識的骨幹團隊。

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The Group has set out the basis and procedures for staff promotion, designation and demotion management and standardised process for leaving office, to safeguard the interests of both employees and the Group. The Group follows three main considerations of “strategy, consensus, mobility” in managing staff positions, with the goal of promoting rapid and healthy business development, and fully guarantee the formality and effectiveness of the position hierarchy. Having built a results-based performance culture and environment, the Group takes the performance and ability-oriented position hierarchy as basis to conduct an annual internal position review, making dynamic adjustments to the positions of employees. Each business segment has also developed a position hierarchy suitable for talent development based on its own industry characteristics. From senior management to general staff members, resources for the relevant remuneration incentives are allocated differently based on results performance, in order to provide a fair, unobstructed and clear promotion path for employees, so as to explore their work potential and promote the growth and development of employees. In order to fully understand the fitness and stability of new employees with their positions, the Group has also established the “Probationary Period Assessment Management Measures” to standardise the Group’s management of new employees.

In the event of employee dismissal, the Group will ensure that the termination procedure is compliant with internal policy and relevant laws and regulations and that the termination of the employment contract has reasonable and lawful basis. For employees who underperform or make mistakes repeatedly, the Group would first issue verbal warnings, then written warnings. The Group will consider dismissal for employees who repeatedly fail to respond to such warnings in accordance with relevant regulations. Details on loss of office arrangements and termination of labour contracts are set out in the “Employee Handbook”.

本集團對員工有明確人員晉升、調動和降級管理的依據及流程，規範離職流程，保護員工和本集團雙方的利益。本集團的崗位職級管理秉持「戰略導向、凝聚共識、能升能降」三大原則，以促進業務快速、健康發展為目標，充分保證職級體系的嚴肅性和有效性。本集團已形成以業績為導向的績效文化氛圍，內部以績效和能力為導向的職級體系為基準，每年度開展職級調整工作對員工職級進行動態調整，各業務板塊也會根據自身行業特點設定符合行業人才發展規律的崗位職級體系，從高管到員工都已經適應相關薪酬激勵資源按照績效表現進行差異化的配置，務求為僱員提供公平、暢通及清晰的晉升路程，以發掘其工作潛能，推動員工的成長和發展。為了充分了解新員工與其崗位的適配度及穩定性，本集團亦設立《試用期考核管理辦法》，以規範本集團對新員工的管理工作。

如遇到需要解僱員工的情況，本集團會確保遣散程序符合內部政策及相關法律法規，終止僱傭合約會基於合理合法的理由。對工作表現不如意或重複犯錯的僱員，本集團會先予以口頭警告，再發出書面警告，對屢勸不改的僱員，本集團會考慮根據相關的法例解職。有關離職安排及解除勞動合同的情況已列明在《員工手冊》中。

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REMUNERATION AND WELFARE

The Group understands that remuneration and welfare is an important way of demonstrating corporate ethics and employee value. The Group strictly complies with various relevant laws and regulations, and at the same time provides a wide range of welfare policies to attract and retain workers, in an effort to provide commensurate remuneration and welfare for all employees. The Group's remuneration policy is to ensure that employees receive a fair and competitive overall remuneration package. Based on the principle of "competitive externally, fair internally", the Group has established a remuneration incentive mechanism with "fixed salary as basis and performance linked remuneration as main component" that is based on position value, ability, and contribution to performance, in order to motivate and retain existing employees. By making full use of a variety of long and short term incentives, the Group seeks to attract and retain talented employees to achieve the Group's strategic goals together.

Remuneration package are designed based on the practices of the locations of the Group's various businesses. Remuneration package for Hong Kong employees includes salary, discretionary bonus, medical allowance and hospitalisation plans. All Hong Kong subsidiaries of the Group provide retirement fund scheme for Hong Kong employees as part of employee welfare. Remuneration package for Mainland China employees includes salary, discretionary bonus, project bonus, medical allowance and share option scheme for subscribing for the Company's ordinary shares as part of employee welfare. To fully cover the needs of employees, the Group also provides social insurance welfare (i.e. pension insurance, medical insurance, unemployment insurance, work injury insurance, maternity insurance and housing provident fund) as well as annual medical check for all employees according to state regulations. For the long-term development of the Group and to align the interests of employees, the Group and shareholders, the Group has adopted an equity incentive plan during FY2021 in order to attract, motivate and retain talents, hence establishing and improving the long-term incentive mechanism of the Group.

薪酬及福利

本集團深知薪酬與福利制度是企業良心和員工價值的重要體現。本集團嚴格遵守各種相關法律法規，同時提供多樣化的福利政策以吸引和保留員工，努力為全體僱員提供彼等應當享有的薪酬與福利。本集團的酬金政策是要確保僱員的整體酬金公平及具競爭力，以「對外具有競爭性、對內具有公平性」為導向，建立了基於崗位價值、能力、業績貢獻等因素的「以固定薪資為基礎，績效導向浮動薪酬為主體」的薪酬激勵體系，從而推動及挽留現有僱員，充分應用多種長短期激勵手段，吸引和保留有才幹的員工共同實現集團的戰略目標。

酬金組合是根據本集團各自業務所在地的慣例設計。香港僱員之酬金組合包括薪金、酌情花紅、醫療津貼及住院計劃，本集團在香港之所有附屬公司均為香港僱員提供退休金計劃，作為員工福利之部份。內地僱員之酬金組合包括薪金、酌情花紅、項目獎金、醫療津貼及認購本公司普通股之股權認購計劃，作為員工福利的一部份。為了全面照顧僱員的需要，本集團亦按照國家規定為所有僱員辦理社會保險福利(或「五險一金」，即養老保險、醫療保險、失業保險、工傷保險、生育保險及住房公積金)及年度體檢活動。為了本集團的長遠發展，使僱員、本集團和股東的利益保持一致，於2021財政年度，本集團採納了股權激勵計劃，以吸引、激勵和留住人才，建立和完善本集團的長期激勵機制。

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In addition, the Group has established a share option scheme for subscribing for the Company's ordinary shares and formulated and implemented a restraint mechanism which tracks business performance. With reference to industry models, the Group incentivises core management staff for their long-term contributions to the Company through ways such as "tracking investment", "post-investment assessment", and "risk fund". The Group has also established project bonus as a way of motivating employees and rewarding employees for their contribution to the Group. By offering comprehensive remuneration package, the Group strengthens its employees' pride and sense of belonging and relieves their worries, helping the Group realise sustainable stable growth.

WORK LIFE BALANCE

The Group acknowledges the significance of employee professionalism and loyalty to corporate development. Maintaining employee work life balance is extremely important. Thus, the Group emphasises work life balance. To strengthen employees' sense of belonging, the Group arranges a variety of recreational activities for all employees, including a sports meet organised to strengthen team cohesion. The Group believes that participation in team building activities not only helps with work but also help to build a positive living attitude among employees, promoting teamwork, tenacity and sportsmanship and achieving self-improvement. Workers unions also provide welfare such as festival gifts and birthday gifts as well as organising exciting activities such as badminton and yoga clubs. By organising a wide range of staff activities, from policy development to actual implementation, showing care with little details, the Group improves staff happiness, ensuring that staff work without worries and live happily.

In August 2021, the Group held the "Chang'an Mills" Cup Staff Badminton Competition, which not only cultivated employees' personal interests and hobbies and improved their entertainment and cultural literacy, but also helped to promote the upcoming "Chang'an Mills" project. More than 70 players from various subsidiaries and business sectors participated in the badminton match. The employees not only enjoyed a relaxed and pleasant collective atmosphere, but also promoted the internal

除此之外，本集團制定認購本公司普通股之股權認購計劃，建立並推行實施與業務相匹配的約束機制，借鑒行業操作模式，通過「跟投」、「投後評級懲處」、「風險金」等方式以激勵主要管理人員對公司長期貢獻。本集團亦設有項目獎金，作為員工的推動力並以此獎勵員工對本集團作出的貢獻。通過全面的薪酬方案，本集團提升了員工的歸屬感和自豪感，解除了員工的後顧之憂，從而實現本集團持久穩定增長。

工作及生活平衡

本集團深明員工的敬業度和忠誠度對企業的發展廣度影響重大，維持員工生活作息十分重要，故此強調為員工提供工作與生活平衡的生活方式。為了提高僱員的歸屬感，本集團為全體員工安排多項聯誼、康體與文娛活動，包括組織運動會以增強團隊凝聚力。本集團認為開展與參與團隊建設活動可以為員工在工作之餘營造積極向上的生活態度，促進員工通過團隊合作和堅持不懈的體育精神，達到提升自我的目的。因此，本集團組織成立了羽毛球俱樂部、瑜伽俱樂部、夜跑團、養生操俱樂部等，幫助員工緩解工作壓力，保障身體健康。工會亦提供節日禮、生日禮等福利，為員工的工作生活平衡保駕護航。本集團通過積極組織各種員工活動，從政策制定到具體的操作實施，從點滴的關懷中提升員工的幸福感，讓員工安心無憂地工作，幸福快樂地生活。

於2021年8月，本集團舉辦了「六工匯」杯員工羽毛球賽，在培養員工的個人興趣愛好和提高娛樂文化素養的同時，也為即將開業的「六工匯」項目宣傳助力。羽毛球賽共有來個各子公司、業務板塊的70多名選手參與其中，員工不僅享受輕鬆愉悅的集體氛圍，更推動了本集團內部溝通。同時，本集團聘請了羽毛球教

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communication of the Group. At the same time, the Group has hired badminton coaches to carry out weekly training courses to teach employees related skills to avoid injuring, so as to achieve the purpose of strengthening the body and relaxing their mind.

練，每週開展培訓課，積極教授員工相關技巧，減少受傷，從而達到強身健體，放鬆身心的目的。



EMPLOYEE DEVELOPMENT AND TRAINING

The Group acknowledges the importance of talent to sustained success, and provides diverse training for employees accordingly, in order to develop their potential, strengthen their ability in completing their work tasks and tackling work challenges. The Group has formulated a strategic talent training policy, setting out and effectively implementing relevant policy requirements. By providing a variety of training, not only would employees acquire sufficient skills, knowledge, qualifications, experience and good judgement, but the Group would also have a highly professional and qualified team to serve as talent support for the Group's rapid development.

僱員發展與培訓

本集團深明人才對持續成功的重要性。因此，本集團為僱員提供多樣化培訓，以開拓僱員的潛能，去加強完成本職的工作及面對工作上的挑戰。本集團制定人才培養戰略方針，擬定並有效實施相關政策要求。通過提供各方面的培訓，不但讓員工掌握足夠的技能、知識、專業資格、經驗和良好判斷力，同時提供了一批專業素質高、綜合素質強的優秀團隊，為本集團的快速發展提供了人才支撐。

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The Group's learning and development policy is based on "emphasis on practicality, following learning patterns, realising learning values". An online learning platform provides online and offline training support for timely, interesting and bite-sized learning. The Group mainly provides two types of learning models: all-staff training and special training. All-staff training is a system of learning development for all staff based on position requirements and ability models. It provides training programmes for employees in aspects such as professional ability, management ability, general ability and values. Based on requirements, employees will complete an individual annual training scheme. Special training refers to specialised training programmes focused on teamwork and themes. It includes induction training, management trainee training, newly promoted management training, potential talent training, middle and upper management training, etc. Based on requirements, employees will participate in special training programmes, and training results will form an integral part of the assessment for probation evaluation, promotion, and deployment. The Group will also arrange suitable external training based on employee development needs. To ensure employees maintain professionalism, the Group has made induction training integrated into the training platform as compulsory training. Based on operational requirements, the Group also organises carpark operations forums, REITs operations forums, etc. For management staff, the Group organises leadership, strategy and organisational training from time to time, to further instil the Group's corporate values.

In order to further adapt to the Group's development and improve the professional capabilities of business personnel, the Group has sent two recruiting personnel to Xi'an in April 2021 to participate in the event "Special Training Course on Legal Compliance of State-owned Enterprise Procurement and Bidding and Non-binding Procurement Practice Operation and Auditing, and Analysis of Hot Issues in Supervision" jointly organised by China Bidding and Procurement Training Network and Beijing Huapei Recruitment Supply Chain Management Center. The Group actively complies with the policies that regulate the procurement behavior of state-owned enterprises — the "Operation Specification for State-Owned Enterprises Procurement" and the "Specification for State-owned Enterprises Procurement Management". Through the training of professional procurement teams, the training courses effectively improved procurement efficiency and reduce costs.

本集團的學習發展方針秉持「強調學以致用、遵循學習規律、突出學習價值」的原則，通過線上學習平台提供線上、線下培訓運營支援，開展及時化、趣味化、碎片化的學習。學習發展形式主要分為全員培訓及專項培訓兩種；全員培訓指以崗位需求和能力模型為基礎，打造全員學習發展體系，為員工提供專業能力、管理能力、通用能力、價值觀等方面的培訓課程，員工將按要求完成個人年度培訓計劃；專項培訓指以重點群體和重點事項打造精品培訓項目，包括將新員工培訓、管培生培訓、新晉管理者培訓、高潛人才培訓，中高管培訓等，員工將按要求參加專項培訓項目，培訓情況將作為試用期考核、職級晉升、人員任用等的重要依據。根據員工發展需要，本集團亦會安排適當的外部培訓。為確保員工的工作專業性，本集團已將新員工培訓嵌入培訓平台作為必修課；結合業務需要，本集團亦會組織停車業務交流會、REITs業務交流會等。針對管理人員，本集團不定期開展領導力、戰略與組織等培訓，從而進一步提升與企業價值觀的契合度。

為更進一步適應公司的發展，提高業務人員專業能力，本集團於2021年4月特派兩名招採人員到西安，參加由中國招標採購培訓網和北京華培招採供應鏈管理中心聯合舉辦的《國有企業採購招標依法合規及非招標採購實務操作與審計、監督熱點問題解析專題培訓班》。本集團積極遵從規範國有企業採購行為的政策—《國有企業採購操作規範》和《國有企業採購管理規範》。通過培訓專業的採購隊伍，培訓班有效地提高採購效率與降低成本。

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During FY2021, the Group held two new employee orientation training, explaining the Group's business development, functional positioning of each department, and corporate culture for a total of 105 new employees, so as to help them integrate into the Group. By inviting employees who have made significant contributions to the Group to share their experiences, including the president of the Company and general managers of various departments, we hope to deepen the new employees' understanding of the Group and enhance their sense of belonging through induction training, with a view to contribute to quality development of the better performance for the Group. The Group has also formally implemented the "Growth Mentor" and "Growth Partner" programs in the fiscal year of 2021, providing all new employees with "Growth Mentors" at the management level or above, to help identify and cultivate talents, and to promote mutual cooperation between employees and the Group in development.

In addition, the Group also held training for young employees in December 2021. During the training, we invited experts in talent assessment to share interview skills, with the aim of enhancing the professionalism of the human resources department, thereby improving the efficiency of talent introduction of the Group.

於2021財政年度，本集團先後舉辦兩次新員工入職培訓，合共為105位新員工講解本集團業務發展、各部門職能定位和企業文化，助新員工融入本集團。通過邀請對本集團有顯著貢獻的員工到場分享心得，包括公司總裁及各部門總經理，我們期望能通過入職培訓加深新員工們對本集團的了解、增強他們的歸屬感，從而為本集團實現高質量發展貢獻力量。本集團亦於2021財政年度正式落實「成長導師」和「成長夥伴」方案，為所有新員工配備管理層或以上職級的「成長導師」，以助發現人才、培養人才，促進員工與本集團共同發展。

此外，本集團於2021年12月舉辦了青年員工培訓。我們於培訓中邀請了人才測評專家分享面試技巧，以提升人力資源部門的專業性，從而提高本集團的人才引進效率。



Training for young employees
青年員工培訓



Floor scrubber operation training
洗地機操作培訓

During FY2021, all employees of the Group participated in the training, with total accumulated training hours of approximately 26,821 hours. The average training hours for male and female employees were about 52 hours and 53 hours, respectively. The average training hours for management, manager level and above, and general staff were around 51 hours, 51 hours, and 53 hours, respectively.

於2021財政年度，本集團的所有員工均有參與培訓，總累計課時約達26,821小時。男性和女性員工的平均受訓時數分別為約52小時及約53小時。管理層、經理級及以上和一般員工的平均受訓時數分別為約51小時、約51小時及約53小時。

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OCCUPATIONAL HEALTH AND SAFETY

The Group prioritises workplace safety and strives to create a safe working environment. Accordingly, the Group has formulated a series of occupational health and safety management policies and guidelines based on relevant laws and regulations, which is regularly reviewed to ensure it is updated to the latest circumstances, and requires employees to strictly comply and mutually supervise to ensure safety.

To further strengthen project safety management and improve employee safety awareness, the Group's carpark operations department has formulated a "Production Safety Incentive System" for carpark management. Incentives are provided to employees who seriously execute plans for hazard management and raise potential health and safety risks encountered in day to day operations, while employees who break rules are sanctioned. The Group has also formulated the "Vehicle and Personnel Accidental Injury Plan" to ensure timely rescue in the event of accidental injury to personnel or accidental damage to vehicles in the carpark and to avoid major personnel or property losses. The Group adopts a safety management system which features visualisation, regionalisation and networking, clearly presenting accurate safety signs in operation areas as well as setting perimeters and access restrictions around hazardous areas while ensuring employees are equipped with working equipment and protective equipment that meet safety standards and providing training, guidance, and supervision on their correct usage. In addition, the Group reviewed production safety for all units and required them to conduct self-appraisal and correction. Subsequently, the president's office and relevant departments checked each unit on a sample basis. To safeguard occupational health of employees, the Group strives to create a comprehensively clean and tidy working environment, prohibiting smoking and drinking in working areas, in order to build a healthy and positive working atmosphere for employees.

The Group strictly complies with relevant laws and regulations on health and safety, including but not limited to the "Law of the People's Republic of China on Prevention and Control of Occupational Diseases", the "Regulation on Work-Related Injury Insurances", and the "Fire Protection Law of the People's Republic of China", and "Occupational Safety & Health Ordinance" (Cap. 509 of the Laws of Hong Kong) in Hong Kong region. During FY2021, the Group was not aware of any material non-compliance with relevant laws and regulations on health and safety that might have a significant impact on the Group, nor was there any work-related fatalities, work-related injuries or work days lost due to work-related injuries. The Group has maintained zero work related fatalities for the past three years.

職業健康與安全

本集團以工作場所安全為首要目標，力求締造安全的工作環境。因此，本集團已根據相關法律法規制訂一系列職安健康管理政策及指引，並定期予以檢討以確保緊跟最新狀況，要求員工嚴格遵守及互相監督，以保障安全。

為進一步加強項目安全管理，提高員工安全意識，本集團的停車運營部已為停車場管理制訂《安全生產獎懲制度》，對認真執行危險源管理辦法、提出在日常營運中意識到潛在的健康與安全風險的員工予以獎勵，並對違章違紀的員工施加懲罰。本集團亦制定《車輛、人員意外傷害預案》，以確保停車場內發生人員意外傷害事件或車輛意外受損時救援及時，避免造成重大人員或財產損失。本集團實行安全形象化、區域化及網絡化管理，在營運範圍內將準確的安全標誌清晰呈現，對危險區域設置圍網和門禁，並為員工配備符合安全標準的勞動工具及勞動防護用品，並培訓、指導、監督其正確使用。本集團定期對各單位開展了安全生產檢查工作，要求各單位先自我進行檢查並整改，再由總裁辦聯同相關部門對各單位進行抽查。為保障員工的工作健康，本集團致力於全面營造乾淨整潔的辦公環境，禁止辦公區域內吸煙、酗酒，努力為員工創造健康良好的工作氛圍。

本集團嚴格遵守健康與安全相關的法律法規，包括但不限於《中華人民共和國職業病防治法》、《工傷保險條例》、《中華人民共和國消防法》，以及香港地區《職業安全及健康條例》(香港法例第509章)等。於2021財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的健康與安全相關的法律法規，亦無因工死亡事故、因工受傷事故及因工傷損失工作日數。本集團於過去三年並無發生與工作有關的死亡事故。

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Safety Training

The Group understands that safety precaution awareness and skills of employees is vital to building an accident free working environment. Accordingly, the operation department of parking segment has formulated a “Production Safety Education Training System”. The Group requires operation staff to undergo production safety education training prior to taking up new positions or deployment to a new site and pass the relevant education training assessment. The system also requires staff of the operation department to participate in stipulated training hours and content of safety education training and annual assessment.

Based on this system, the Group has formulated a comprehensive intensive health and safety training course, in order to help employees strengthen basic knowledge on production safety, instill self discipline on compliance with project production safety rules and enhance their self protection awareness. The training course is separated into company group, operations group and specialised group. The Group requires persons in charge of project safety management to conduct training at least once every quarter, and educate staff on production safety rules, standard regulation systems, production safety management and techniques, emergency response plans and case studies. The training focuses on work safety, equipment usage safety, traffic safety, etc. Training records will be saved to ensure the attendance of key positions and key personnel.

安全培訓

本集團意識到要營造零意外的工作環境，員工的安全防範意識及技能尤為重要。故此，本集團的停車運營部制定了《安全生產教育培訓制度》，規定運營員工進入新的崗位或者新的施工現場前，必須進行安全生產教育培訓，並在教育培訓考核取得合格的成績。此制度亦規定運營員工必須參加規定課時和規定內容的安全教育培訓及年度考核。

本集團根據此制度建立了一個全面的密集式健康及安全訓練課程，以加強員工對安全生產的基本知識、使員工自覺遵守項目安全生產規章制度及增強員工自我保護意識。培訓課程分為公司班組、運營班組及特殊工種三種形式。本集團要求各項目安全管理負責人在每季至少進行一次培訓的情況下，就安全生產法規、標準規範及規章制度、安全生產管理和技術、應急預案和事故案例教育等議題，對員工進行教育。培訓的主要內容圍繞工程作業安全、工具使用安全、交通安全、救援安全等。而各員工的培訓紀錄將會被存檔，以確保關鍵崗位和關鍵人員持證上崗。



Routine training 日常培訓

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Fire Safety

The Group is also concerned with potential fire risks at operation locations. Accordingly, it has formulated the “Fire Safety Management System” and “Fire Emergency Response Plan” to ensure that rescue personnel can carry out a rescue in a timely, effective, tense, and orderly manner in the event of a fire in the warehouse through fire inspection and fire safety education, so as to minimise the loss of personnel, vehicles and other equipment and facilities. The group has also adopted an integrated fire safety system based on inspection and elimination of potential hazards, management of measures, fire drill plans and compliance assessment. For inspection and elimination of potential hazards, the Group conducts daily and routine fire prevention checks based on standards such as the “Fire Control Law of the People’s Republic of China”, the “Provisions on the Supervision and Inspection over Fire Control” and “Methods for Major Fire Potential Judgement”, to identify general hazards, major hazards and systematic hazards. For management of measures, the Group has developed preventive measures, restrictive measures, firefighting measures and evacuation measures, to raise the awareness of employees on preventive measures to be adopted and emergency response measures in case of fires. For fire drill plans, the Group has designed firefighting and emergency evacuation plans based on the “Provisions on the Administration of Fire Control Safety of State Organs, Organisations, Enterprises and Institutions”, and conducts drills semi-annually. The plans are constantly improved upon, in order to raise employees’ fire prevention awareness and ability to respond to fires. For compliance assessment, the Group conducts compliance assessment on aspects such as fire hazard identification, firefighting and rescue facilities, and building fire prevention facilities, to ensure fire prevention safety.

消防安全

本集團注重可能在營運地點發生火災的隱憂，因而制定了《消防安全管理制度》及《消防應急預案》，以通過防火巡查及消防安全教育，確保場庫內發生火災情況下，施救人員能夠及時、有效、緊張有序地實施救援，從而達到最大限度地減少人員、車輛及其他設備設施損失。本集團採取了消防「查、講、練、評」(即隱患排查、措施管理、預案演練及合規評估)一體化。在隱患排查方面，本集團依據《中華人民共和國消防法》、《消防監督檢查規定》及《重大火災隱患判定方法》等標準進行日常和定期防火檢查，以分別識別一般隱患、重大隱患及系統性隱患。在措施管理方面，本集團分別制定了預防措施、限制措施、滅火措施和疏散措施，使員工知悉事前應採取的預防措施以至火災時應採取的應急措施。在預案演練方面，本集團根據《機關、團體、企業、事業單位消防安全管理規定》設計滅火和應急疏散預案演練內容及頻次，每半年進行一次，並不斷完善預案演練，以提升員工防火意識及應對火災的能力。在合規評估方面，本集團會從火災危險辨識、滅火救援設施、建築防火設施等層面上進行合規性評估，以確保消防安全。



Fire training drills 消防培訓演練

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In addition, the Group also provides employees with fire safety knowledge training in an effort to prevent fires and minimise fire hazards. The training covers basic concepts of fire prevention, detailed methods of firefighting, and keys to escaping fires, with the following four learning and four knowledge objectives:

- Learning the dangers of fires
- Learning basic knowledge of fire prevention
- Learning firefighting methods
- Learning fire escape methods
- Knowing how to report fires
- Knowing how to use firefighting equipment and facilities
- Knowing how to handle unexpected incidents
- Knowing how to organise safety evacuation

Fighting the Epidemic

Under the pressure of the COVID-19 epidemic crisis, the Group continued to focus on the health and safety of the employees and did a good job in daily prevention and control. In the financial year 2021, the Group frequently reviewed and updated our “Emergency Response Plan for Major Infectious Disease Outbreaks” to comply with the latest guidelines issued by local governments in the regions where we operate. The Group has taken a number of preventive measures, including strictly organising disinfection and safety inspections, requiring employees to wear masks and taking body temperature when entering and leaving, and verifying and registering people and vehicles. In addition to strengthening ventilation in areas like offices, canteens, dormitories to keep the indoor air fresh, the Group has also made use of various channels such as posters and health education classes to conduct publicity and education on the prevention of respiratory infectious diseases so that employees can understand the risk of various major infectious diseases. The knowledge of disease prevention greatly improves employees’ awareness of protection and public health. By strictly complying with the guidelines of the plan and closely monitoring the health status of employees, the Group is committed to effectively preventing the spread of the epidemic in the field, serving the front line of production and operation, ensuring the normal production and operation order of the field, and protecting the health of all employees.

此外，本集團亦為員工提供消防安全知識培訓，致力於預防火災和減少火災的危害。培訓內容包括預防火災的基本概念、滅火的詳細方法、火場逃生要訣等，達致「四懂四會」：

- 懂得火災的危險性
- 懂得預防火災的基本知識
- 懂得撲救火災的方法
- 懂得火災逃生方法
- 會報火警
- 會使用消防器材、設施
- 會處理險肇事故
- 會組織安全疏散

抵抗疫情

在COVID-19疫情危機的壓力下，本集團持續關注員工的健康與安全，做好日常預防控制。於2021財政年度，本集團頻繁審查和更新我們的《重大傳染病疫情應急處置預案》，以遵循各地業務所在地之地方政府發佈的最新指引。本集團採取多項預防措施，包括嚴格組織消毒和安全檢查、要求員工進出需佩戴口罩和測量體溫、核實登記來往人員和車輛等。除了加強辦公室、食堂、宿舍等處通風換氣，保持室內空氣清新，本集團亦利用板報、健康教育課等多種形式進行呼吸道傳染病的預防知識宣傳教育，使員工了解各類重大傳染病的防病知識，提高員工防護意識和公共衛生水平。通過嚴格遵守預案指引及密切監測員工健康狀況，本集團致力有效地防止疫情在場區內傳播，為生產運行一線服務，保證場區正常生產運行秩序、保障所有員工身體健康。

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LABOUR STANDARDS

The Group's recruitment process is based on laws and regulations, strictly forbidding the use of underage labour in its operations, or forcing or virtually forcing workers to work overtime. The Group strictly complies with laws and regulations on prevention of child labour or forced labour, including but not limited to the "Labour Law of the People's Republic of China", the "Provisions on Special Protection of Minor Workers" and the "Provisions on the Prohibition of Using Child Labour", and the "Employment Ordinance" (Cap. 57 of the Laws of Hong Kong) in Hong Kong region. During FY2021, the Group was not aware of any material non-compliance with laws and regulations on prevention of child labour or forced labour that might have a significant impact on the Group.

To prevent hiring of child workers, the Group's recruitment process strictly complies with the "Employee Handbook". The human resource department conducts background check on all new employees prior to induction, who have to provide relevant original identification for verification and photocopies to be put on file. In the event child labour is discovered, the Group would immediately cease work for the relevant employee.

The Group strictly abides by relevant laws and regulations and commits to no forced overtime while providing relevant overtime meals and transport allowance for overtime workers to safeguard their interests. The Group has formulated a comprehensive set of employment rules and regulations which specify that every department should make reasonable working time arrangements in an effort to ensure employees work for a reasonable amount of time.

勞工準則

本集團在招聘過程中根據法律法規，嚴格禁止在運營範圍內使用未成年人勞工，或強迫、變相強迫勞動者加班。本集團嚴格遵守有關防止童工或強制勞工的法律法規，包括但不限於《中華人民共和國勞動法》、《未成年工特殊保護規定》、《禁止使用童工規定》，以及香港地區《僱傭條例》(香港法例第57章)等。於2021財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的有關防止童工或強制勞工的法律法規。

為防止誤聘童工，本集團的招聘流程嚴格遵守《員工手冊》所述。新員工入職前人力資源部會進行背景調查，新員工需提供相關證件原件供校驗，同時提供相應影印本供公司存檔。如發現誤聘童工，本集團會立即停止該員工的工作。

本集團嚴格按照相關的法律法規，承諾不會強迫員工加班，並會向加班的僱員提供相應的加班餐及通勤費，維護員工利益。本集團已制定了完善的僱傭規則及規例，規定各部門合理安排工作時間，致力保證僱員合理勞動。

ENVIRONMENTAL PROTECTION

環境保護

Summary of Achievements 成就摘要

- During FY2021, GHG emissions was approximately 10,421.96 tCO₂e, representing approximately 20.36 tCO₂e produced per employee.
於2021財政年度，溫室氣體排放量為約10,421.96噸二氧化碳當量，相當於每名員工產生約20.36噸二氧化碳當量。
- Noticing the raising importance of climate change, the Group has identified climate-related risks that have potential impact to the Group's business, formulated mitigation plans specifically, and disclosed in this ESG Report during FY2021.
觀察到氣候變化的重要性日益增加，本集團於2021年度識別出對本集團業務產生潛在影響的氣候相關風險，針對性地制定緩解措施，並於本ESG報告中加以披露。
- To ensuring the effectiveness of environmental protection measures, the Group has set relevant targets in 4 aspects, including GHG emissions, waste disposal, energy consumption, and water consumption, aiming to reduce the intensity by 2025 comparing to FY2021.
為確保環保措施的有效性，本集團於溫室氣體排放、廢棄物棄置、能源消耗及用水四個範疇設定相關目標，計劃於2025年前達成密度相較2021財政年度下降。

13 氣候行動



This section describes the Group's measures adopted in support for SDG 13: climate action and initiatives to raise public awareness, as well as its ability to adapt to climate change and minimise its impact on climate change.
本章節概述了本集團支持SDG13：氣候行動所採取的措施、提高大眾意識的倡議，以及適應氣候和降低影響的能力。

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ENVIRONMENTAL RESPONSIBILITY

The Group considers minimising the environmental impact of its operations as its mission and attaches importance to the Company's responsibility in environmental protection management. A sustainable natural environment is considered to be the basis for corporate existence and development. The Group understands the potential environmental impact of commercial activities, and thus take active steps in fulfilling its social responsibility of environmental protection, integrating sustainable development in its policy formulation and operating processes, in order to achieve ideals such as energy saving, emissions reduction and green production, and minimise any adverse impact to the environment.

CLIMATE CHANGE

As the environmental threat from climate change becomes ever more urgent, requires the joint efforts of all the society. Governments around the world are increasing efforts in sustainable development, usage of clean energy and the development of new industries. New energy has become a major strategic initiative for global energy transformation and response to climate change. The Group maintains its focus on green development, and continues to explore, test and invest in new energy in its business development and operation processes.

The Group understands the importance of identifying and mitigating major climate-related issues, pays close attention to the potential impact of climate change on the Group's business and operations, and is committed to managing potential climate-related risks that may affect the Group's business activities. According to the reporting framework developed by the Working Group on Climate-Related Financial Disclosures, climate-related risks are divided into two categories: physical and transitional risks.

環境責任

本集團以減低營運對環境造成的影響為宗旨，重視負責任的環境管理，以建立可持續的自然環境為企業存在和發展的基礎。本集團了解商業業務對環境造成潛在的影響，因此積極履行保護環境的社會責任，將可持續發展融入政策制定及營運過程，以落實節能減排、綠色生產等理念，盡可能減少對環境帶來的負面影響。

氣候變化

隨著氣候變化帶來的環境威脅迫在眉睫，社會日益要求各界共同努力採取緊急行動。世界各國政府在可持續發展、清潔能源使用和新產業開拓的發展不斷加速，新能源已成為全球能源轉型及實現應對氣候變化的重大戰略舉措。本集團堅持以綠色發展為核心，在其業務發展和營運過程中不斷發展對新能源的探索、嘗試和投資。

本集團明白識別和緩解與氣候相關的重大問題的重要性，緊密關注氣候變化對本集團業務及營運的潛在影響，致力管理可能影響本集團業務活動的潛在氣候相關風險。根據氣候相關財務信息披露工作組制定的報告框架，氣候相關風險分為物理及過渡風險兩大類。

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	Climate-related issues 氣候相關議題	Mitigation measures or policy responses 緩解措施或應對政策
Physical risks 實體風險	<p>The increased frequency and severity of extreme weather events, such as typhoons, storms, torrential rain, extreme cold or extreme heat, will bring immediate and long-term physical risks to the Group's business. Extreme weather events can threaten the personal safety of our employees, as well as damage the Group's properties and facilities, resulting in direct financial losses.</p> <p>極端天氣事件的頻率及嚴重程度的增加，如颱風、風暴、暴雨、極寒或極熱，將為本集團的業務帶來立即性和長期性物理風險。極端天氣事件會威脅我們員工的人身安全，以及破壞本集團的物業及設施，造成直接財務損失。</p>	<p>Although we have not identified significant immediate climate risks in our project locations, we are aware of the need to strengthen our protection against future extreme climate risks and emergencies. The Group has implemented various contingency plans for the carparks, including the "Emergency Response Plan for Freezing, Rain and Snow" and the "Emergency Response Procedure for Flood and Typhoon Prevention" formulated during FY2021, and has set up a leading group for the emergency response to severe weather in the depot to deal with future occurrences extreme weather events.</p> <p>盡管我們在項目所在地未發現嚴重的即時氣候風險，我們意識到需要加強防範未來的極端氣候風險和突發事件。本集團已為停車場落實各種應急預案，包括於2021財政年度制定的《冰凍雨雪天氣應急預案》和《防汛防颱應急處置程序》，並成立場庫惡劣天氣應急工作領導小組，以應對未來發生的極端天氣事件。</p>

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	Climate-related issues 氣候相關議題	Mitigation measures or policy responses 緩解措施或應對政策
Transitional risks 過渡風險	<p>The Chinese government has proposed in September 2020 that carbon dioxide emissions should peak by 2030 and strive to achieve carbon neutrality by 2060. In order to achieve the vision of carbon neutrality, we expect the country will adopt a more aggressive carbon reduction strategy and roadmap, including tightening national policies and listing rules and the generating environmental-related taxes, which may require additional compliance costs that brings legal risks.</p> <p>中國政府已於2020年9月提出二氧化碳排放力爭於2030年前達到峰值，努力爭取2060年前實現碳中和。為配合達致碳中和願景，我們預計國家將採取更進取的減碳策略和路線圖，包括國策及上市規則的改緊和環境相關稅項的衍生，有機會需要產生額外的合規成本，帶來法律風險。</p>	<p>In order to deal with related legal risks and reputational risks, the Group continuously monitors any changes in laws or regulations and global trends in climate change to avoid increased costs, fines for non-compliance or reputational risks caused by slow responses. In addition, the Group has been taking comprehensive measures to protect the environment, including measures to reduce greenhouse gas emissions, and setting targets for energy consumption and greenhouse gas emissions. For details, please refer to the “Emissions” and “Waste Management” chapters and “Energy Consumption Management” and “Water Management” chapters in “Resource Use”. By reducing the risk of greenhouse gas emissions, we expect to be less sensitive to changes in carbon trading prices.</p> <p>為了應對相關法律風險及聲譽風險，本集團持續監察法律或法規的任何變動與氣候變化的全球趨勢，以避免成本增加、違規罰款或因反應遲緩而導致的聲譽風險。此外，本集團一直採取全面措施保護環境，包括減少溫室氣體排放的措施，及設定能源消耗及溫室氣體排放的目標，詳情請參閱「排放物」中「廢氣排放」和「廢棄物管理」章節及「資源使用」中「能源消耗管理」和「用水管理」章節。通過降低溫室氣體排放風險，我們期望降低對碳交易價格變化的敏感度。</p>

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	Climate-related issues 氣候相關議題	Mitigation measures or policy responses 緩解措施或應對政策
Opportunity 機遇	<p>As the world gradually transitions to a low-carbon economy, the market will have greater demand for environmentally friendly and energy-efficient properties, and investors will also increase their demand for green and low-carbon financing and investment. Therefore, the Group is committed to operating in a sustainable manner to capture changes in market demand.</p> <p>隨著全球逐步轉型至低碳經濟，市場將對環保及高能效物業有更大需求，投資者亦對綠色及低碳融資和投資需求增加。故此，本集團致力以可持續的方式運營，把握市場需求轉變。</p>	<p>As a carpark management company, we invest our knowledge and resources to mitigate the adverse environmental impact of traffic congestion. The Group's smart parking development has not only greatly improved the insufficient supply of parking and the environmental problems caused by it, but also indirectly reduced the emissions and greenhouse gases caused by urban road traffic congestion and inefficient parking. On the other hand, we also strongly support the development of electric vehicles. The Group is committed to strengthening the supporting facilities of car parks, increasing the number of electric vehicles charging stations in the car parks, and increasing revenue through the demand for low-carbon products and services.</p> <p>作為一家從事停車場管理的公司，我們投入知識和資源來減輕交通擁堵對環境造成的不利影響。本集團的智慧停車開發不僅大大改善了停車供應不足及其引起的環境問題，間接減少了由於城市道路交通擠塞和停車低效所造成的廢氣和溫室氣體。另一方面，我們亦大力支持電動汽車的發展。本集團致力加強停車場配套，增加停車場內的電動汽車充電站，通過低碳產品和服務的需求提高收入。</p>

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CASE STUDY — INVESTING IN AUTONOMOUS DRIVING INDUSTRIES AND PROMOTING INTELLECTUAL DEVELOPMENT

個案研究 — 投資自動化駕駛產業，推進智能化發展



The Group has a long-standing interest in new energy and mobility-related developments, and has conducted in-depth research on various investment opportunities. In December 2021, Haomo Technology Co Ltd (“Haomo”), a new player in autonomous driving industry, completed a Series A financing with the Group’s follow-on investment.

Haomo aims to create a convenient and fast travel and logistics scenario for customers and society by providing zero accidents, zero congestion, free travel and efficient logistics. In order to support the mass inference calculation of data intelligence, Haomo has developed and launched ICU3.0, the world’s top computing platform for autonomous driving, with ultra-high-speed Ethernet and inter-sample transmission efficiency, as well as 8 million high-definition cameras to protect autonomous driving.

To ensure safety, Haomo has developed its own safety awareness model — CSS, which covers tens of thousands of Chinese streets, with additional measures such as remote safety officers, to ensure safety and stability in multiple scenarios.

Haomo has continued to improve and expand its upstream and downstream eco-chains, solidifying its foundation for intelligent construction. The success of Haomo is the epitome of a traditional Chinese OEM moving towards intelligence.

本集團長期關注新能源及汽車出行相關方面的各類新發展，並對各類投資機會進行深度研究佈局。2021年12月，自動駕駛「新秀」毫末智行科技有限公司（「毫末智行」）完成A輪融資，本集團跟投。

毫末智行力求零事故、零擁堵、自由出行及高效物流，為客戶及社會打造便捷快速的出行及物流場景。為支撐數據智能的大量推理計算，毫末智行自主推出了算力世界頂尖的自動駕駛計算平台ICU3.0，並配以高速以太網和數據傳輸效率，附加八百萬像素高清攝像頭，為自動駕駛保駕護航。

為保證安全第一，毫末智行自行開發安全認知模型CSS，其覆蓋數萬個中國街道，附加遠端安全員等措施，竭盡全力保障多場景下的安全及穩定性。

毫末智行不斷完善及拓展其上下游生態鏈，為其提智能化建設固化根基。毫末智行的成功，是中國傳統主機廠向智能化邁進的縮影。

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EMISSIONS

The Group's main emissions in its operations include exhaust emissions, GHG emissions and disposal of non-hazardous waste. The Group has formulated relevant environmental policies such as the "Vehicle Usage Management Methods" to standardise emissions management. The Group also implements various environmental protection measures and encourages emissions reduction practices, in order to mitigate its environmental impact. Through implementing various energy saving and emissions reduction measures, the Group believes that it serves as a good role model for fulfilling corporate social responsibility and has built a corporate image of promoting environmental protection and low carbon operation.

The Group strictly complies with relevant laws and regulations on exhaust and GHG emissions, water and land discharge, and production of hazardous and non-hazardous waste, including but not limited to the "Environmental Protection Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control on Environmental Protection by Solid Wastes", the "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", and the "Law of the People's Republic of China on Prevention and Control of Water Pollution", and the "Waste Disposal Ordinance" (Cap. 354 of the Laws of Hong Kong) and the "Air Pollution Control Ordinance" (Cap. 311 of the Laws of Hong Kong) in Hong Kong region. During FY2021, the Group was not aware of any material non-compliance with laws and regulations on exhaust and GHG emissions, water and land discharge, and production of hazardous and non-hazardous waste that might have a significant impact on the Group.

排放物

在營運過程中，本集團的主要排放物包括廢氣排放、溫室氣體排放及無害廢棄物棄置。本集團已制定相關環境政策，如《車輛使用管理辦法》，以規範排放管理。本集團亦通過實施各種環保措施及鼓勵減排常規，以致力減輕對環境造成的影響。通過各種節能減排的措施，本集團相信其已經樹立履行企業社會責任的良好典範，建立促進環保及低碳經營的企業形象。

本集團嚴格遵守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法律法規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》，以及香港地區《廢物處置條例》(香港法例第354章)、《空氣污染管制條例》(香港法例第311章)等。於2021財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的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法律法規。

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Exhaust Gas Emissions

Exhaust gas produced by the Group in its business operations mainly comes from the consumption of transport fuel in the usage of vehicles. In order to minimise exhaust produced in its business operations, the Group has formulated the “Vehicle Usage Management Practices” and the “Driver Management Regulations” to strengthen the standardised and effective usage of its own and rental vehicles and comply with the principles of “protecting official business, increasing efficiency, standardising management”. It specifies enhanced management of vehicle refueling for all vehicles and charges the asset management department with the responsibility of vehicle maintenance. In the event of vehicle malfunction, it should be reported and repaired as soon as possible to avoid causing wastage of fuel, in turn reducing carbon emissions and exhaust gas emissions.

During FY2021, the Group’s emission of sulphur oxides (“SO_x”), nitrogen oxides (“NO_x”) and particulate matter (“PM”), amounting to approximately 0.27 kg, 8.52 kg and 0.63 kg respectively.

GHG Emissions

The Group’s main sources of GHG emissions are direct GHG emissions (scope 1) arising from consumption of fuel in the usage of vehicles, energy indirect GHG emissions (scope 2) arising from consumption of purchased electricity, and other indirect GHG emissions (scope 3) arising from disposal of paper in landfills and electricity used in treatment of freshwater and sewage by government departments.

廢氣排放

本集團在商業運作過程中所產生的廢氣主要來自於車輛的使用過程中運輸燃料的消耗。為了盡可能減少業務營運中產生的廢氣，本集團制定《車輛使用管理辦法》及《司機管理規定》，以加強自有及租賃車輛使用的規範性、實效性，遵循「保障公務、提高效率、規範管理」的原則。當中列明所有車輛需加強對車輛加油的管理，資產管理部負責車輛的保養工作，車輛故障時亦應盡快通報及維修，避免造成燃油浪費，從而減少碳排放及廢氣排放。

於2021財政年度，本集團硫氧化物（「SO_x」）、氮氧化物（「NO_x」）和顆粒物（「PM」）的排放量分別為約0.27公斤、8.52公斤和0.63公斤。

溫室氣體排放

本集團的主要溫室氣體排放來源於車輛的使用過程中燃料消耗造成的直接溫室氣體排放（範圍一）、外購電力消耗造成的能源間接溫室氣體排放（範圍二）及堆填區棄置的廢紙和政府部門處理淡水及污水的用電造成的其他間接溫室氣體排放（範圍三）。

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The Group strictly complies with various environmental policies and actively implements multiple environmental protection measures, in order to achieve SDGs in energy saving and carbon reduction and enhance its corporate image. The Group has formulated policies such as the “Vehicle Usage Management Methods” and the “Energy Saving Management Rules”. It also strictly monitors and manages GHG production from its operations to reduce GHG produced from vehicle fuel usage and energy consumption in its operations. The Group encourages employees of every business segment to use public transport or walk to work, and fully utilise electronic equipment and technology to conduct online meetings to reduce the frequency of business trips. The Group also strictly manages the usage of vehicles in order to effectively reduce the usage of gasoline. For details, please refer to “Exhaust Emissions” and “Waste Management” sections under “Emissions” and “Energy Consumption Management” and “Water Usage Management” sections under “Usage of Resources”.

During FY2021, the Group’s GHG emissions intensity was approximately 20.36 tCO₂e/employee. The Group targets to reduce the GHG emission intensity by 2025.

Sewage Discharge

The Group’s sewage treatment is conducted by the relevant authorities of its business locations, such as building property management. Sewage is discharged through sewage pipes to municipal sewage treatment plants. Thus, the Group’s water usage reflects its sewage discharge. For data on sewage discharge and water conservation measures, please refer to the “Water Usage Management” section under “Usage of Resources”.

本集團嚴格遵循各環境政策及積極採取多項環保措施，以達成節能減碳之SDGs，提升企業的形象。本集團制定《車輛使用管理辦法》、《節能降耗管理規定》等政策，並對營運過程中產生的溫室氣體進行嚴格監控管理，以減少營運中車用燃油及能源消耗產生的溫室氣體。本集團鼓勵各業務板塊員工以公共交通工具或步行代替開車上班，充分利用電子設備和科技手段進行在線會議，減少差旅的頻率。本集團亦對車輛的使用作出嚴格管理，從而有效降低對汽油的使用。詳情請參閱「排放物」中「廢氣排放」和「廢棄物管理」章節及「資源使用」中「能源消耗管理」和「用水管理」章節。

2021財政年度，本集團的溫室氣體排放密度為20.36噸二氧化碳當量／員工。本集團的目標為於2025年前降低溫室氣體排放密度。

污水排放

本集團污水處理由營運區域的相關部門負責，如大廈物業管理部門，通過污水管道工程進一步排放到市政污水處理廠，因此本集團的用水量反映污水排放。有關污水排放的數據及相應節水措施，請參閱「資源使用」中「用水管理」一節。

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Waste Management

The Group maintains its policy on waste management and strives to reasonably manage and dispose of waste produced from business activities. The Group maintains a high standard for reducing waste. It educates employees the importance of sustainable development and provides them with relevant support to enhance their skills and knowledge in sustainable development.

Due to the nature of its business, the Group does not directly produce any hazardous waste in its operations.

The Group's major non-hazardous waste generated is solid waste produced by employees in the course of ordinary business. To minimise the production of solid waste, the Group strongly promotes a recycling plan for sorting garbage and promote reuse of waste. The Group encourages employees to bring their own lunch box, to effectively use office supplies, and to reduce consumption of single use items. To minimise environmental damage from waste and discharge, the Group strictly monitors, manages and improves its business model, prohibiting employees from unauthorised dumping, piling or disposal of solid waste.

For the fund management business segment, the Group focuses on integrating environmental protection concepts into industrial park development projects. It provides effective guidance and constructive recommendations on the reduction of waste produced in development and construction. For the "Chang'an Mills" project, the Group implements garbage sorting and collection in its operations and uses a system to collect accurate data on collection results, in order to track the volume of waste disposal for the project. During the development and design phase of the industrial parks, in order to strengthen user awareness of garbage handling, the Group designs garbage bins and collection points to blend into the surroundings of the industrial park, in order to achieve both environmental protection and design aesthetics.

During FY2021, the Group's disposal intensity of non-hazardous waste was approximately 49.85 kg/employee. The Group targets to reduce the non-hazardous waste disposal intensity by 2025.

廢棄物管理

本集團堅守廢物管理原則，致力於合理管理及處置業務活動所產生的廢物。本集團維持減廢方面的高標準，教育僱員可持續發展的重要性，並為彼等提供相關支援以提升彼等在可持續發展方面的技能與知識。

基於業務性質，本集團營運過程並不會直接產生有害廢棄物。

本集團產生的無害廢棄物主要為員工日常辦公過程中產生的固體廢棄物。為減少產生的固體廢物量，本集團大力推動回收計劃，執行垃圾分類並提倡對廢棄物的重複使用。本集團鼓勵員工攜帶自己的飯盒，鼓勵有效利用辦公用品，並減少對一次性物品的消耗。為了減少廢棄物和排放物對環境的破壞，本集團嚴格監控、管理和改善其業務模式，規範員工不得擅自傾倒、堆放、丟棄固體廢物。

在基金管理業務板塊，本集團注重將環保概念融入園區開發項目，對開發建設中減少廢棄物的產生做了有效指導並提供建設性意見。在「六工匯」項目中，運營過程執行垃圾分類收集，並使用系統對清運結果進行精確統計，以追蹤項目的廢棄物排放量。園區開發設計階段旨在加強使用者對垃圾處理的意識，為此垃圾容器和收集點的設置盡量與園區周圍景觀協調，推廣環保的同時追求美觀設計。

於2021財政年度，本集團的無害廢棄物棄置密度為49.85公斤／員工。本集團的目標為於2025年前降低無害廢棄物棄置密度。

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USE OF RESOURCES

The Group considers active promotion of efficient usage of resources as its mission. It has formulated emissions reduction and energy saving policies to ensure that the usage of resources in its business operations are reasonable and highly efficient, to promote a green operating environment. The Group takes a three-step approach to energy resource control, namely formulating targets, implementing and reviewing management plans, and data collection, analysis and promotional education.

In order to effectively implement these three steps, the Group accurately monitors resource consumption data. The Daxing Airport carpark building is equipped with BIMS integrated electricity monitoring system, remote meter transmission system, building equipment monitoring system, lighting monitoring system, elevator and escalator monitoring system, constituting a smart energy efficiency platform, collating data on energy consumption from electricity, water, air conditioning, as well as equipment running time. Such a full life cycle equipment operation and monitoring management control platform enables the Group to manage energy targets.

Energy Consumption Management

The Group's main energy consumption in its operations include gasoline used by motor vehicles as well as electricity consumed in administrative offices and parking business operations. For details on energy saving measures for gasoline used by motor vehicles, please refer to the section "Exhaust Emissions" under "Emissions".

To ensure that carpark building equipment and facilities meet energy saving and emissions reduction quality control targets while satisfying the demands of the project's service positioning and function, the Group has formulated the "Energy Saving Management Rules" to standardise energy saving management and assess the effectiveness of energy saving management work. The Group assigns staff to be responsible for supervision and management of energy saving trends in every system, and collect energy consumption data for analysis and recommendations on the practicality and feasibility of technological improvement in energy consumption management, as well as being responsible for promoting energy saving quality

資源使用

本集團以積極推動有效使用資源為宗旨，制定減排節能的政策，保證業務營運合理高效地使用資源，推廣綠色營運環境。本集團的能源資源控制分為三個步驟，分別為制定目標指針、實施和檢查管理方案，以及統計、分析和宣傳教育。

為了有效地採用這三個步驟，本集團準確地監控資源消耗數據。大興機場停車樓配有BIMS集成電力監控系統、電錶遠傳系統，建築設備監控系統、照明監控系統、電梯扶梯監控系統，構成智慧能效管控平台，對用電、用水、用冷、用熱等能源消耗，以及設備執行時間統計匯總，全生命周期設備運維管控平台，進行能源目標管理。

能源消耗管理

本集團營運過程中所使用的主要能源包括車輛使用的汽油，以及行政辦公室和停車場業務運營消耗的電力。針對車用汽油的節能措施請參閱「排放物」中「廢氣排放」一節。

為保證停車樓設備設施在滿足該項目服務定位與功能使用需求的前提下，達到節能降耗減排的品質管制目標，本集團制定了《節能降耗管理規定》，以規範節能降耗操作管理，合理評估節能降耗管理工作的成效。本集團委派員工負責各系統節能降耗動態性監督管理，收集能源消耗資料作能耗管理技術改進的可行性、可操作性分析與建議，亦負責加強向工作人員宣傳節能降耗的品質管理服務意識。為保持能耗管理的靈活性，政策列明負責人員可按使用者量調整溫度

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control service awareness to other staff members. In order to retain flexibility in energy consumption management, the policy specifies that persons in charge may adjust temperature settings and air conditioning operation times according to the number of users, and make temporary adjustments to lighting timings according to seasonal changes in natural lighting to fully utilise natural lighting.

Focusing on energy efficiency of its equipment, the Group strongly promotes the usage of LED lighting features to replace traditional lighting. The Group installs lighting at intervals for underground car parks and upgrades them to energy saving lighting. In particular, the Daxing Airport carpark building uses a smart lighting system, which can switch between automatic and manual control of circuits, and features scenario control, delayed time control, time control, brightness detection control, server remote control, etc. It is rated grade 1 in energy efficiency under the standard energy saving assessment. By using equipment with high efficiency and low consumption, the Group hopes to maximise efficiency in reducing consumption.

In addition, the Group also implements other energy saving measures to achieve effective usage of energy. The Group strictly monitors electricity usage efficiency in its operations and make timely upgrades to office lighting features. Equipment and facilities assessed to be damaged or obsolete are replaced by energy saving equipment with equivalent output. Air conditioning and lighting are switched off after work or meetings to reduce electricity usage and prevent wastage. Besides, the Group issued an initiative on energy saving and eliminating wastage. It includes measures such as setting air conditioning to no higher than 29°C in winter and no lower than 25°C in summer, encouraging appropriate ventilation, and encouraging workers to be responsible for switching off electrical appliances such as lighting, air conditioning, and drinking fountains in their work areas.

During FY2021, the Group's energy consumption intensity was approximately 22.49 MWh/employee. The Group targets to reduce the energy consumption intensity by 2025.

設定值及空調機組啓停時間，及季節性自然光照有較大變化時，作臨時性開關時間的調整，已充分善用自然光。

從能源消耗設備的效率著手，本集團大力推廣使用LED照明設備，取代傳統光源。本集團在地下停車場使用間隔照明，並著手升級為節能燈具。其中，大興機場停車樓採用智慧照明系統，可以對所控制的回路自動／手動切換控制、場景控制、延時控制、定時控制、亮度探測控制、伺服器遠端控制等，標準的節能評價值，能效等級均為1級。通過選用高效能低消耗的設備，本集團期望達致最大化降耗效益。

此外，本集團亦通過其他節能措施達致能源有效使用。營運過程中，通過對電力使用效率進行嚴格管理，並不時對辦公室的照明設備進行更新。設備設施檢測判定損壞或過舊的，均更換功率相當的節能設備。下班或會議後及時關閉空調和照明燈以減少用電，避免浪費。此外，本集團發出關於節能降耗、杜絕浪費的倡議書，包括針對空調溫度設定冬天不高於29°C、夏天不低於25°C的規定，鼓勵適當通風，以及鼓勵員工擔負起關閉所在區域的照明燈、空調、飲水機等電器的責任。

於2021財政年度，本集團的能源消耗密度為約22.49兆瓦時／員工。本集團目標為於2025年前降低能源消耗密度。

Environmental, Social and Governance Report

環境、社會及管治報告

CASE STUDY — GREEN DEVELOPMENT, TECHNOLOGICAL INNOVATION

個案研究 — 綠色發展，科技創新



Carpark Building Solar Panel
停車樓光伏項目

In order to ensure the reasonable application and realization of the strategic policy on “safe, green, smart and humanistic” of Daxing Airport, the Group has made green development and technological innovation as one of the criteria for the system construction since the beginning of the participation in the planning of the carpark. In 2018, the Group launched the carpark building rooftop photovoltaic construction project, installing solar energy generation photovoltaic panels on the roof of P1 and P2 carpark buildings, with a total area of about 18,000m² and a total installed capacity of 2.8MW (megawatt). After all parties cooperated, continuously discussed, refined, and updated the installation angles, methods, and the surrounding facilities, etc., the perfect presentation of the photovoltaic panels and green plants were demonstrated. The project is expected to save 1,080 tons of coal, reduce CO₂ emissions by 3,040 tons, and generate an annual average of more than 3 million kilowatts of electricity. It perfectly integrates the sustainable needs of the environment with the economic benefits of reducing energy costs. The Daxing Airport Carpark Building Photovoltaic Project is the result of the Group’s continuous exploration and experience in the technological innovation of carpark building green development and provides a good example for the application of renewable energy in the carpark industry in the future, thus contributing to the carbon neutral strategy. Through the introduction of solar power, not only can the impact of greenhouse gas emissions be mitigated, but also the development of renewable energy can be promoted, which is the green concept that the Group insists on.

為保證大興機場「平安、綠色、智慧、人文」戰略方針的合理運用和呈現，本集團自參與大興機場停車樓專案規劃之初，就將綠色發展及科技創新作為體系建設的標準之一。2018年，本集團啟動停車樓屋面光伏建設項目，於P1、P2停車樓頂安裝光伏薄膜，總面積約1.8萬平方米，總裝機容量為2.8MW（兆瓦）。經過各方相互配合，不斷研討、細化及更新安裝角度、方式、及配合周邊設施等，最終展示了光伏發電板與綠化植物的完美呈現效果。該項目預計每年節約標準煤1,080噸，減排二氧化碳3,040噸，年均發電量可達300餘萬度，完美融合了環保的環境社會需求及減少能源成本的經濟效益需求。大興機場停車樓光伏發電專案是本集團在停車樓綠色發展科技創新方面不斷探索和積累經驗的成果，也為未來停車行業可再生能源的應用提供良好的範例，從而為碳中和戰略做出貢獻。通過引入太陽能光伏發電，不但可以緩和溫室氣體排放帶來的影響，更可帶動可再生能源的發展，這就是本集團堅持的綠色理念。

Environmental, Social and Governance Report

環境、社會及管治報告

Water Usage Management

For the parking business, the Group's major water consumption is employees' ordinary water usage. Thus, the most important aspect of the Group's water conservation work is on strengthening water conservation education for employees. The Group strives to change employees' water usage habits and encourage water saving practices through providing water conservation training to its entire staff. The Group has developed an energy saving and wastage elimination initiative, in which the Group encourages employees to form a habit of shutting water taps, in order to eliminate wastage from running, overflowing, dripping and leaking water.

The Group inspects water facilities (taps, pipes, and water closets) from time to time to ensure they are in working condition. If timed discharge valves are not working or have long discharge time, taps or pipes are broken or couplings are loose, inspectors are required to make timely reports and make immediate repairs to the water facility, in order to prevent any leakage in the water system which causes wastage. The above measures have strengthened the water conservation awareness among employees.

During FY2021, the Group's water consumption intensity was approximately 192.85 m³/employee. The Group targets to reduce the water consumption intensity by 2025.

During FY2021, given the geographic location of where we operate, the Group did not encounter any issues in obtaining suitable sources of water.

用水管理

在停車業務方面，本集團的主要水資源消耗在於僱員的生活用水，因此本集團的節水工作的開展最重要的部分在向員工強化節水教育。本集團致力通過對全體員工進行節水培訓，推動改變員工用水習慣，並鼓勵節約用水。在本集團發出關於節能降耗、杜絕浪費的倡議書中，本集團鼓勵員工養成隨手關閉水龍頭的習慣，消除由於跑、冒、滴、漏造成的浪費。

本集團不時對用水設施(水龍頭、水管及水箱等)進行檢查，確保可正常使用，若出現延時沖水閥失靈或時間較長、水龍頭及水管破裂或接頭鬆脫等情況，檢查人員需及時統計上報並即時修理用水設施，以避免供水系統出現任何滲漏，造成水資源浪費。通過上述措施，僱員的節水意識得以加強。

於2021財政年度，本集團用水密度為192.85立方米／員工。本集團計劃於2025年前降低用水密度。

於2021財政年度，鑒於我們運營地點的地理位置，本集團在求取適用水源方面並無任何問題。

Environmental, Social and Governance Report

環境、社會及管治報告

Packaging Materials Management

As a carpark management company, the Group does not have any industrial production or plant facilities, and thus does not consume any significant amount of product packaging materials.

THE ENVIRONMENT AND NATURAL RESOURCES

The Group is highly concerned about the impact on the environment and natural resources from its operations, and strive to minimise the impact on the environment and natural resources from its operations. Although the Group's parking business does not have any significant impact on the environment, the Group still believes that it has the responsibility to develop, invest and provide smarter, greener and more energy saving parking models.

Paperless Office

The Group's main impact on the natural environment is mainly from its purchase and consumption of natural resources and energy, one of which is paper for office use.

The Group pursues the ideal of a paperless office, hoping to achieve green operations and at the same time improve office productivity and efficiency while saving corporate operational costs and resources. Where possible, the Group uses electronic files in daily operations, such as handling of official documents and dissemination of documents through email or the office automation ("OA") system. The Group also encourages no printing of general meeting materials in daily operations and usage of multimedia forms such as video projection (for example, Xiaoyu mobile conference system), double sided and black and white printing, and reuse of envelopes and file cases. Through implementation of the above measures, the Group hopes to realise the benefits of a paperless office, including high flexibility, enhanced employee working efficiency, timely communication of information, and reducing corporate office costs, and at the same time minimising any adverse impact to the environment from operations.

包裝物管理

作為一家停車場管理公司，本集團沒有任何工業生產或廠房設施，故此不會消耗大量用於產品的包裝材料。

環境及自然資源

本集團重視其運營業務對環境及天然資源的影響，並致力於減少業務對於環境以及天然資源的影響。儘管本集團的停車業務對環境的影響並不重大，本集團仍然認為其有責任開發、投資及提供更智慧，更綠色，更節能的停車和出行方式。

無紙化辦公

本集團對自然環境的主要影響主要來自其對自然資源和能源的購買和消耗，而辦公室用紙則是其中之一。

本集團追求無紙化辦公理念，皆在達致綠色營運的同時，提高辦公室的生產力和效率，節約企業運行成本及和資源。本集團將員工在日常工作中的文件資料盡可能電子化，例如公文處理、文件傳閱盡可能通過郵件或辦公室自動化（「OA」）辦公系統處理。本集團亦鼓勵員工在日常工作中做到日常會議材料均不列印，採用視頻投影等多媒體方式（如小魚移動會議系統），盡可能使用雙面及黑白列印，以及重複使用信封、檔袋。本集團期望通過以上措施達致無紙化辦公帶來的好處，包括靈活性強、提高員工工作效率、及時傳達資訊、減少企業辦公成本等，同時竭力減低營運對環境造成的負面影響。

COMMUNITY CONTRIBUTION

社區貢獻

Summary of Achievements 成就摘要

- Through its principal business, the Group strives to involve in our community.
通過主要業務，本集團致力於參與社區治理。
- During FY2021, the Group has cooperated with Beijing Tongxin Huhui Social Worker Service Center and China Charities Aid Foundation for Children Uncle Long Legs Mailbox Federation to launch the public welfare study tours and art exhibition, helping to realise children's dreams.
於2021財政年度，本集團分別與北京同心互惠社工服務中心及中華兒慈會長腿叔叔信箱聯合會聯合舉辦公益遊學活動和公益畫展，實現孩子們的夢想。

4 優質教育



The Group takes initiative in committing to social responsibility in line with SDG 4: quality education and the mission to ensure inclusive and fair quality education. During FY2021, the Group participated and contributed to public welfare activities, with aims including contributing to national education.

本集團主動承擔社會責任，與SDG4：優質教育確保包容和公平的優質教育為宗旨相符。本集團於2021財政年度所參與及貢獻的公益活動不乏以貢獻國家教育事業為目標。

Environmental, Social and Governance Report

環境、社會及管治報告

Besides maintaining positive corporate development, the Group never forgets to give back to the society and share its prosperity with the community. Maintaining the belief of “making the city life better”, the Group strives to contribute to national development and improve livelihoods in its business operations.

PUBLIC WELFARE AND CHARITY

• Public Welfare Study Tours

The Group has always actively contributed to academic activities and supported national education.

In August 2021, the Group and Beijing Tongxin Huhui Social Worker Service Center held a public welfare study tour, taking 14 children from urban villages to visit the Shougang Park to experience the fun rock climbing activities.

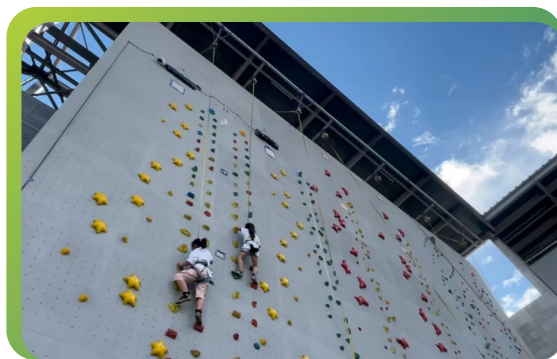
在保持企業良好發展態勢的同時，本集團也從未忘記回報社會，與社區共生共榮。秉承著「讓城市生活更美好」的理念，本集團在業務營運途中，亦不忘助力國家發展，改善人民生活素質。

公益和慈善

• 公益遊學活動

本集團一向積極貢獻學術活動，支持國家教育事業。

在2021年8月，本集團聯合北京同心互惠社工服務中心舉辦公益遊學活動，帶14位來自城中村的孩子遊覽首鋼園區，體驗攀岩活動的樂趣。



Environmental, Social and Governance Report

環境、社會及管治報告

- **“Children’s Vision” Public Welfare Gallery**

In September 2021, the Group’s Charity Everlove Foundation and China Charities Aid Foundation for Children Uncle Long Legs Mailbox Federation launched the “Children’s Vision” public welfare art exhibition, which was held on the sixth China Charity Day at Chang’an Mills in Shougang Park. The theme of Charity Day was “gathering the power of charity to help rural revitalisation” this year.

Since its establishment three years ago, the Charity Everlove Foundation has been committed to “protecting every possibility for children to realise their dreams”, and continued to donate to students from Hebei, Jilin, Guizhou, etc. It also organised summer research, special training, visits and exchange, public welfare study tours, and other public welfare activities. In addition, a “public welfare gallery” was created with Shougang • Qiaomengyuan to display children’s works. After the official launch of the cooperation with the Uncle Long Legs Mailbox Project, the two parties will continue the summer research activities; plan to implement long-term training courses; and carry out in-depth cooperation with the spaces operated by the Shougang Fund companies such as Chang’an Mills, with the aim to enrich the “public welfare gallery” and continue to showcase the children’s drawings and stories behind the works in the Uncle Long Legs Mailbox Project, in order to inspire public attention to rural children and rural revitalization. The children expressed what they saw and heard, their joys, sorrows, and their childlike imagination with colours and lines, showing a rich inner world.

- **「孩子的視界」公益畫展**

在2021年9月，本集團的慈心長青公益基金聯合中華兒慈會長腿叔叔信箱聯合會發起的「孩子的視界」公益畫展，在首鋼園六工匯為第六個中華慈善日拉開帷幕，共同踐行今年慈善日的主題「彙聚慈善力量，助力鄉村振興」。

慈心長青公益基金成立三年以來，以「守護孩子實現夢想的每一種可能性」為己任，持續捐助來自河北、吉林、貴州等地的學生，組織暑期研學、專項培訓、參觀交流、公益遊學等公益活動，並與首鋼• 僑夢苑打造了「公益畫廊」，展示孩子們的作品。與長腿叔叔信箱項目正式開啓合作之後，雙方將延續暑期研學活動，並計劃落實長期培訓課程，與首鋼基金旗下公司運營的空間如六工匯等展開深度合作，豐富「公益畫廊」，持續展示長腿叔叔信箱項目中孩子們的繪畫作品和作品背後的故事，激發公眾對鄉村兒童和鄉村振興的關注。孩子們用色彩和線條表達了他們的所見所聞、喜怒哀樂和充滿童趣的想像力，展現了豐富的內心世界。

Environmental, Social and Governance Report

環境、社會及管治報告



• Uncle Long Legs Mailbox

In the seven years since its establishment, the “Uncle Long Legs Mailbox” of China Charity Aid Foundation, a public welfare project for mobile and left-behind children, listened to children’s voice, provided them with companionship, support and care, helped them mitigate the negative emotions and adverse effects brought about by the lack of family care and education, and guided them to grow up soundly, through volunteers’ correspondence with children in rural schools.

Nearly 20 employees of the Group have become volunteers of “Uncle Long Legs Mailbox” and corresponded with the left-behind children for more than 100 letters in 2021, they helped these children answering the problems encountered in their growth, channeling the negative emotions, and guiding them to see the wider world.



• 長腿叔叔信箱

中華兒慈會「長腿叔叔信箱」作為流動兒童和留守兒童心靈陪伴公益項目，成立七年以來，通過志願者與鄉村學校的孩子們（流動兒童和留守兒童）通信，聆聽孩子們的心聲，給予他們陪伴、支持和關愛，幫他們疏導因家庭關愛和家庭教育缺失帶來的負面情緒和不良影響，引導孩子們健全成長。

本集團近20位員工成為「長腿叔叔信箱」的志願者，在2021年與留守兒童通信100餘封，幫助留守兒童解答成長中遇到的問題，疏導成長中遇到的負面情緒，引導孩子們看見更廣闊的世界。

Environmental, Social and Governance Report

環境、社會及管治報告

Through our long-term correspondence, we bring them gentle companionship and warm care. We understand clearly that it is impossible to make up for their parents' absence. However, we hope that they can feel a little bit more the warmth of society. As well, we hope that the warmth can make them accept themselves more, have more affirmation and confidence in themselves. Therefore, they could smoothly grow up, to be strong and sound, and eventually integrate well into society.

We believe that a heartfelt listening, a silent companionship, a word of encouragement, a look of affirmation, and a warm hug can "help" people around us. As long as people having good intentions, everyone, including you, can become a "Uncle Long Legs " in the lives of others.

我們通過與留守兒童長期通信，帶給他們溫柔的陪伴和溫暖的關懷。我們非常清楚這不可能彌補父母不在身邊的缺憾，我們只願他們能多感受到一點社會的溫度，希望這一點溫度可以使他們更加接納自己，對自己多一些肯定和信心，順利度過童年，成長為堅強並健全的青年並最終良好地融入社會。

我們相信，一份用心的傾聽，一次默默的陪伴，一句鼓勵的話語，一個肯定的眼神，或者一個溫暖的擁抱就可以「幫助」到身邊的人。只要心懷善意，包括你在內的每個人，都可以成為他人生命中的「長腿叔叔」。

Environmental, Social and Governance Report

環境、社會及管治報告

CASE STUDY — COMMUNITY INVOLVEMENT

個案研究 — 參與社區治理



Art graffiti wall in Chengdu Hi-tech District Public Service Carpark
成都高新區公共服務停車場塗鴉牆

The Chengdu Hi-tech District Public Service Carpark is a cultural experimental base for E Park. In addition to an art graffiti wall, the park also features an archery centre, a swimming pool and a party hall, all of which are popular activities for young people. We aim to create a diversified parking spaces. Other than the basic function of parking, the carpark could become a community hub, providing all the necessary services for people living in the surrounding area.

The “X Life of Wonders”, jointly organised by E Park and the Chengdu Gaoxin District Guixin Yueyahu Community, and Chengdu Yiren Social Work Service Centre, provides a hip cultural gathering place for young people in the community through social media photography, music live shows, car boot fairs and bouncy parties. The Group understands that youths in China need more space to express their culture, and hopes that by investing resources in community involvement, it can assist with community matters and build a community culture.

成都高新區公共服務停車場是驛停車的文化實驗基地。場庫內不僅有藝術塗鴉牆，同時引入了射箭館、游泳館、轟趴館等青年人喜愛的活動場景及項目。我們力求打造多樣化的停車場空間，在停車的基礎功能之上，讓其成為一個社區的集散地，為居住在周邊的人們提供一切所需的服務。

驛停車聯合成都高新區桂溪街道月牙湖社區、成都市藝仁社會工作服務中心打造「X異想人生」青年躁動節，通過場景打卡、音樂Live show、車尾廂集市、蹦迪狂歡等內容，為社區青年打造一個停車場裡的潮文化聚集地。本集團理解年輕人需要更多活動空間去體現青年文化的理念，期望通過投放資源參與社區治理，協助解決社區事務、營造社區文化。

Environmental, Social and Governance Report

環境、社會及管治報告

ENVIRONMENTAL AND SOCIAL KEY PERFORMANCE INDICATORS

環境及社會關鍵績效表現

Environmental 環境	Unit 單位	FY2021 2021財政年度	FY2020 2020財政年度
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kg 公斤	8.52	12.10
Sulphur oxides (SO _x) 硫氧化物(SO _x)	kg 公斤	0.27	0.30
Particulate matter (PM) 顆粒物(PM)	kg 公斤	0.63	0.89
GHG emissions¹ 溫室氣體排放¹			
Direct GHG emissions (Scope 1) — Gasoline consumption 直接溫室氣體排放(範圍一) — 汽油消耗	tCO ₂ e 噸二氧化碳當量	48.37	54.37
Energy indirect GHG emissions (Scope 2) — Purchased electricity 能源間接溫室氣體排放(範圍二) — 外購電力	tCO ₂ e 噸二氧化碳當量	10,373.59	13,695.58
Other indirect GHG emissions (Scope 3) — Business travels 其他間接溫室氣體排放(範圍三) — 商務出行	tCO ₂ e 噸二氧化碳當量	—	35.14
Total GHG emissions 溫室氣體排放總量	tCO ₂ e 噸二氧化碳當量	10,421.96	13,785.09
Total intensity of GHG emissions ² 溫室氣體排放總密度 ²	tCO ₂ e/employee 噸二氧化碳當量/員工	20.36	30.10
Non-hazardous waste 無害廢棄物			
Paper 紙張	kg 公斤	25,522.34	7,320.00
Paper intensity 紙張密度	kg/employee 公斤/員工	49.85	15.98
Sewage discharge 污水排放			
Total sewage discharge 污水排放總量	m ³ 立方米	98,740.40	130,526.74
Total intensity of sewage discharge 污水排放總密度	m ³ /employee 立方米/員工	192.85	284.99

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Environmental 環境	Unit 單位	FY2021 2021財政年度	FY2020 2020財政年度
Energy consumption 能源消耗			
Direct energy — gasoline 直接能源 — 汽油	MWh 兆瓦時	176.24	198.09
Gasoline intensity 汽油密度	MWh/employee 兆瓦時／員工	0.34	0.43
Indirect energy — electricity 間接能源 — 電力	MWh 兆瓦時	11,343.26	14,946.26
Electricity intensity 電力密度	MWh/employee 兆瓦時／員工	22.15	32.63
Water (sewage discharge) 用水(即污水排放)			
Total water usage 總用水量	m ³ 立方米	98,740.40	130,526.74
Total water usage 總用水量密度	m ³ 立方米／員工	192.85	284.99

Notes:

- GHG emission data is presented in terms of carbon dioxide equivalent and are based on, including but not limited to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, “How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange, the latest published Baseline Emission Factors for Regional Power Grids in China, and “Global Warming Potential Values” from the “Fifth Assessment Report” issued by the Intergovernmental Panel on Climate Change.
- As at 31 December 2021 and 31 December 2020, the Group had 512 and 458 employees in total respectively. The data is also used for calculating other intensity data.

附註：

- 溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、聯交所發佈的《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》、最新發佈的中國區域電網基線排放因數、政府間氣候變化專門委員會發佈的《第五次評估報告》的全球升溫潛能值。
- 於截至2021年12月31日止年度和2020年12月31日止年度，本集團的僱員總數分別為512人和458人。此資料亦會用作計算其他密度資料。

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Social 社會	Unit 單位	FY2021 2021財政年度	FY2020 2020財政年度
Total no. of full-time employees (As at 31 December 2020 and 31 December 2021)	No. of employees	512	458
全職僱員總數 (截至2020年12月31日及2021年12月31日)	僱員人數		
By gender 按性別			
Male	No. of employees	323	281
男性	僱員人數		
Female	No. of employees	189	177
女性	僱員人數		
By age group 按年齡組別			
30 years old or below	No. of employees	128	134
30歲以下	僱員人數		
31–40 years old	No. of employees	270	212
31–40歲	僱員人數		
41–50 years old	No. of employees	84	82
41–50歲	僱員人數		
50 years old or above	No. of employees	30	30
50歲以上	僱員人數		
By geographical location 按地區			
Mainland China	No. of employees	489	436
中國內地	僱員人數		
Hong Kong	No. of employees	23	22
香港	僱員人數		

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Social 社會	Unit 單位	FY2021 2021財政年度	FY2020 2020財政年度
Total employee turnover 僱員流失總數	No. of employees 僱員人數	159	116
Employee turnover rate³ 僱員流失率 ³	%	32.78%	14.17%
By gender 按性別			
Male 男性	No. of employees (%) 僱員人數(%)	103 (34.11%)	65 (12.89%)
Female 女性	No. of employees (%) 僱員人數(%)	56 (30.60%)	51 (16.02%)
By age group 按年齡組別			
30 years old or below 30歲以下	No. of employees (%) 僱員人數(%)	45 (34.35%)	32 (18.49%)
31–40 years old 31–40歲	No. of employees (%) 僱員人數(%)	81 (33.61%)	58 (15.12%)
41–50 years old 41–50歲	No. of employees (%) 僱員人數(%)	27 (32.35%)	14 (7.90%)
50 years old or above 50歲以上	No. of employees (%) 僱員人數(%)	6 (20.00%)	12 (14.68%)
By geographical location 按地區			
Mainland China 內地	No. of employees (%) 僱員人數(%)	154 (33.30%)	113 (14.26%)
Hong Kong 香港	No. of employees (%) 僱員人數(%)	5 (22.22%)	3 (9.48%)
Health and safety 健康及安全			
Work-related fatalities 因工死亡事故	Cases 宗數	—	—
Work injuries 因工受傷個案	Cases 宗數	—	—
Days lost to work injuries 因工傷損失工作日數	Days 日數	—	—

Note:

3. The turnover rate in FY2021 is calculated by total No. of employee turnover/(No. of employees as at 31 December 2021 + No. of employees as at 31 December 2022) /2.

附註：

3. 2021財政年度流失率的計算方法為離職人數/(2020年12月31日人數+2021年12月31日人數)/2。

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Social 社會	Unit 單位	FY2021 2021財政年度	FY2020 2020財政年度
Development and training 發展及培訓			
Total training hours 總培訓時數	Hours 小時	26,820.51	18,470.00
Average training hours 平均培訓時數	Hours/employee 小時／僱員	52.38	40.33
By gender 按性別			
Male 男性	Hours/employee 小時／僱員	52.11	38.00
Female 女性	Hours/employee 小時／僱員	52.85	44.02
By employee category 按僱員類別			
Management 管理層	Hours/employee 小時／僱員	50.70	217.14
Managerial positions or above 經理級及以上	Hours/employee 小時／僱員	50.70	110.50
General staff 一般員工	Hours/employee 小時／僱員	52.52	30.87
Suppliers 供應商			
Mainland China 中國內地	No. of suppliers 個數	132	—
Hong Kong 香港	No. of suppliers 個數	27	—
Product responsibility 產品責任			
Complaints received in relation to products and services 已收到產品及服務相關投訴	Cases 宗數	—	—
Anti-corruption 反貪污			
Concluded legal cases involving corruption 涉及貪污的已結案法律案件	Cases 宗數	—	—
Community investment 社區投入			
Amount invested in public welfare 在公益事業投放金額	RMB 元人民幣	79,600	150,000

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REPORT DISCLOSURE INDEX

報告披露索引

Aspects, General Disclosures, and KPIs			
層面、一般披露及關鍵績效指標	Description 說明	GRI Standards and Disclosures* GRI標準與披露*	Page 頁碼
A. Environmental 環境			
A1 : Emissions 排放物			
General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 305: Emissions, and GRI 306: Waste) GRI 305: Emissions: Management approach disclosures guidance GRI 307: Environmental Compliance: Disclosure 307-1	66
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (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。	GRI 103 : 管理方針：披露條款103-2 (c-i) (與GRI 305 : 排放物及GRI 306 : 廢棄物一併使用) GRI 305 : 排放：管理方針披露指南 GRI 307 : 有關環境保護的法律遵循：披露條款307-1	
KPI A1.1	The types of emissions and respective emission data.	GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-6, and 305-7	67-68,81
關鍵績效指標 A1.1	排放物種類及相關排放數據。	GRI 305 : 排放：披露條款305-1、305-2、305-3、305-6及305-7	
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-4	67-68,81
關鍵績效指標 A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	GRI 305 : 排放：披露條款305-1、305-2、305-3、305-4	
KPI A1.3	Total hazardous waste produced (in tonnes) and (where appropriate), intensity (e.g. per unit of production volume, per facility).	GRI 306: Waste: Disclosure 306-5	69
關鍵績效指標 A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	GRI 306 : 廢棄物：披露條款306-5	

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KPI A1.4	Total non-hazardous waste produced (in tonnes) and (where appropriate), intensity (e.g. per unit of production volume, per facility).	GRI 306: Waste: Disclosure 306-5	69,81
關鍵績效指標 A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	GRI 306 : 廢棄物 : 披露條款306-5	
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 305: Emissions) GRI 305: Emissions: Clause 1.2 and Disclosure 305-5	67-68
關鍵績效指標 A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	GRI 103 : 管理方針 : 披露條款103-2 (與 GRI 305 : 排放物一併使用) GRI 305 : 排放 : 條款1.2及披露條款305-5	
KPI 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.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 306: Waste) GRI 306: Waste: Disclosures 306-3 and 306-5	69
關鍵績效指標 A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	GRI 103 : 管理方針 : 披露條款103-2 (與 GRI 306 : 廢棄物一併使用) GRI 306 : 廢棄物 : 披露條款306-3及306-5	

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層面、一般披露及關鍵績效指標	Description 說明	GRI Standards and Disclosures* GRI標準與披露*	Page 頁碼
A2 : Use of Resources 資源使用			
General Disclosure	Policies on the efficient use of resources (including energy, water and other raw materials).	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 301: Materials, GRI 302: Energy, and GRI 303: Water and Effluents)	70-71
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	GRI 103 : 管理方針 : 披露條款103-2(c-i) (與GRI 301 : 物料、GRI 302 : 能源及GRI 303 : 水與放流水一併使用)	
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	GRI 302: Energy: Disclosures 302-1 and 302-3	71,82
關鍵績效指標 A2.1	按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	GRI 302 : 能源 : 披露條款302-1及302-3	
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Not covered by the GRI Standards	73,82
關鍵績效指標 A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	GRI標準未涵蓋	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 302: Energy) GRI 302: Energy: Disclosures 302-4 and 302-5	70-73
關鍵績效指標 A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	GRI 103 : 管理方針 : 披露條款103-2 (與GRI 302 : 能源一併使用) GRI 302 : 能源 : 披露條款302-4及302-5	

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KPI 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.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 303: Water and Effluents) GRI 303: Water and Effluents: Disclosure 303-5	73
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	GRI 103：管理方針：披露條款103-2（與GRI 303：水與放流水一併使用） GRI 303：水與放流水：披露條款303-5	
KPI A2.5	Total packaging material used for finished products (in tonnes) and (where appropriate), with reference to per unit produced.	GRI 301: Materials: Disclosure 301-1	74
關鍵績效指標 A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	GRI 301：物料：披露條款301-1	
A3: The Environment and Natural Resources 環境及天然資源			
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 301: Materials, GRI 302: Energy, GRI 303: Water and Effluents, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Waste)	74
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	GRI 103：管理方針：披露條款103-2 (c-i)（與GRI 301：物料、GRI 302：能源、GRI 303：水與放流水、GRI 304：生物多樣性、GRI 305：排放及GRI 306：廢棄物一併使用） 關鍵績效指標	

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KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	GRI 103: Management Approach: Disclosures 103-1 and 103-2 (used together with GRI 301: Materials, GRI 302: Energy, GRI 303: Water and Effluents, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Waste GRI 303: Water and Effluents: Disclosure 303-5 GRI 304: Biodiversity: Disclosure 304-2 GRI 306: Waste: Disclosures 306-3 and 306-5	74
關鍵績效指標 A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	GRI 103 : 管理方針 : 披露條款103-1及103-2 (與GRI 301 : 材料、GRI 302 : 能源、GRI 303 : 水與放流水、GRI 304 : 生物多樣性、GRI 305 : 排放及GRI 306 : 廢棄物一併使用) GRI 303 : 水與放流水 : 披露條款303-5 GRI 304 : 生物多樣性 : 披露條款304-2 GRI 306 : 廢棄物 : 披露條款306-3及306-5	
A4 : Climate Change 氣候變化			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Not covered by the GRI Standards	61
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	GRI標準未涵蓋	
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Not covered by the GRI Standards	62-64
關鍵績效指標 A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	GRI標準未涵蓋	

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B. Social 社會			
B1 : Employment 僱傭			
General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 202: Market Presence, GRI 401: Employment, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination) GRI 419: Socioeconomic Compliance: Disclosure 419-1	44-52
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例的資料。	GRI 103：管理方針：披露條款103-2 (c-i) (與GRI 202：市場表現、GRI 401：僱傭、GRI 405：多元化及平等機會、GRI 406：反歧視一併使用) GRI 419：社會經濟法規遵循：披露條款419-1	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	GRI 102: General Disclosures: Disclosures 102-8 (a), 102-8 (b), and 102-8 (c) GRI 405: Diversity and Equal Opportunity: Disclosure 405-1(b-ii)	46,83
關鍵績效指標 B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	GRI 102：一般披露：披露條款102-8 (A)、102-8 (B)及102-8 (c) GRI 405：多元化及平等機會：披露條款405-1(B-II)	
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	GRI 401: Employment: Disclosure 401-1 (b)	84
關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	GRI 401：僱傭：披露條款401-1 (b)	

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層面、一般披露及關鍵績效指標	Description 說明	GRI Standards and Disclosures* GRI標準與披露*	Page 頁碼
B2 : Health and Safety 健康與安全			
General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 403: Occupational Health and Safety) GRI 419: Socioeconomic Compliance: Disclosure 419-1	55-58
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103 : 管理方針：披露條款103-2(c-i) (與GRI 403 : 職業安全衛生一併使用) GRI 419 : 社會經濟法規遵循：披露條款419-1	
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	GRI 403: Occupational Health and Safety: Disclosure 403-9	55,85
關鍵績效指標 B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。	GRI 403 : 職業安全衛生：披露條款403-9	
KPI B2.2	Lost days due to work injury.	GRI 403: Occupational Health and Safety: Disclosure 403-9	85
關鍵績效指標 B2.2	因工傷損失工作日數。	GRI 403 : 職業安全衛生：披露條款403-9	
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	GRI 103: Management Approach: Disclosure 103-2 and 103-3 (a-i) (used together with GRI 403: Occupational Health and Safety)	55-58
關鍵績效指標 B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	GRI 103 : 管理方針：披露條款103-2及103-3(a-i) (與GRI 403 : 職業安全衛生一併使用)	

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層面、一般披露及關鍵績效指標	Description 說明	GRI Standards and Disclosures* GRI 標準與披露*	Page 頁碼
B3 : Development and Training 發展及培訓			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 404: Training and Education) GRI 404: Training and Education: Disclosure 404-2 (a)	52-54
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	GRI 103 : 管理方針 : 披露條款103-2(c-i) (與GRI 404 : 訓練與教育一併使用) GRI 404 : 訓練與教育 : 披露條款404-2 (a)	
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Not covered by the GRI Standards	85
關鍵績效指標 B3.1	按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	GRI 標準未涵蓋	
KPI B3.2	The average training hours completed per employee by gender and employee category.	GRI 404: Training and Education: Disclosure 404-1	85
關鍵績效指標 B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	GRI 404 : 訓練與教育 : 披露條款404-1	

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B4 : Labour Standards 勞工準則			
General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 408: Child Labour and GRI 409: Forced or Compulsory Labour) GRI 419: Socioeconomic Compliance: Disclosure 419-1	59
一般披露	有關防止童工或強制勞工的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103 : 管理方針：披露條款103-2(c-i) (與GRI 408 : 童工及GRI 409 : 強迫或強制勞動一併使用) GRI 419 : 社會經濟法規遵循：披露條款419-1	
KPI B4.1	Description of measures to review employment practises to avoid child and forced labour.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 408: Child Labour and GRI 409: Forced or Compulsory Labour) GRI 408: Child Labour: Disclosure 408-1(c) GRI 409: Forced or Compulsory Labour: Disclosure 409-1(b)	59
關鍵績效指標 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	GRI 103 : 管理方針：披露條款103-2 (與GRI 408 : 童工及GRI 409 : 強迫或強制勞動一併使用) GRI 408 : 童工：披露條款408-1(c) GRI 409 : 強迫或強制勞動：披露條款409-1(b)	
KPI B4.2	Description of steps taken to eliminate such practises when discovered.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 408: Child Labour and GRI 409: Forced or Compulsory Labour) GRI 408: Child Labour: Disclosure 408-1(c) GRI 409: Forced or Compulsory Labour: Disclosure 409-1(b)	59
關鍵績效指標 B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	GRI 103 : 管理方針：披露條款103-2 (與GRI 408 : 童工及GRI 409 : 強迫或強制勞動一併使用) GRI 408 : 童工：披露條款408-1(c) GRI 409 : 強迫或強制勞動：披露條款409-1(b)	

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B5 : Supply Chain Management 供應鏈管理			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 308: Supplier Environmental Assessment and GRI 414: Supplier Social Assessment)	40-42
一般披露	管理供應鏈的環境及社會風險政策。	GRI 103 : 管理方針 : 披露條款103-2(c-i) (與GRI 308 : 供應商環境評估及GRI 414 : 供應商社會評估一併使用)	
KPI B5.1	Number of suppliers by geographical region.	Not covered by the GRI Standards	85
關鍵績效指標 B5.1	按地區劃分的供應商數目。	GRI 標準未涵蓋	
KPI B5.2	Description of practises relating to engaging suppliers, number of suppliers where the practises are being implemented, how they are implemented and monitored.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 308: Supplier Environmental Assessment and GRI 414: Supplier Social Assessment) GRI 308: Supplier Environmental Assessment: Disclosures 308-1 and 308-2 GRI 414: Supplier Social Assessment: Disclosures 414-1 and 414-2	40-41
關鍵績效指標 B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及相關執行及監察方法。	GRI 103 : 管理方針 : 披露條款103-2 (與GRI 308 : 供應商環境評估及GRI 414 : 供應商社會評估一併使用) GRI 308 : 供應商環境評估 : 披露條款308-1及308-2 GRI 414 : 供應商社會評估 : 披露條款414-1及414-2	

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KPI B5.3 層面、一般披露 及關鍵績效指標	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 308: Supplier Environmental Assessment and GRI 414: Supplier Social Assessment) GRI 308: Supplier Environmental Assessment: Disclosures 308-1 and 308-2 GRI 414: Supplier Social Assessment: Disclosures 414-1 and 414-2	42
關鍵績效指標 B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	GRI 103：管理方針：披露條款103-2（與GRI 308：供應商環境評估及GRI 414：供應商社會評估一併使用） GRI 308：供應商環境評估：披露條款308-1及308-2 GRI 414：供應商社會評估：披露條款414-1及414-2	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 308: Supplier Environmental Assessment) GRI 308: Supplier Environmental Assessment: Disclosures 308-1 and 308-2	41
關鍵績效指標 B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	GRI 103：管理方針：披露條款103-2（與GRI 308：供應商環境評估一併使用） GRI 308：供應商環境評估：披露條款308-1及308-2	

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B6 : Product Responsibility 產品責任			
General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 416: Customer Health and Safety, GRI 417: Marketing and Labelling, and GRI 418: Customer Privacy) GRI 416: Customer Health and Safety: Disclosure 416-2 GRI 417: Marketing and Labelling: Disclosures 417-2 and 417-3 GRI 418: Customer Privacy: Disclosure 418-1 GRI 419: Socioeconomic Compliance: Disclosure 419-1	21-38
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103：管理方針：披露條款103-2(c-i) (與GRI 416：客戶健康與安全、GRI 417：行銷和標籤以及GRI 418：客戶私隱一併使用) GRI 416：客戶健康與安全：披露條款416-2 GRI 417：行銷和標籤：披露條款417-2及417-3 GRI 418：客戶私隱：披露條款418-1 GRI 419：社會經濟法規遵循：披露條款419-1	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not covered by the GRI Standards	Due to the Group's business nature, disclosure related to products recall procedures and number of products recall are not applicable.
關鍵績效指標 B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	GRI 標準未涵蓋	鑒於本集團的業務性質，有關產品召回程序及產品召回數量的披露並不適用。

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KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	GRI 102: General Disclosures: Disclosures 102-43 and 102-44 GRI 103: Management Approach: Disclosure 103-2 (c-vi) GRI 418: Customer Privacy: Disclosure 418-1	33
關鍵績效指標 B6.2	接獲關於產品及服務的投訴數目以及對應方法。	GRI 102 : 一般披露 : 披露條款102-43及102-44 GRI 103 : 管理方針 : 披露條款103-2(c-vi) GRI 418 : 客戶私隱 : 披露條款418-1	
KPI B6.3	Description of practises relating to observing and protecting intellectual property rights.	Not covered by the GRI Standards	37
關鍵績效指標 B6.3	描述與維護及保障知識產權有關的慣例。	GRI標準未涵蓋	
KPI B6.4	Description of quality assurance process and recall procedures.	Not covered by the GRI Standards	Due to the Group's business nature, disclosure related to products recall procedures and number of products recall are not applicable.
關鍵績效指標 B6.4	描述質量鑒定過程及產品回收程式。	GRI標準未涵蓋	鑒於本集團的業務性質，有關產品召回程序及產品召回數量的披露並不適用。
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	GRI 103: Management Approach: Disclosures 103-2 and 103-3 (a-i) (used together with GRI 418: Customer Privacy)	30
關鍵績效指標 B6.5	描述消費者資料保障及隱私政策，以及相關執行及監察方法。	GRI 103 : 管理方針 : 披露條款103-2及103-3(a-i) (與GRI 418 : 客戶私隱一併使用)	

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B7 : Anti-corruption 反貪污			
General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 205: Anti-corruption) GRI 205 Anti-corruption: Disclosure 205-3 GRI 419: Socioeconomic Compliance: Disclosure 419-1	38-40
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103：管理方針：披露條款103-2(c-i)（與GRI 205：反貪污一併使用） GRI 205：反貪污：披露條款205-3 GRI 419：社會經濟法規遵循：披露條款419-1	
KPI B7.1	Number of concluded legal cases regarding corrupt practises brought against the issuer or its employees during the reporting period and the outcomes of the cases.	GRI 205: Anti-corruption: Disclosure 205-3	85
關鍵績效指標 B7.1	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。	GRI 205：反貪污：披露條款205-3	
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	GRI 102: General Disclosures: Disclosure 102-17 GRI 103: Management Approach: Disclosures 103-2 and 103-3 (a-i) (used together with GRI 205: Anti-corruption); GRI 205: Anti-corruption: Clause 1.2	39-40
關鍵績效指標 B7.2	描述防範措施及舉報程式，以及相關執行及監察方法。	GRI 102：一般披露：披露條款102-17 GRI 103：管理方針：披露條款103-2及103-3(a-i)（與GRI 205：反貪污一併使用） GRI 205：反貪污：條款1.2	

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KPI B7.3	Description of anti-corruption training provided to directors and staff.	GRI 102: General Disclosures: Disclosure 102-17 GRI 103: Management Approach: Disclosures 103-2 and 103-3 (a-i) (used together with GRI 205: Anti-corruption) GRI 205: Anti-corruption: Disclosure 205-2	Due to the impact of COVID-19, to ensure the safety of the directors and staff, the Group has not organised anti-corruption training during FY 2021.
關鍵績效指標 B7.3	描述向董事及員工提供的反貪污培訓。	GRI 102 : 一般披露 : 披露條款102-17 GRI 103 : 管理方針 : 披露條款103-2及103-3(a-i) (與GRI 205 : 反貪污一並使用) GRI 205 : 反貪污 : 披露條款205-2	受新冠疫情影响, 為保證董事及員工人身安全, 本集團於2021財政年度暫未組織反貪污培訓。
B8 : Community Investment 社區投資			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 413: Local Communities)	76-80
一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	GRI 103 : 管理方針 : 披露條款103-2(c-i) (與GRI 413 : 當地社區一併使用)	
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	GRI 203: Indirect Economic Impacts: Disclosure 203-1(a)	76-80
關鍵績效指標 B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	GRI 203 : 間接經濟影響 : 披露條款203-1(a)	
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	GRI 201: Economic Performance: Disclosure 201-1(a-ii)	85
關鍵績效指標 B8.2	在專注範疇所動用資源(如金錢或時間)。	GRI 201 : 經濟表現 : 披露條款201-1(a-ii)	

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