



首程控股
SHOUCHENG HOLDINGS

以綠色理念引領產業，

以可持續戰略鑄造未來

Leading the industry with green concepts,
forging the future with
sustainable strategies



首程控股有限公司
SHOUCHENG HOLDINGS LIMITED

STOCK CODE 股份代號：697.HK

2023

**ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT**

環境·社會及管治報告

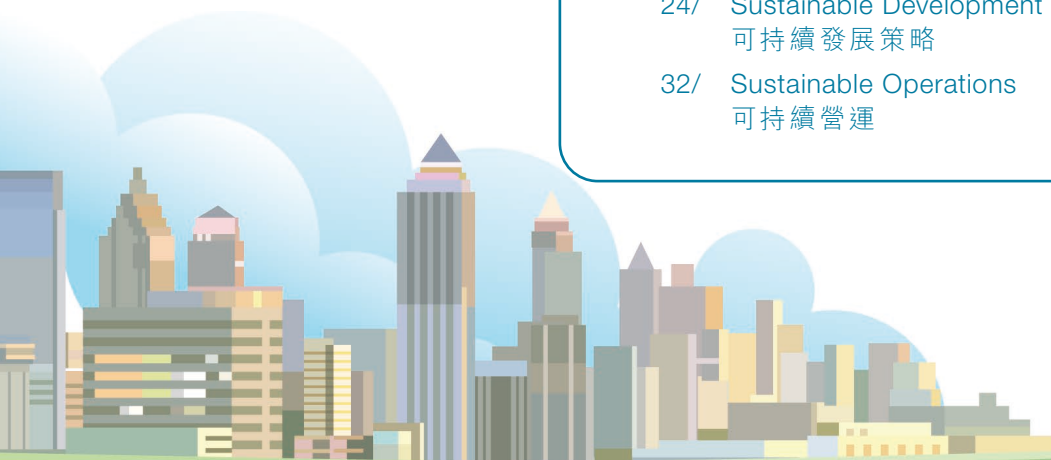
Contents

目錄

- 4/ Overview
概況
- 5/ About This Report
關於本報告
- 8/ About Shoucheng Holdings
關於首程控股
- 12/ Our Awards and Ratings
我們的獎項及評級

01 SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

- 15/ Message From The Board
董事局的話
- 17/ Sustainability Governance Structure
可持續發展管治架構
- 19/ Stakeholders' Engagement
持份者參與
- 22/ Materiality Assessment
重要性評估
- 24/ Sustainable Development Strategy
可持續發展策略
- 32/ Sustainable Operations
可持續營運

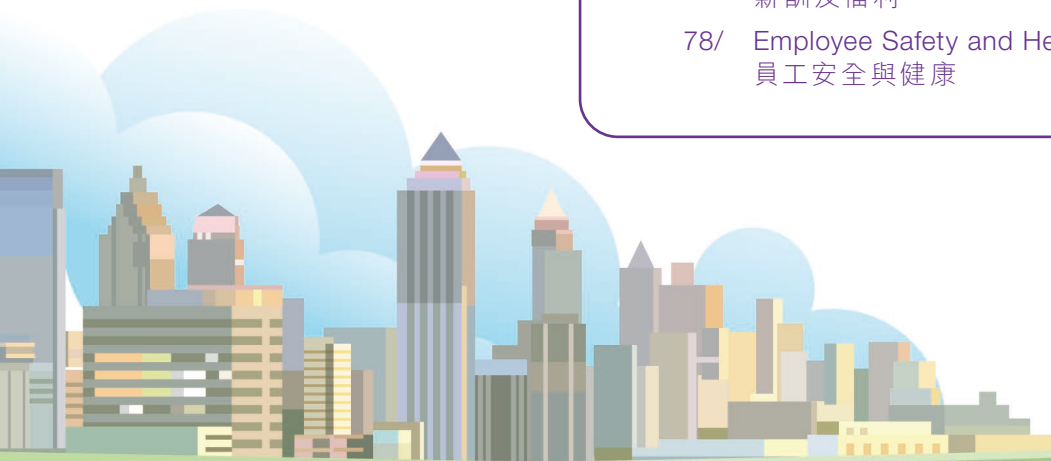


02 ENVIRONMENTAL PROTECTION 環境保護

- 43/ Environmental Protection
環境保護
- 46/ Climate Resilience and Adaptation
氣候變化之抵禦及適應
- 51/ Implementing Low-Carbon Operations
實踐低碳運營
- 60/ Ecological and Cultural Conservation
生態及文化保育

03 CARING FOR EMPLOYEES 關愛員工

- 64/ Create a friendly work environment
創造友善工作環境
- 66/ Compliant Employment
合規僱用
- 68/ Diversity and Inclusion
多元與包容
- 70/ Talent Training and Development
人才培訓與發展
- 74/ Remuneration and Welfare
薪酬及福利
- 78/ Employee Safety and Health
員工安全與健康



04 BUSINESS ETHICS AND QUALITY SERVICES 商業道德和優質服務

- 82/ Business Ethics
商業道德
- 84/ Customer Health and Safety
客戶健康與安全
- 88/ Responsible Marketing
負責任營銷
- 90/ Supply Chain Management
供應鏈管理

05 COMMUNITY CONTRIBUTION 社區貢獻

- 93/ Leveraging Social Influence
發揮社會影響力
- 94/ Supporting Communities
支援社區

- 95/ APPENDIX
附錄
- 95/ List of External Laws and Regulations and Internal Policy
外部法律法規及內部制度一覽表
- 98/ ESG Key Performance Indicators
ESG 關鍵績效表
- 105/ Hong Kong Stock Exchange ESG Reporting Guide
香港交易所《環境、社會及管治報告指引》索引
- 114/ Global Reporting Initiative Content Index
全球報告倡議組織內容索引



OVERVIEW

概況



Environmental, Social and Governance Report

環境、社會及管治報告

OVERVIEW 概況



ABOUT THIS REPORT

This report is the eighth Environmental, Social and Governance (“ESG”) report (“ESG Report”) issued by Shoucheng Holdings Limited (“Shoucheng Holdings” or the “Company”, together with its subsidiaries, the “Group” or “we”). The ESG Report summarises the environmental, social and governance management approaches, policies and measures related to the Group and demonstrates its commitment to promoting sustainable development. The Group has appointed AMMO Group Corporate Services Limited as its independent ESG consultant to facilitate the Group in preparing the ESG Report and provide ESG-related consultant services.

Reporting Period

The ESG Report highlights the Group’s activities, challenges and measures in relation to ESG areas from 1 January 2023 to 31 December 2023 (“FY2023”) in detail.

Reporting Boundary

The ESG Report mainly covers the Group’s core businesses of asset operation and fundraising, investment, management and exit (“FIME”). 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.

關於本報告

本報告為首程控股有限公司（「首程控股」或「本公司」，連同其附屬公司統稱「本集團」或「我們」）發佈的第八份環境、社會及管治（「ESG」）報告（「ESG報告」）。報告內容總結了本集團相關的環境、社會及管治管理方法、政策和措施，並展示其致力於促進可持續發展的決心。本集團委聘盈雪集團企業服務有限公司為獨立ESG顧問，以協助本集團編製ESG報告並提供ESG相關顧問服務。

報告期

本ESG報告重點闡述本集團於2023年1月1日至2023年12月31日（「2023財政年度」）內涉及環境、社會及管治範疇的活動、挑戰及措施。

報告範圍

本ESG報告主要涵蓋本集團的核心業務，分別為資產營運及資產融通。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。



Environmental, Social and Governance Report

環境、社會及管治報告

OVERVIEW 概況

Basis of Preparation

The ESG Report is prepared in accordance with the Environmental, Social, and Governance Reporting Guide (“**Guide**”) as set out in Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited, with references to the Global Reporting Initiative (“**GRI**”) Standards 2021, the recommendations developed by Task Force on Climate-related Financial Disclosures (“**TCFD**”) and is aligned with the United Nations Sustainable Development Goals (“**SDGs**”).

Reporting Principles

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

- **Materiality:** We identify, assess and prioritise ESG issues by engaging an independent consultant to assist in conducting materiality analysis. The results of the stakeholder engagement process and materiality assessment have been approved by the board of directors of the Company (the “**Board**”) and are described in the “Stakeholders’ Engagement” and “Materiality Assessment” sections.
- **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.
- **Balance:** This ESG Report covers unbiased illustration of the Group’s performance during FY2023, to avoid selecting, omitting or presenting formats that may inappropriately influence a decision or judgement by the reader.
- **Consistency:** Unless otherwise specified, data calculation methods and disclosure formats that are consistent with the past were used in the ESG Report to ensure comparability.

編製依據

本ESG報告依循香港聯合交易所有限公司《主板上市規則》附錄C2所載《環境、社會及管治報告指引》(「指引」)編製,並參考全球報告倡議組織(「GRI」)的《可持續發展報告標準》準則(二零二一年)、「氣候相關財務信息披露工作組」(「TCFD」)的建議及聯合國《可持續發展目標》(「SDGs」)的倡議而編製。

報告原則

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:** 我們透過委託獨立顧問協助展開議題重大性分析來識別及評估ESG事宜,並釐定有關事宜的優先次序。持份者參與過程及重要性評估的結果已得到了董事會(「董事會」)的核准。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。
- **平衡:** 本ESG報告不偏不倚地描述本集團於2023財政年度的表現,以避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。
- **一致性:** 如無另行說明,本ESG報告採用與過往一致的數據計算方式統計及披露信息,以確保數據的可比性。



Report Approval and Access

This ESG Report was confirmed by management and approved by the Board on 27 March 2024. This ESG Report has been prepared in traditional Chinese and English versions for readers' reference. The electronic version of this ESG Report is available for downloading on the Company's website (www.shouchengholdings.com/esgbaogao.html) or the Stock Exchange's website (www.hkexnews.hk).

Contact Us

Shoucheng Holdings believes that the valuable opinions of stakeholders will facilitate our continuous improvement. If you have any suggestions or enquiries regarding the content of this ESG Report or our sustainable development work, please contact us through the following means:

Address: 7th Floor, Bank of East Asia Harbour View Centre,
56 Gloucester Road, Wanchai, Hong Kong
Tel: (852) 2861 2832
Fax: (852) 2529 0126 / (852) 2861 3972
Email: Info@shouchengholdings.com
InvestorRelations@shouchengholdings.com

Disclaimer

Parts of this ESG Report are forward-looking subject to uncertainties, which could cause actual results to differ materially from those presented. The Company undertakes no obligation to update any forward-looking statements provided in this ESG Report.

報告批准與獲取

本 ESG 報告經管理層確認後，於 2024 年 3 月 27 日獲董事會通過。本 ESG 報告備有繁體中文和英文版本供讀者參閱，ESG 報告電子版可於公司網站 (www.shouchengholdings.com/esgbaogao.html) 或聯交所網站 (www.hkexnews.hk) 下載。

聯繫我們

首程控股深信持份者的寶貴意見將促進我們不斷進步。如您對本 ESG 報告內容或我們在可持續發展方面的工作有任何建議或疑問，歡迎通過以下方式與我們聯絡：

地址：香港灣仔告士打道五十六號
東亞銀行港灣中心七樓
電話：(852) 2861 2832
傳真：(852) 2529 0126 / (852) 2861 3972
電郵：Info@shouchengholdings.com/
InvestorRelations@shouchengholdings.com

免責聲明

本 ESG 報告的部分內容具有一定前瞻性，易受到不確定因素的影響，而導致實際結果產生重大差異。本公司不承擔更新本 ESG 報告中任何前瞻性聲明的義務。



ABOUT SHOUCHEG HOLDINGS

關於首程控股

1

Our Mission

使命

To promote the cross-border integration of infrastructure assets, to enhance the operating efficiency, to build new infrastructure and to provide the leading infrastructure asset management service

融通資產、提升效能、打造新基建，
提供領先的基礎設施資產管理服務

2

Our Vision

願景

Become the infrastructure assets service provider who continually enhance the operating efficiency

基礎設施資產持續改進者和服務商

3

Our Value

價值觀

Open-mind and tolerance
開放包容

Quality first
品質至上

Customer first
客戶第一

Team cooperation
團隊協作

Outcome oriented
成果導向

Embracing change
擁抱變化

Teaching and learning mutualism
教學相長

Full of passion
充滿激情

Loyal dedication
忠誠奉獻



Business Overview

Our diversified business model comprises “two pillars” of asset operation and FIME.

業務概覽

集團的多元化業務模式，由兩大業務支柱組成，分別是資產營運和資產融通。





Environmental, Social and Governance Report

環境、社會及管治報告

OVERVIEW 概況

Corporate Profile

The Group is a Hong Kong-based listed company under Shougang Group and one of the first red chips stocks listed in Hong Kong. The Group is committed to being a sustainable transformer and service provider of infrastructure assets through the provision of leading infrastructure asset management services.

Since 2017, the Company has fully embraced a comprehensive strategic transformation, promoted the divestment or restructuring of old businesses through the sale of non-core business assets, and integrated into domestic and international capital markets to introduce strategic investors. The Company's major shareholders include Shougang Group, ORIX Group, NWS Holdings, Beijing State-owned Capital Operation and Management Company Limited, and Sunshine Insurance Group Company Limited. The Company has been included in the Hang Seng Composite Small Cap Index and the Hang Seng Composite Industry Financial Industry Index, and is the target stock of the Hong Kong Stock Connect under the Shanghai Hong Kong Stock Connect and the Shenzhen Hong Kong Stock Connect. It has received high attention and widespread recognition from the market and investors.

The Company's vision is to become a listed company with robust cash flow and stable, resilient operations that can withstand economic cycles. Moving ahead, the Company will seize every development opportunity to create a comfortable and convenient user experience, thereby fulfilling its mission of enhancing city life. Based on the continuous development of its core business, the Company not only delivers operational benefits but also strengthens brand building on the capital market. It strives to create maximum value for shareholders and provide rich returns for investors.

公司簡介

本集團是首鋼集團旗下的香港上市公司，也是首批於香港上市的紅籌股之一。本集團致力於通過提供領先的基礎設施資產管理服務，成為一家可持續發展的基礎設施資產持續改造者和服務商。

自2017年以來，公司堅定全面戰略轉型，持續通過出售非主業資產，推動舊業務剝離或重組，並積極融入國內外資本市場，引入戰略投資者。本集團主要股東包括首鋼集團、歐力士集團、新創建集團、北京國有資本運營管理有限公司、陽光保險集團等。本集團現已被納入恒生綜合小型股指數、恒生綜合行業-金融業指數，為滬港通及深港通下港股通股票標的，獲得了市場和投資人的高度關注和普遍認可。

首程控股以成為跨越經濟週期、現金流良好、運營穩定健康的上市企業為願景，未來將繼續抓緊發展機遇。在深耕首程控股主營業務的基礎上，持續釋放公司經營效益，夯實資本市場品牌建設，致力為股東創造最大價值，讓投資人獲得豐厚的收益。



Strategic Investors

戰略投資者



Shougang Group
首鋼集團



ORIX
ORIX Group
歐力士集團



新創建 NWS

NWS Holdings
新創建集團



北京國有資本運營管理有限公司
Beijing State-owned Capital Operation and Management Company Limited

Beijing State-owned Capital Operation and Management Company Limited
北京國有資本運營管理有限公司



陽光保險集團
Sunshine Insurance Group

Sunshine Insurance Group
陽光保險集團



Environmental, Social and Governance Report

環境、社會及管治報告

OVERVIEW 概況

OUR AWARDS AND RATINGS

我們的獎項及評級

Two top rating agencies in Mainland China

中國內地兩家頂級評級機構

We were fortunate to receive a AAA issuer rating from two top rating agencies in Mainland China: China Cheng Xin International Credit Rating Co., Ltd and United Credit Rating Co., Ltd, with a stable outlook.

中誠信國際信用評等有限公司和聯合信用評級有限公司授予AAA主體評級結果，並展望穩定。

Rongshi Plaza

融石廣場

Rongshi Plaza has achieved the gold-level certification of Leadership in Energy and Environmental Design (LEED) and the China Green Building Three Star Standard.

融石廣場已經達到了能源與環境設計領導認證(LEED)的金級認證及中國綠色建築三星標準。

Chang'an Mills of Shougang Park

首鋼園·六工匯

Organisers	Awards and Recognitions
頒獎單位	獎項名稱
Beijing Municipal Bureau of Economy and Information Technology 北京市經濟和信息化局	Shoushi Changtai Specialized and New Service Station (Pilot) 首獅昌泰專精特新服務站(試點)
WAN World Architecture News Network WAN世界建築新聞網	WAN World Architecture News Gold Award 2023 2023 WAN世界建築新聞獎金獎
China Commercial Real Estate Service Innovation and Development Forum Group Committee 中國商業地產服務創新發展論壇組委員會	Best Commercial Real Estate Smart Operation Demonstration Cases 2023 2023最佳商業地產智慧運營示範案例
Shanghai Media Group, The Paper 上海報業集團、澎湃新聞	The Paper Urban Update Annual List 2023 – Business vitality re-case 2023澎湃城市更新年度榜單 – 商業活力再案例
GoGo Beijing GoGo北京	The most influential urban renewal landmark of the year 年度最具影響力城市更新地標
BEIJING BANG 北京BANG	Annual Urban Renewal Landmark Project 年度城市更新地標項目



SONIC

The high-quality customer service of SONIC has been recognised with 16 letters of commendation and 6 banners of honour from property owners, as well as 298 commendations and 77 banners of honour from customers.

驛停車

驛停車優質客戶服務獲得業主方16封表揚信，6面錦旗及客戶的298次表揚，77面錦旗。

北京大兴国际机场

感谢信

北京首中停车管理有限公司：
岁序更替，华章又新。值此新春佳节来临之际，谨向贵司全体员工致以节日的问候和诚挚的祝福！
2023年，贵司攻坚克难，先后完成了大兴机场停车楼内涉重大电调更换，配合开展国际民航组织航空安保审计迎审工作，优化自动扶梯逃生装置及楼内引导标识，促使停车楼服务质量大幅提升，2023年表 CAPSS 满意度指标中“到达机场停车场”排名第一，即季度 ACI 满意度指标中“停车设施满意度”为满分，排名第一。在此向贵司的辛勤付出表示衷心感谢！
2024年，大兴机场航班量将进一步增加，公共区管理部期待贵司持续提升私家车、网约车保障能力与服务质量，持续做好节假日、特殊天气保障等各项工作，全力打造民航行业停车楼运营标杆！
再次致以诚挚的谢意！

北京大兴国际机场公共区管理部
2024年4月4日

Organisers

頒獎單位

Awards and Recognitions

獎項與殊榮

The Parking Industry Association of Chengdu (PIACD)

成都市停車行業協會

“Best Parking Experience Award of 2023”, “Most Beautiful Parking Environment Award of 2023”, and “Outstanding City Road Parking Service Award”

「2023年度最佳停車體驗獎」、「2023年度最美停車環境獎」、「城市道路停車服務優秀獎」



The 5th China Commercial Real Estate Brand Value Summit

第五屆中國商業地產品牌價值論壇

“China’s Top 10 Commercial Office Innovation Capabilities in 2023”

「2023年中國商業辦公創新能力10強」



China International Fair for Trade in Services (CIFTIS) 2023

2023年中國國際服務貿易交易會

“Services Trade Fair Green Development Service Demonstration Case 2023” and “China Enterprise Low-Carbon Transition and High-Quality Development Demonstration Case 2023”

「2023服貿會綠色發展服務示範案例」與「2023中國企業低碳轉型與高質量發展示範案例」



SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

ESTABLISH AND RIGOROUSLY IMPLEMENT
SUSTAINABILITY MANAGEMENT STRATEGIES
WITHIN THE COMPANY'S OPERATIONAL
FRAMEWORK

建立並深入執行可持續發展管理策略於
公司運營之中



Environmental, Social and Governance Report

環境、社會及管治報告

SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理



MESSAGE FROM THE BOARD

In recent years, the social and economic performance of Mainland China and Hong Kong have been gradually returning to normal and regaining their former prosperity. Correspondingly, technological innovations and industry upgrades have brought profound and lasting systemic changes. Amid these environmental shifts, Shoucheng Holdings has actively responded, seizing the era's opportunity and pragmatically marching forward with the motto "Leading the industry with green concepts, forging the future with sustainable strategies".

Establish and thoroughly execute sustainability management strategies within the framework of company operations

Through years of effort, we have systematically established a robust ESG management framework, clearly set the strategic direction for ESG and nurtured a cohesive and sustainable driving force across various organizations and departments. We are powered by "asset fusion" dual-drive model of FIME and "asset operations", utilizing the bridge of technology to achieve diversified empowerment and outputting a continuous stream of "green computing power" for the re-shaping of asset value. Guided by an "Intelligent Operations Center" founded on green principles, our aim is to deliver more sophisticated and human-centric operational services, catering to public demands and ensuring a high-quality experience imbued with cultural sensitivity. In FY2023, Shoucheng Holdings was honored to receive a AAA issuer rating from two top rating agencies in mainland China: China Cheng Xin International Credit Rating Co., Ltd and United Credit Rating Co., Ltd, with a stable outlook. This achievement represents an important milestone in our development path in the bond markets.

Tackling Climate Change

In response to the global climate challenges highlighted at the 28th Conference of the Parties (COP28) to the United Nations Framework Convention on Climate Change, we recognize that international cooperation is imperative. As a leader in China's infrastructure and real estate management industry, Shoucheng Holdings is proactively advocating and advancing sustainable practices to fulfill the nation's ambition of reaching "carbon

董事局的話

近年來，中國內地及香港的社會與經濟業績正逐步走向回歸正常，並重拾其昔日的繁榮。相應地，科技創新和產業的不斷升級也帶來了深刻且深遠的系統變革。在此環境變化之中，首程控股積極應對，抓緊時代機遇，秉持「以綠色理念引領產業，以可持續戰略塑造未來」的宗旨，務實前行。

建立並深入執行可持續發展管理策略於公司運營之中

經過近年來的努力，本集團已逐步建構一個穩健的ESG管理體系，並為ESG訂下明確的策略方向，並在各組織和部門之間培養了一個團結和可持續的推動力量。我們透過以「資產融通」和「資產營運」為動力，利用科技橋樑實現多元化賦能，為資產價值重新評估，輸出源源不斷的「綠色算力」。在堅守綠色原則的「智慧運營中心」領導下，我們致力提供更先進、更人性化的運營服務，迎合公眾需求，確保大眾享有一個充滿文化細膩感的高品質體驗。於2023財政年度，首程控股榮幸獲得中國內地兩家頂級評級機構：中誠信國際信用評級有限公司和聯合信用評級有限公司授予AAA主體評級結果，並展望穩定，這一成就代表了我們在債券市場發展道路上的一個重要里程碑。

應對氣候變化

面對「聯合國氣候變化綱要公約」第二十八次締約方大會(COP28)揭露的全球氣候變化挑戰，我們明白各國必須緊密合作。作為中國基礎設施資產管理行業的領導者，首程控股正倡導並積極推動綠色發展策略，以實現「2030年碳達峰，2060年碳中和」的國家目標。因此，



Environmental, Social and Governance Report

環境、社會及管治報告

SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

peak by 2030 and carbon neutrality by 2060". Consequently, we are deeply involved in the development and deployment of carbon-negative construction technologies and have officially entered into the "Carbon Neutral Demonstration Project Agreement" with the China Beijing Green Exchange.

Creating a friendly work environment

We acknowledge that in striving for a sustainable future, we must not neglect our most invaluable asset — our employees. As the key drivers of our success, we consistently facilitate learning opportunities for our team and cultivate an innovative and collaborative work ethos. In FY2023, we allocated a total of 53,241 hours to employee training, on average 128.6 hours per employee, marking a significant increase of 155% compared to the previous year. Such extensive training not only enhances our capacity to deliver premium services to our clientele but also earns us accolades from industry associates and customers.

We sincerely thank all employees, business partners, and customers for their continuous support over the past few years. Shoucheng Holdings will continue to push forward, striving to become an enterprise with more sustainable value and work with the industry-wide supply chain ecosystem to protect the comprehensive health of humans and the planet.

我們正致力於負碳建築技術的創新及應用，並與北京綠色交易所正式簽署「碳中和示範項目協議」。

創造友善工作環境

我們也深知，在邁向可持續未來的道路上，絕不能忽略我們最重要的資產「我們的員工」。員工是我們成功的基石。基於此，我們不斷為員工提供學習機會，並鼓勵創新和協作的工作文化。於2023財政年度，我們總共為員工提供53,241小時進行員工培訓，平均每位員工接受達128.6小時的培訓，相較去年增長了155%。這樣廣泛的培訓不僅加強我們為客戶提供更多高質量服務，也使我們獲得了業界夥伴與客戶的認可。

我們衷心感謝過去數年來所有的員工、業務夥伴和客戶不間斷的支持。首程控股將持續銳意進取，力爭成為一家更具有可持續價值的企業，並與全行業的供應鏈生態系統共同守護人類和地球的綜合健康。



SUSTAINABILITY GOVERNANCE STRUCTURE

With years of investment, the Group implements its strategic investment, value investment and responsibility investment. Through “top-down” investment approaches, we incorporate ESG factors into the Company’s investment decision making process. During the management and operation of the Company and management of external investee enterprises, the Company adheres to ESG philosophy in all aspects and stages of development, strengthening its corporate governance and risk control and promoting sustainable development.

The Group highly emphasizes the impact of its share capital structure, risk management, information disclosure, compliance management and other corporate governance factors on the sustainable development of an enterprise. 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 annual materiality assessments on ESG issues, 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 order to facilitate the Board in evaluating, ordering and managing important ESG-related issues.

可持續發展管治架構

本集團在多年的投資實踐中，踐行戰略投資、價值投資和責任投資。通過「自上而下」的投資策略將ESG因子納入到公司投資決策體系，並在公司自身管理運營和對外投資企業的管理中，將ESG理念貫穿發展中的各方面與階段，實行強化公司治理、風險防控，促進可持續發展。

本集團高度重視股權結構、風險管理、信息披露、合規管理等公司治理要素對企業可持續發展產生的影響。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每年進行一次ESG議題的重要性評估，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，以協助董事會評估、優次排列及管理重要的ESG相關事宜。



Environmental, Social and Governance Report

環境、社會及管治報告

SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

The Group will disclose the details on the Group's governance for ESG issues, ESG management policies and strategies, ESG related goals and progress review, and the progress and effectiveness of major issues in the annual report.

本集團將通過年度報告詳盡披露本集團對ESG事宜的監管、ESG管理方針及策略、ESG相關目標及進度檢討，及重點議題的進展與成效。

Board of Directors 董事會

- Hold overall responsibility for the Group's ESG strategy and reporting
對本集團的ESG策略及報告負整體責任
- Oversee the Group's ESG mission, management approach and goals
監督本集團的ESG使命、管理方針及目標
- Monitor and manage material ESG-related issues and risks
監控及管理重大ESG相關議題及風險
- Review the progress made against ESG-related goals and targets
檢討ESG相關目的及目標的進展情況

Management 管理層

- Oversee the development of the sustainability strategy and goals
監督可持續發展策略及目標的進展
- Preview and implement ESG-related policies and practices
檢討及實施ESG相關政策及實務
- Identify and evaluate the Group's ESG-related issues and risks
識別及評估本集團的ESG相關議題及風險

Business Segments 業務版塊

- Flag emerging ESG-related risks and opportunities
標記與ESG相關的新興風險及機遇
- Implement sustainability policies, procedure and initiatives
實施可持續發展政策、程序及倡議
- Collect ESG information and data for ESG disclosure
為ESG披露收集ESG信息和數據



STAKEHOLDERS' ENGAGEMENT

The Group places high emphasis on the demand of stakeholders, and has established a comprehensive, multi-channel and regular communication system. Through active and efficient communication with stakeholders, we can strengthen our relations, identify all stakeholders, understand the expectations and demands of such stakeholders and address them accordingly. We will then reflect such demands on the goals and initiatives for our social responsibilities, promote better responsibility fulfillment among the Group and strive to create a win-win situation. 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 daily 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

本集團高度關注持份者訴求，建立全方位、多渠道、常態化的溝通體系，通過積極有效的溝通方式與持份者增進聯繫，主動識別各持份者，深入了解和回應持份者的期望和訴求，並將相關訴求轉化為社會責任目標和行動，促進集團履責能力有效提升，致力於實現各方共贏。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：



Environmental, Social and Governance Report

環境、社會及管治報告

SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

Stakeholders

持份者

Communication channels

溝通渠道

Major expectations and concerns

主要期望和關注點

The government and regulatory authorities
政府和監管機構



- 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

- 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

Shareholders
股東



- 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

- Investment returns
投資回報
- Corporate governance
企業管治
- Business compliance
業務合規

Employees
僱員



- 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

- 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



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



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

為更有效了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.

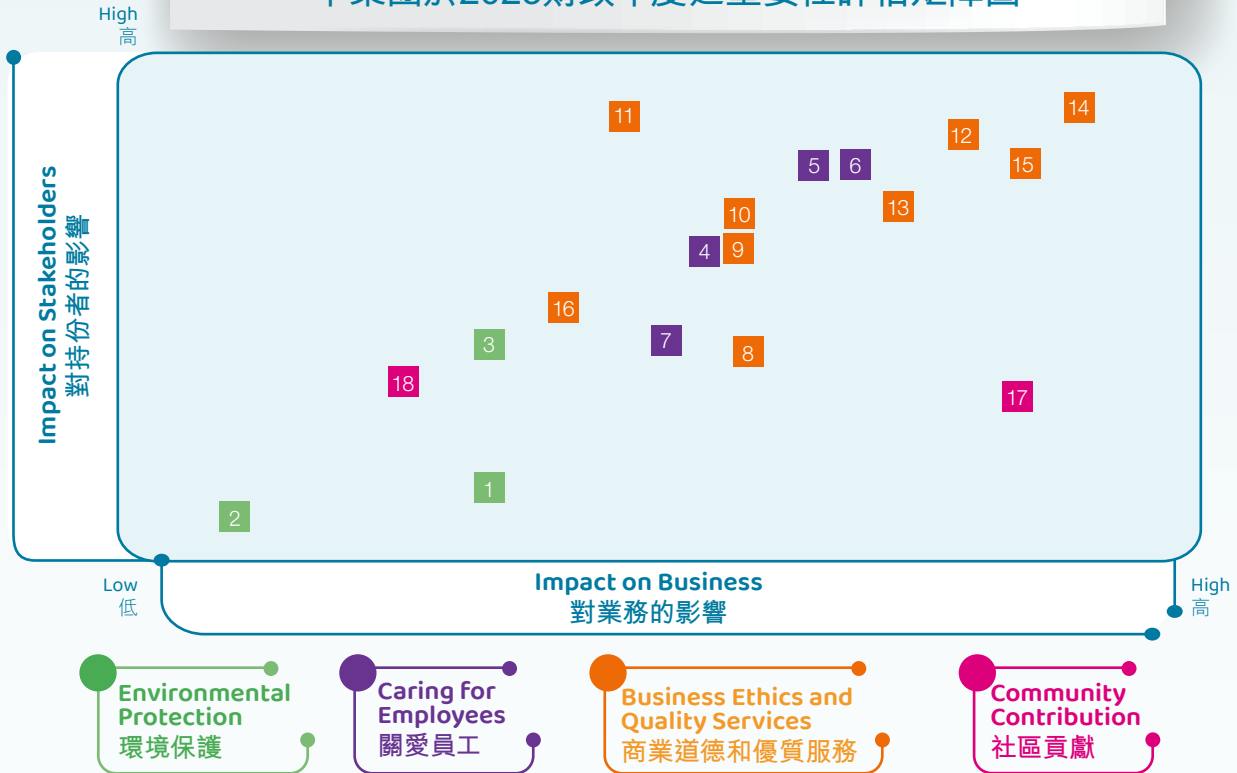
持份者關注事宜會經審閱並與管理層進行討論，倘議題對本集團創立長遠可持續發展價值的能力有潛在的重大影響，將予優先處理。而已識別的重要議題則於本ESG報告作出披露。

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. Product and service compliance is a material issue that is of utmost concern to the Group, while prevention of bribery, extortion, fraud, and money laundering is a close second. 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產品和服務合規性，其次為防止賄賂、勒索、欺詐和洗黑錢。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。



The Group's Materiality Matrix in FY2023
本集團於2023財政年度之重要性評估矩陣圖



Environmental Protection
環境保護

Caring for Employees
關愛員工

Business Ethics and Quality Services
商業道德和優質服務

Community Contribution
社區貢獻

- | | | | |
|---|-------------------------------------------------------------------|----|---------------------------------------------------------------------------------|
| 1 | Climate Change and Response
氣候變化及應對 | 10 | Carpark and Infrastructure Safety Management
停車場和基礎設施安全管理 |
| 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 | Employee Recruitment and Talent Retention
員工聘用與人才挽留 | 13 | Marketing and Promotion
行銷和推廣 |
| 5 | Employee Remuneration and Welfare
員工薪酬及福利 | 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
員工發展與培訓 | 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 |



SUSTAINABLE DEVELOPMENT STRATEGY

Shoucheng Holdings is devoted to promoting sustainable development within the industry, determined to integrate the philosophy of sustainability into our strategic planning and daily operations. We firmly believe that a company's business strategy should be tightly linked with global objectives, co-constructing a more beautiful and sustainable future. Guided by this philosophy, we actively respond to the United Nations Sustainable Development Goals (UNSDGs) and, according to our own characteristics and needs, we focus on five key areas within them to design and implement our sustainable development strategic plan.

可持續發展策略

首程控股深耕於推動產業永續發展，致力於在策略規劃與日常經營之中融入永續發展的理念。我們深信企業的商業策略應緊密結合全球性的目標，共同建構更美好、更永續的未來。在這個理念指引下，我們主動回應聯合國的可持續發展目標(UNSDGs)，並根據自身的特點和需要，重點關注其中的五個領域，以此設計並實施我們的永續發展策略計劃。

01 SUSTAINABLE DEVELOPMENT MANAGEMENT
可持續發展管理



02 ENVIRONMENTAL PROTECTION
環境保護



03 CARING FOR EMPLOYEES
關愛員工



04 BUSINESS ETHICS AND QUALITY SERVICES
商業道德和優質服務



05 COMMUNITY CONTRIBUTION
社區貢獻





SUSTAINABLE DEVELOPMENT MANAGEMENT

可持續發展管理



Focus areas: Establish and rigorously implement sustainability management strategies within the company's operational framework

重點領域：建立並深入執行可持續發展管理策略於公司運營之中

Snapshot

- Sustainable development governance strategy of Shoucheng
- Significant achievements in sustainable development of Fundraising, Investment, Management and Exit (FIME) and Asset Operation

亮點

- 首程的可持續發展管治策略
- 資產融通及資產營運可持續發展重大成果

Shoucheng's strategy contributes to the UNSDGs

We actively respond to UNSDGs 5, 8 and 11, we are integrating sustainable development concepts into our daily operations and overall strategy planning. With a clear management structure, we establish a responsible corporate image. In terms of corporate governance, we continuously standardize business practices and insist on honest operation and robust governance to facilitate the sound development of the enterprise. Upholding a people-oriented approach, we consistently improve our talent incentive system, establish a fair and equitable employment system, create an equal, diverse workplace culture, enable employees to fully realize their self-worth. In addition, we actively participate in public welfare and charity activities, utilizing our influence to drive societal development.

首程策略與UNSDGs的關聯

我們積極響應聯合國可持續發展目標5、8、11，並將可持續發展理念貫徹在本集團日常營運管理及整體策略規劃當中。我們透過明確的管治架構，樹立負責任的企業形象。在企業管治方面，恪守誠信經營及穩健治理的準則，促進本集團的穩健成長。秉持著以人為本的理念，我們持續完善員工激勵機制，建立公平公正的僱傭體系，提倡平等及多元化的職場文化，激勵員工發揮其最大潛力。此外，我們熱心參與社會公益和慈善事業，運用自身影響力引領社會發展。



Environmental, Social and Governance Report

環境、社會及管治報告

SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

ENVIRONMENTAL PROTECTION



Focus areas: Tackling Climate Change

Snapshot

- The Shoucheng Times Center and China Beijing Green Exchange formally signed the “Carbon Neutral Demonstration Project Agreement”
- To achieved a green coverage rate of 65% at the Shoucheng Times Center
- Rongshi Plaza has achieved the gold-level certification of Leadership in Energy and Environmental Design (LEED) and the China Green Building Three Star Standard
- The Chang'an Mills of Shougang Park with a remarkable green coverage rate of 47.2%
- Engaging in the innovation and application of carbon-negative building technologies
- Electricity generation: approx. 2,718MWh
- Zero administrative punishment related to environmental or ecological issues

環境保護

重點領域：應對氣候變化

亮點

- 首程時代中心已與北京綠色交易所正式簽署「碳中和示範項目協議」
- 首程時代中心達到65%綠化率
- 融石廣場已達到能源與環境設計領導認證(LEED)的金級認證和中國綠色建築三星標準
- 首鋼園•六工匯達47.2%的低碳富氧高綠化率
- 投身於負碳建築技術的創新與應用
- 光伏發電設施產生約2,718兆瓦時
- 未發生與環境或生態問題有關的行政處罰



Shoucheng's strategy contributes to the UNSDGs

We actively respond to UNSDGs 13, we pledge to continue to promote the transformation of clean energy, combat climate change risks by energy conservation and consumption reduction technologies, in order to slow down climate change. Additionally, put environmental-friendly principles into practice during the business, to achieve green operations with concrete efforts.

首程策略與UNSDGs的關聯

我們積極響應聯合國可持續發展目標 13，承諾將持續推動能源清潔能源轉型、應用節能降耗技術措施應對氣候變化風險及減緩氣候變化。同時，將環境友好原則落實於辦公與經營中，用行动踐行綠色運營承諾。

Aspect 範疇	Target (Base Year: FY2021) 目標 (以2021財政年度為基準年)	Progress in FY2023 2023財政年度的進展
Emissions 排放	To reduce the Greenhouse Gas Emissions (“GHG”) emission intensity 於2025年前降低溫室氣體排放密度	An upward trend has been observed when compared to the FY2021, we shall continue to monitor the situation closely. 相較於2021財政年度，已觀察到明顯的上升趨勢。我們將持續進行嚴密監控。
Non-hazardous waste 無害廢棄物	To reduce the non-hazardous waste disposal intensity 於2025年前降低無害廢棄物棄置密度	The intensity of non-hazardous waste has decreased by 76% compared to the target set for the FY2021. 無害廢棄物的密度已較2021財政年度的目標減少76%。
Energy 能源	To reduce the energy consumption intensity 於2025年前降低能源消耗密度	An upward trend has been observed when compared to the FY2021, we shall continue to monitor the situation closely. 相較於2021財政年度，已觀察到明顯的上升趨勢。我們將持續進行嚴密監控。
Water 水	To reduce the water consumption intensity 於2025年前降低用水密度	The intensity of water consumption has decreased by 25% compared to the target set for the FY2021. 用水密度已較2021財政年度的目標減少25%。



Environmental, Social and Governance Report

環境、社會及管治報告

SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

CARING FOR EMPLOYEES



Focus areas: Creating a friendly work environment

Snapshot

- Implemented the digital online learning initiative “Brilliance Enhancement Program” for all employees
- Introduced training programs such as the “Youth League Plan” and the “New Employee Onboarding Plan”
- Established the “Talent Scout Award” and the “Moving Water Scheme” for talent acquisition
- Set up recognition and incentive plans including “Ordinary Glory”, “Benchmark Inspiration” and equity incentive mechanism to motivate and commend employees
- Training covered the entire workforce, with a total of 53,241 training hours and an average of 128.6 hours of training per employee, representing a 155% increase from FY2022
- Achieved 0 work-related deaths or injuries for three consecutive years

關愛員工

重點領域：創造友善工作環境

亮點

- 向全體員工提供數字化的線上學習項目「燿E生輝計劃」
- 設有「青盟計劃」、「新員工融入計劃」培訓項目
- 設有「伯樂獎」及「活水計劃」進行人才引進
- 設有「平凡者榮耀」、「標杆激勵」及股權激勵機制激勵和表揚員工
- 培訓覆蓋全體員工，培訓達53,241小時，人均受訓128.6小時，較2022財政年度上升155%
- 實現連續三年0宗因工死亡或受傷事故



Shoucheng's strategy contributes to the UNSDGs

We are tirelessly advocating for the UNSDGs 3, 4, 5, 8, and 10, committed to creating a healthy and safe working environment for our employees. Within our union organization, we continuously promote healthy concepts for physical and mental well-being, caring not only for the physical condition of our employees but also their mental health. We provide comprehensive medical allowances and protections for our employees and their children. Also, we organize various activities to enhance employee's awareness and attention to health issues.

We believe that continuous learning and growth are the only choices for every employee. Therefore, we offer a competitive salary and benefits system and fully implement the principle of gender equality in recruitment, promotion and HR decisions. We are committed to creating a diverse and equal workplace environment, ensuring that every employee, regardless of their origin or status, can have fair job opportunities and receive respect. We firmly oppose all discriminatory behavior and strive to create a work environment full of positive energy and without discrimination.

首程策略與UNSDGs的關聯

我們對聯合國可持續發展目標第3、4、5、8、10項的倡導不遺餘力，致力於為員工打造一個既健康又安全的工作環境。我們在工會組織內，不斷弘揚身心健康健康的健康理念，不僅關心員工的身體狀況，更關注他們的心理健康。我們為員工及其子女提供周全的醫療津貼和保障，更籌辦各類活動，提升大家對健康議題的認知和重視。

我們深信，持續的學習與成長是每位員工的不二選擇。因此，我們提供了具有市場競爭力的薪酬福利制度，並在招聘、晉升及人力資源方面的決策，全面貫徹性別平等的原則。我們致力於打造一個多元化與平等的職場環境，確保每位員工，無論其出身或身分，都能獲得公平的工作機會並受到尊重。我們堅定地反對一切歧視行為，竭力創造一個充滿正能量且無歧視的工作環境。



Environmental, Social and Governance Report

環境、社會及管治報告

SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

BUSINESS ETHICS AND QUALITY SERVICES



Focus areas: Achieving fairness and transparency in business

Snapshot

- The premium customer service offered by SONIC parking received commendation from property owners with 16 letters of appreciation, 6 brocade banners and 298 instances of client praise, accompanied by 77 brocade banners
- SONIC parking Daxing Airport Project was ranked first in the “Arrival Airport Parking” category by the Civil Aviation Passenger Service Evaluation (CAPSE) for its satisfaction index in 2023 and achieved a full score in the “Parking Facility Satisfaction” category in the fourth-quarter ACI satisfaction index
- Certified to three ISO certifications: quality management system (ISO9001), environmental management system (ISO14001) and occupational health and safety (ISO45001)
- Zero corruption-related investigations and cases
- Zero user privacy data breach incidents

Shoucheng’s strategy contributes to the UNSDGs

We actively follow the UNSDGs 3, 9 and 16, which serve as the guiding principle for our actions. We regularly evaluate and improve our health and wellness measures to ensure all employees can work in a healthy and safe environment. We embrace technological innovation and infrastructure investment with great enthusiasm to drive business development and provide our customers with better services. To practice fairness and transparency, we implement strict ethics and compliance regulations and standardize the behavior of our employees and business partners through education and training.

商業道德和優質服務

重點領域：實現企業的公正與透明

亮點

- 驛停車優質客戶服務獲得業主方16封表揚信，6面錦旗及客戶的298次表揚，77面錦旗
- 驛停車大興機場計劃在2023年中國民航權威評估機構滿意度指標中「到達機場停車場」排名第一及在第四季度ACI滿意度指標中「停車設施滿意度」為滿分
- 榮獲三項ISO認證：ISO9001品質管理體系、ISO14001環境管理體系和ISO45001職業健康安全管理体系
- 未發生貪腐相關訴訟案件
- 未發生用戶隱私數據泄露事件

首程策略與UNSDGs的關聯

我們積極遵循聯合國的可持續發展目標3、9和16，並且以此作為我們行動的指導。我們定期評估並改進我們的健康和福利措施，以確保所有員工都能在健康安全的环境中工作。我們對科技創新和基礎設施投入以高度的熱忱，以推動業務的發展為客戶提供更優質的服務。為了實踐公平和透明，我們實施嚴格的道德和法規，並透過教育和培訓規範員工和業務夥伴。



COMMUNITY CONTRIBUTION



Focus areas: Promote green transformation, create a comfortable living environment

Snapshot

- The Shougang Park area actively plans various exhibitions to convey the concept of green environmental protection to the public, enriching the ecological and cultural atmosphere of the entire community
- Donated approximately 300,000 RMB to public welfare affairs
- Donated supplies to the Shidu Kindergarten in Fangshan District
- Supported the “Dawn Spring Sunshine” program by donating second-hand computers to primary schools in impoverished regions of Mainland China

Shoucheng's strategy contributes to the UNSDGs

We are consistently guided by the UNSDGs 3, 4 and 11 and are committed to a comprehensive green transformation to promote the sustainable development of the economy and society. We are committed to spreading quality education in impoverished regions of Mainland China and emphasise our commitment to meeting the needs of every learner and developing their innate potential.

社區貢獻

重點領域：推動綠色轉型，創造舒適生活環境

亮點

- 首鋼園區積極策劃各種展覽，向市民傳達綠色環保理念，豐富整個社區的生態文化氛圍
- 投放約30萬元人民幣於公益事務
- 向房山區十渡幼兒園捐贈物資
- 支持「曉日春暉」計劃，向內地貧困地區的小學捐贈二手電腦

首程策略與UNSDGs的關聯

我們堅定地與聯合國可持續發展目標3、4和11保持一致，主張進行全面綠色轉型，以激勵經濟和社會的可持續發展。我們致力於促進優質教育在貧困地區的普及，強調我們對滿足每一位學習者需求和發展他們內在潛能的承諾。



SUSTAINABLE OPERATIONS

可持續營運

Asset operation

資產營運

Asset operation with higher efficiency

資產營運，效能提升

Shoucheng Holdings developed a closed-loop infrastructure management business ecological chain, adapting to China's economic environment for infrastructure sectors such as parking and mobility, as well as industrial parks, provide asset holders with full-cycle, one-stop solutions comprised of full-chain, standardized, productized and technologically integrated service.

首程控股圍繞著停車出行和產業園區等基礎設施領域，構建了適應中國經濟環境的基礎設施管理業務生態鏈閉環，通過全鏈條、標準化、產品化、科技化的綜合服務為資產持有者提供全週期的一站式解決方案。

Parking asset management

停車資產管理

3 Business Categories

三種業態

Municipal infrastructure

交通樞紐



首都机场

Airport, high-speed railway station

機場、高鐵站

Commercial real estate

市政配套



中日友好医院停车场

Hospital, roadside, "P+R", public scenic spot
醫院、路側、「P+R」、公建景區

Commercial property

商辦產權



广州万科云城项目

Parks, office buildings, commercial complexes
園區、寫字樓、商業綜合體



4 Business Modes
四種模式

Long-term operation leases
長期經營租賃



Parking Garage, Beijing Daxing International Airport
(Over 28-year operation period)
北京大興機場停車綜合樓(28+經營年限)

Newly-built/Rebuilt BOT projects
新建/改建BOT



Chengdu Gaoshengqiao Parking Station
(Vertical elevator parking system)
成都高升橋停車驛站(垂直升降式)

Parking space property purchase
車位產權購置



Longfor Times Paradise Walk Phase III Project
(Chongqing City)
龍湖時代天街三期(重慶市)

SONIC Platform
速驛客系統平台



Promote green transformation and sustainable development of cities
(Android and IOS)
智慧停車、智慧出行(安卓、蘋果IOS)

Digital and intelligent management system for urban traffic and travel

城市級交通出行數智化治理系統平台

Supporting traffic management
服務交通管理



Intelligent and dynamic management of urban traffic and travel is achieved through informatization management of urban traffic resources, access to real-time operation data and phase-based digital analysis.
信息化管理城市交通資源的使用，運營狀態的即時數據獲取和階段數字分析，實現城市交通出行智慧化動態管理。

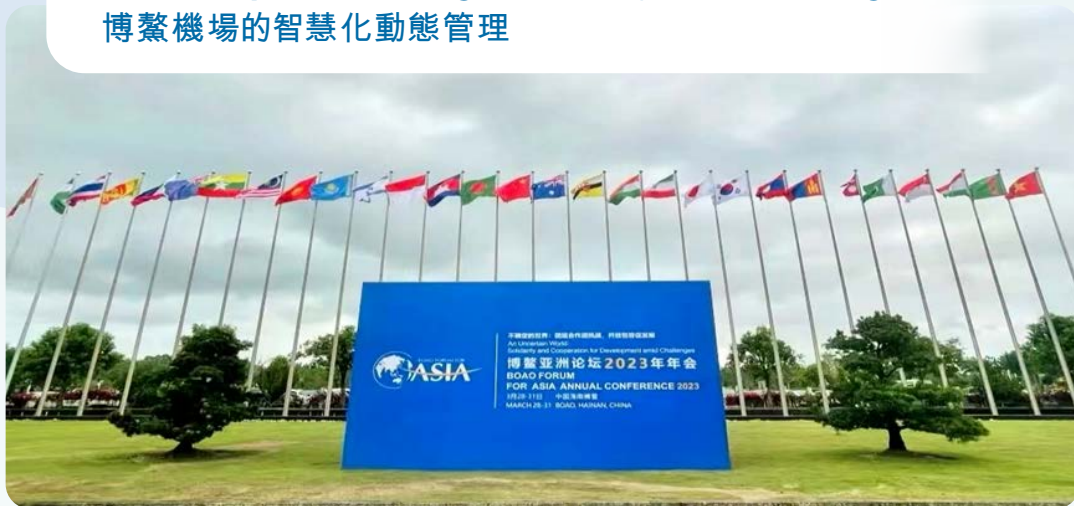


Environmental, Social and Governance Report

環境、社會及管治報告

SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

Boao Airport's intelligent and dynamic management 博鰲機場的智慧化動態管理



As the main transportation hub for the Boao Forum, Boao Airport's role with Shoucheng Holdings' SONIC extends beyond that of a simple parking lot operator. We introduced an innovative electronic payment platform concept, enabling passengers to effortlessly complete transactions, thus significantly enhancing the efficiency of the payment process. Throughout the Boao Forum, Shoucheng Holdings' SONIC successfully provided services to 99 flights and approximately 12.1 thousand passengers. Additionally, precise analysis of traffic data has enabled us to maximize both the usage and operational efficiency of the parking lot. In terms of improving the user experience, Shoucheng Holdings' SONIC has carried out a series of enhancements to the parking facility, such as the installation of accessible passages to better accommodate passengers with mobility difficulties. Meanwhile, we encourage passengers to utilize intelligent devices, which further enriches their parking experience.

博鰲機場作為論壇交通主要樞紐，首程控股驛停車的角色不僅僅是停車場的運營者。我們導入了創新的電子支付平台概念，使旅客能輕鬆完成支付，從而有效地提升結帳的效率。在博鰲論壇期間，首程控股驛停車成功地為99次航班和約1.21萬人次的旅客提供了服務。此外，我們也通過精確的車流數據分析，進一步最大化了停車場的利用和營運效能。在提供使用者體驗方面，首程控股驛停車對停車場服務進行了系列改良，例如增設無障礙通道，以便於行動不便旅客的出入和停車。同時，我們引導旅客使用智能設備進行自助服務，以提高他們的停車體驗。



Shoucheng Holdings will continue to implement ESG principles and integrate them into our business operations. We look forward to making a greater contribution to the realization of sustainable development goals and the creation of a better world through our efforts.

首程控股將繼續踐行ESG原則，並將之融入到我們的業務運作中。我們期盼通過我們的努力，對可持續發展目標的實現以及未來美好世界的創建做出更大的貢獻。

Empowering urban governance
賦能城市治理



Monitoring and digital control of urban traffic data is achieved in support of urban travel governance and traffic resource allocation.
實現城市交通數據化監控及數位化管控，支撐城市出行治理及交通資源配置。

Signed a contract with Beijing Fengtai Railway Station 與北京豐台站簽訂合同



In the new chapter unveiled in 2023, we marked significant achievements with milestone significance. We have successfully signed a contract with Beijing Fengtai Railway Station (the first largest railway hub station in Mainland China, with a building area of 398,800 square meters and a scale of 17 platforms and 32 lines), to start working in its parking service department and obtained the right to operate and manage the station's parking services. Shoucheng Holdings' mature parking solution will further enhance the efficiency and service level of the Beijing Fengtai Railway Station parking lot, achieving our common goal, "Serving community life".

在2023年新的篇章中，我們取得了具有里程碑意義的重大成就。我們成功與中國內地首個最大的鐵路樞紐客站——北京豐台站(站房建築面積為39.88萬平方米，規模為17台32線)簽訂了合同，開始在其停車務部門工作，並獲得了停車運營管理服務權。首程控股的成熟停車解決方案將進一步提升豐台站停車場的效能與服務水平，實現我們的共同目標：「服務社區生活」。



Environmental, Social and Governance Report

環境、社會及管治報告

SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

With a clear business layout across the north and south and greater brand influence gives us more confidence to pursue more transportation hub projects, further enhancing Shoucheng Holdings' scale and efficiency in infrastructure asset management. At the same time, we will continue to adopt technological methods, using smart parking management systems to provide us with more direct operational status of the parking lots and to support emergency vehicle dispatch.

擁有清晰的南北業務版圖和更大的品牌影響力帶給我們更大的信心去追逐更多的交通樞紐類型項目，進一步提升首程控股在基礎設施資產管理方面的規模和效率。同時，我們將持續採用科技方式，運用智慧停車管理系統，為我們提供更直接的停車場營運狀況，並為緊急車輛調度提供依據。

Supporting travel and livelihood
服務民生出行



Urban smart travel APP/mini-program terminal is created for the integration of travel, life and administrative services that enhance residents' smart urban travel experience. 集出行、生活、行政服務等於一體的城市自有智慧出行APP/小程序終端，提升居民城市出行智慧體驗。

SONIC Parking has successfully integrated its parking resources across the company. The innovative "SONIC Access Card" service has been launched in 26 parking lots throughout Mainland China. This service utilizes advanced technology featuring automatic license plate recognition and automated barrier gate exits, providing users with a seamless entry and exit experience. Therefore, customers can enjoy our parking services in a convenient, discounted and smooth manner.

驛停車，已成功整合其旗下的停車場資源。在全中國範圍內的26個停車場中，推出了「驛通卡」。創新的服務運用了先進科技，車牌自動識別和自動搭杠出場等特點，為用戶帶來無感進出場的體驗。因此，用戶可以在便捷、優惠和順暢的情況下，享用我們的停車服務。



Signed a contract with Guangzhou Baiyun International Airport Co., Ltd 與廣州白雲國際機場股份有限公司簽訂合同



We are honoured to have successfully signed a contract with Guangzhou Baiyun International Airport Co., Ltd., the nation's busiest airport by passenger volume for three consecutive years, obtaining the full operation rights for all parking services in Area 1 of Guangzhou Baiyun International Airport, including Terminals 1 and 2, for a period of 8 years. This contract will not only expand our asset management territory but also challenge and enhance our abilities in parking management, fee collection, value-added business development, and renovation services. Simultaneously, by updating and upgrading the parking lot, we will vastly improve the quality of parking services provided and exploit the enormous "airborne traffic" resources in parking business operations, thereby enhancing the overall value of the parking project.

我們很榮幸與連續三年旅客吞吐量「全國第一」的廣州白雲國際機場股份有限公司成功簽訂合同，獲得包含T1和T2航站樓在內的廣州白雲國際機場一號航站區的全部停車業務經營權，這個期間為8年。這次簽約不僅將擴展我們的資產經營版圖，而且也讓我們的停車管理與收費、增值業務開發以及更新改造等服務能力得到挑戰和提升。同時，我們也會通過對停車場進行更新升級改造，大力提供高質量停車服務，挖掘出停車業務運營中的巨大「空中流量」資源，從而提高該項目停車資源的整體價值。



Environmental, Social and Governance Report

環境、社會及管治報告

SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

Asset management of industrial park

產業園區資產管理

Shoucheng Rongshi has signed a 20-year lease agreement with Shougang Group

首程融石與首鋼集團簽訂了長達20年的租賃合同



Our wholly-owned subsidiary, Shoucheng Rongshi, has signed a lease contract with the Shougang Group, marking the beginning of a new chapter for a 20-year lease management rights of the Shougang Winter Olympics Plaza. Located in the northwest corner of Shougang Park, this plaza, known for its convenient transportation, once served as the office area for the 2022 Beijing Winter Olympics Organizing Committee. This project represents an important industrial carrier we are committed to build — the “Shougang Heights of the Beijing International Science and Technology Innovation Center and the Shougang Support Point of the Beijing International Consumer Center City”. Leveraging our extensive experience in infrastructure asset management, we plan to obtain project operating rights through a fund, upgrading and transforming the park, stimulating progress within the Shougang Park projects. The Group is once again at the forefront of urban renewal and the commercial complex asset management in Beijing.

我們的全資附屬公司首程融石與首鋼集團簽訂了租賃合同，為長達20年的首鋼冬奧廣場租賃經營權開啓新篇章。首鋼冬奧廣場位於首鋼園區的西北角，是2022年北京冬奧組委會的辦公區，交通便利。這個計劃就是我們致力於打造的「北京國際科技創新中心的首鋼高地、北京國際消費中心城市的首鋼支點」的重要產業載體。我們也將運用自身在基礎建設資管的豐富經驗，透過基金方式取得專案經營權，進行園區的改造升級，推動首鋼園區內的專案進步。本集團再次成為北京城市更新與商業綜合體資產管理的焦點。



Fundraising, Investment, Management and Exit (FIME)

By employing financing methods represented by REITs for the efficient acquisition of “potential assets” with long cycles, we provide customers with comprehensive ecological chain services from infrastructure asset development fund, asset securitization consulting and strategic placement of REITs, thereby achieving a twofold increase in both asset management scale and asset appreciation return on investment.

資產融通

通過REITs為代表的融通手段對長周期的「潛力資產」進行高效獲取，為客戶提供從基礎設施資產發展基金、資產證券化諮詢、REITs戰略配售的全生態鏈服務，實現資產管理規模與資產增值回報收益雙增。

Infrastructure Asset Development Fund

基礎設施資產發展基金

Establish the “Beijing Shoucheng Urban Development Infrastructure Investment Fund (Limited Partnership)”

成立「北京首程城市發展基礎設施投資基金(有限合夥)」



On 23 November 2023, we joined forces with Sunshine Asset Management Corporate Limited to establish the “Beijing Shoucheng Urban Development Infrastructure Investment Fund (Limited Partnership)” (“Urban Development Fund” or the “Fund”). The Fund mainly invests in first-tier and strong second-tier cities such as Beijing-Tianjin-Hebei, the Yangtze River Delta, and the Greater Bay Area, focusing on industry parks, warehousing logistics, residential rental guarantees, parking, and other projects suitable for public REITs.

於2023年11月23日，我們與陽光資產管理股份有限公司，共同成立了以提升城市品質生活為目標的「北京首程城市發展基礎設施投資基金(有限合夥)」(「城市發展基金」或「本基金」)。本基金以京津冀、長三角、大灣區等一線及強二線城市為主要投資對象，重點投資於產業園區、倉儲物流、住宅租賃保障及停車等具有公開投資信託基金(REITs)發行潛力的項目。



Environmental, Social and Governance Report

環境、社會及管治報告

SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理

With a forward-looking vision and innovative thinking, the Urban Development Fund aims to establish a full-industry-chain closed-loop operation model and set a new example for the concentrated development of the full-industry-chain for publicly offered REITs infrastructure. We expect the asset size of the Fund to reach RMB10 billion and currently, an investment of RMB5 billion has been successfully implemented.

The establishment of The Fund not only provides strong financial support for the development of infrastructure but also symbolizes our steps toward achieving social integration and improving people's well-being. We sincerely hope that through the operation of the Urban Development Fund, we can promote the process of social integration and create a more harmonious, beautiful and dynamic living environment for the public.

Asset securitization consulting

During FY2023, Shoucheng Holdings assisted in the successful issuance of the nation's inaugural publicly offered photovoltaic power generation REIT, the "BJENERGY PV Project". This distinguished project was the first of its kind in the photovoltaic sector and joined the ranks as one of the initial new energy publicly offered REITs projects accepted by the China Securities Regulatory Commission. The assets, recognized for their quality, have transitioned into a phase of stable operation, setting the stage for the anticipation of reliable returns and stable cash flow in the future.

In a parallel accomplishment, SONIC parking marked a milestone by successfully launching the country's first REIT dedicated to parking assets. This trailblazing REIT, focused on parking projects, achieved a priority level amounting to RMB210 million. The assets at the core of this initiative are comprised of four self-owned parking lots with property rights, strategically advancing growth through existing stocks and increasing the liquidity of parking assets.

The robotics industry has become a strategic propellant for the high-quality development of our new generation capital. As intelligent manufacturing modes undergo a transformation into new technological economic stages, we have joined forces with a wholly-owned subsidiary of Beijing State-owned Capital Operation and Management Company Limited and the Beijing Municipal Government Investment Guidance Fund

有了前瞻性的視野和創新的理念，城市發展基金旨在建立全產業鏈的閉環運營模式，為基礎設施公募REITs全產業鏈的聚集發展開創新的範例。我們預計本基金的資產規模將達到人民幣100億元，目前，已實現人民幣50億元的投資落地。

本基金的設立，不僅為基礎設施的發展提供了強大的資金支持，更象徵著我們邁向實現社會共融和提升人民福祉的堅定步伐。我們誠摯期待，通過城市發展基金的運作，可以推動社會共融的進程，為公眾創造一個更為和諧、美好且富有活力的生活環境。

資產證券化諮詢

於2023財政年度，首程控股協助首單光伏發電公募REIT「京能光伏」成功發行全國首單光伏項目，是首批獲證監會受理的新能源公募、光伏發電的REITs項目。資產優質進入穩定運營期，未來收益良好、現金流穩定可預期。

驛停車成功發行全國首單停車資產類REIT市場首單停車項目類REITs產品，優先級規模達人民幣2.1億元。資產為公司旗下四個自持產權停車場，以存量帶動增量，提高停車類資產流動性。

機器人產業已成為新世代首都高品質發展的策略推進力量。隨著智能製造模式經歷新的技術經濟階段的轉型，我們與北京市國有資本運營管理有限公司的全資附屬公司以及北京市政府投資引導基金(有限合夥)共同成立了規模達到人民幣100億元的北京機器人產業發展投資



(Limited Partnership) to inaugurate the Beijing Robot Industry Development Investment Fund (Limited Partnership) (the “Beijing Robot Fund”), amassing an impressive capital infusion of RMB10 billion. The Beijing Robot Fund endeavors to catalyze technological breakthroughs, amplify efficiency in production processes and cultivate a broad spectrum of employment opportunities, thereby extending our engagement with the broader community. Our commitment through this fund is twofold: we seek to deliver sustainable, long-term returns to our shareholders and to pave the way for a resilient, harmonious, and thriving societal fabric. This strategic approach is instrumental in propelling us toward the accomplishment of our comprehensive environmental, social and governance aspirations.

Strategic placement of REITs

The Group has strategically curated its investment portfolio, which spans across 23 REITs projects within key sectors including warehousing and logistics, industrial parks and clean energy, among others. In its pursuit of innovative financial strategies, we have been at the forefront of asset securitization, successfully drawing heightened investor participation. This transformative capital operational model has opened new avenues for divestment from its high-calibre proprietary infrastructure assets. Furthermore, this foundational approach has enabled Shoucheng Holdings to forge deep and multifaceted strategic partnerships, laying the groundwork for robust business operations.

Strategic Investment

Our approach is rooted in responsible, strategic investment strategies, with a concentrated focus on asset allocation in emerging materials and new energy sectors. Through prudent green investments, we ensure that our pursuit of economic benefits is coupled with taking on the critical responsibility of reducing corporate carbon footprints and driving society towards sustainable development. This reflects our commitment to environmental stewardship and social responsibility. Our goal is to safeguard the investment value for our shareholders and clients while simultaneously contributing to the long-term well-being of society, fulfilling our commitment to sustainable development.

基金(有限合伙)(「北京機器人基金」)。北京機器人基金旨在資助採取先進技術以減輕對環境影響的新型製造方式，推動技術創新，提升生產效率，創造多元化的工作機會，以進一步擴大我們與社區的連結。我們期待能為所有股東帶來長期收益，同時也為社會打造一個更可持續、和諧和繁榮的未來。以此助力實現我們的環境、社會和治理目標。

REITs 戰略配售

本集團已參與投資發行項目中23單REITs項目的戰略配售投資和擴募投資，分別於倉儲物流、產業園區和清潔能源等領域。在探索創新性財務策略方面，我們將資產證券化並成功吸引更多的投資者參與，透過這種資本運作模式的變革，我們為自持的優質基礎設施資產尋找新的退出渠道。此外，我們也為業務奠定了穩固的基礎，使得能夠建立更多層次的戰略合作關係。

戰略投資

我們採取負責任的戰略性投資策略，專注投資於新興材料及新能源領域的資產配置。透過審慎的綠色投資，確保在追求經濟利益的同時，也承擔起減少企業碳足跡和驅動社會邁向可持續發展的重要責任，踐行對環境的尊重與對社會責任的承諾。我們目標是在保證股東和客戶的投資價值的同時，也為社會帶來長遠的福祉，落實可持續發展的承諾。



ENVIRONMENTAL PROTECTION

環境保護

Tackling Climate Change
應對氣候變化



ECOSYSTEM



ENVIRONMENTAL PROTECTION

Shoucheng Holdings is committed to pursuing sustainable operational development, overseeing the energy and water resource consumption of its assets, waste management and natural resource protection, all aimed at mitigating the adverse environmental impacts of our business. Facing the challenges brought about by climate change as well as the global trend toward a transition to a low-carbon economy, we adopt proactive Shoucheng strategies, aimed at reducing carbon emissions and enhancing our adaptability to climate change.

The Group strictly complies with relevant laws and regulations related to emissions of exhaust gases and GHG emissions, pollution discharge to water and land, and the production of hazardous and non-hazardous waste. In FY2023, the Group was not aware of any significant material non-compliance with laws and regulations that may have a significant impact on the Group or are related to environmental laws and regulations.

環境保護

首程控股致力於追尋以可持續發展營運，督導其資產的能源與水資源消耗，廢棄物管理，以及自然資源保護，務求緩解業務對環境產生的不良影響。面對氣候變化帶來的挑戰以及全球轉向低碳經濟轉型的趨勢，我們採取積極的首程策略，旨在降低碳排放並提升我們對應氣候變化的適應力。

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。於2023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與環境有關的法律法規。



Environmental, Social and Governance Report

環境、社會及管治報告

ENVIRONMENTAL PROTECTION 環境保護



Green Development Service Demonstration Case award 2023
2023服貿會綠色發展服務示範案例

At Shoucheng Times Center, we have fully embraced the concept of sustainable development, seamlessly integrating it into every aspect of our design, construction, and operational practices. From energy-saving facilities to intelligent management systems and from ecological parks to idyllic waterscapes, our objective is to realise a low-carbon application in all facets. We are committed to creating a carbon-neutral office and living environment that provides business professionals with a space that is as comfortable as it is healthy. With our innovative approach to design and operational planning, Shoucheng Times Center has garnered esteemed accolades at the China International Fair for Trade in Services in 2023. We were honoured with the “Green Development Service Demonstration Case award 2023” and the “China Enterprise Low-Carbon Transformation and High-Quality Development Demonstration Case award 2023”, affirming our dedication to green innovation and our lead in the low-carbon transition within the industry.

首程時代中心從節能設施到智慧化管理，從生態公園到景觀水系，貫徹永續發展的理念，在設計、建設及營運每一環節實踐低碳應用，力求創建零碳化的辦公和生活場景，提供給商務人士一個舒適且健康的辦公環境。憑借創新的設計和運營規劃，首程時代中心在2023年於中國國際服務貿易交易會中獲得「2023服貿會綠色發展服務示範案例」及「2023中國企業低碳轉型與高品質發展示範案例」的殊榮，肯定了我們對綠色創新的執著以及在產業低碳轉型中的領先地位。



China Enterprise Low-Carbon Transformation and High-Quality Development Demonstration Case award 2023
2023中國企業低碳轉型與高品質發展示範案例



Signed the "Carbon Neutral Demonstration Project Agreement"
簽署「碳中和示範項目協議」

The Shoucheng Times Center and China Beijing Green Exchange formally signed the "Carbon Neutral Demonstration Project Agreement". We look forward to this cooperation making a positive contribution to China's green development and actively promoting the construction and development of the carbon-neutral park.

首程時代中心已與北京綠色交易所正式簽署「碳中和示範項目協議」，我們期盼這次合作能對中國的綠色進程產生積極影響，並將積極推進碳中和園區的建立與發展。



CLIMATE RESILIENCE AND ADAPTATION

Recognising the impact of climate change risks and threats both globally and towards Shoucheng Holdings business operations, we have endeavoured to enhance our properties' climate change resilience and enhance our climate change risk management approaches and policies.

Analysis of Climate Change

We have conducted a climate risk assessment with reference to the TCFD recommendations by undertaking forward-looking analysis assessed the likelihood and impact of each significant climate risk, to consider potential impacts on different business units and to develop plans to mitigate and adapt to climate change.

氣候變化之抵禦及適應

明白到氣候變化之風險及威脅對首程控股的業務運營乃至全球所帶來的影響，我們已盡力提升旗下資產的氣候變化適應能力，並調整氣候變化風險管理方針及政策。


氣候變化風險分析

我們已開展氣候風險評估，參考TCFD的建議以識別我們的業務所面對的重大氣候風險，評估各類重大氣候風險之可能性及影響，並制定減緩和適應氣候變化的計劃。

Risk Type 風險類別	Risk Description 風險描述	Risk Response 風險應對
Physical Risks 實體風險		
Acute Physical Risks 急性實體風險	Increased frequency and severity of extreme weather events 極端天氣的頻率和強度增加 <ul style="list-style-type: none"> Increased occupational health risks 僱員工作風險增加 Increased capital expenditures for the implementation of mitigation measures required 為實施所需的緩解措施而增加的資本支出 Reduced asset value due to the exposure of continuous climate risks 面臨持續的氣候風險，令資產價值降低 	<ul style="list-style-type: none"> Implemented the "Emergency Response Plan for Freezing, Rain and Snow" 制定《冰凍雨雪天氣應急預案》 Implemented the "Emergency Response Procedure for Flood and Typhoon Prevention" 制定《防汛防颱應急處置程序》 Set up a leading group for the emergency response to severe weather in the depot to deal with future occurrences extreme weather events 成立停車場庫惡劣天氣應急工作領導小組提前預判、避險






Risk Type 風險類別	Risk Description 風險描述	Risk Response 風險應對
Chronic Physical Risks 慢性實體風險 	Increased in average temperature 平均氣溫上升 <ul style="list-style-type: none"> Increased operational costs due to more frequent health and safety incidents 頻繁的健康和安全事故，導致營運成本增加 Increased operating costs for increased cooling demands 製冷需求增加導致營運成本增加 	<ul style="list-style-type: none"> Incorporate sustainable and climate-resilient elements into assets 在其下資產中加入可持續和具氣候抵禦力的元素 Execute and assess climate risks in the supply chain in accordance with the “Measures for the Administration of Tendering and Procurement” 按《招標採購管理辦法》執行及評估供應鏈的環境及社會風險 Promote energy-saving awareness among employees and the public 向僱員和公眾推廣節能節約意識

Transition Risks & Opportunities

過渡風險與機遇

Policy and Legal 政策和法律 	Stricter climate management and disclosure requirements 更嚴格的氣候管理和披露要求 <ul style="list-style-type: none"> Regulatory authorities are demanding higher accuracy in the environmental data reported by enterprises 監管機構對於企業申報的環境數據的準確性有更高要求 	<ul style="list-style-type: none"> Use low-emission energy sources 使用低排放能源 Expand the disclosure of data such as energy consumption and carbon emissions in a timely manner in accordance with the rules and reporting guidelines of regulatory authorities 按監管機構的規則及匯報指引，適時擴大披露耗能、碳排放等數據
	Emerging regulations on carbon pricing 有關碳價格和稅收的新法規 <ul style="list-style-type: none"> Government levies charges on carbon emitters 政府向碳排放者收取費用 	



Environmental, Social and Governance Report

環境、社會及管治報告

ENVIRONMENTAL PROTECTION 環境保護

Risk Type

風險類別

Risk Description

風險描述

Risk Response

風險應對

Technology

技術



Emerging technologies lead to higher operational costs

新科技導致營運成本增加

- Technological improvements or innovations in the transition to a low-carbon, high-energy efficiency economy have a significant impact on company operational costs
低碳、高能效經濟體系過渡的技術改進或創新，對公司營運成本產生重大影響

- Actively implement various recycling and reuse measures
積極推行各項回收及循環再用
- Reduce the carbon footprint of products and give priority to local supply chains
降低產品的碳足跡，優先選購本地供應鏈

Market

市場



Increased public awareness of environmental protection

大眾環保意識提升

- High demand for green financial investment products
綠色金融投資產品需求上升

- Explore definite low-carbon investment opportunities
尋找具確定性的低碳投資機遇
- Establish sustainable cities and communities
建立永續城鎮與社區
- Set up a green infrastructure development fund to look for targets related to sewage treatment and waste disposal
設立綠色基礎設施發展基金，尋找污水處理及垃圾處理相關標的

Reputation

聲譽



Increased expectation from stakeholders

持份者的期望增加

- Potential negative impacts on share price and investor demands due to lack of climate risk governance and disclosure
缺乏氣候風險治理和披露，可能對股價和投資者需求產生負面影響

- Disclose climate-related risks and opportunities in ESG reports
於ESG報告中披露與氣候相關的風險和機遇
- Actively engage with stakeholders to understand their expectations on key sustainable development areas such as climate change
積極與各持份者溝通，了解他們對氣候變化等關鍵可持續發展領域的期望

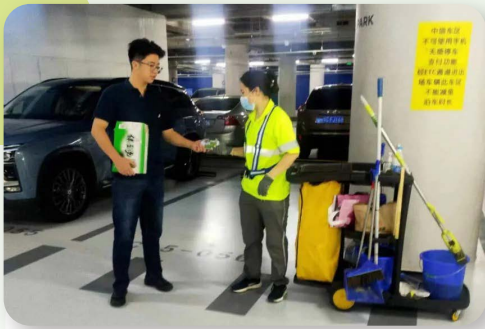


Shoucheng's strategy – Response to Extreme Heat Weather

Shoucheng Holdings has launched innovative “Cooling Strategies” and “Refreshing Plans” for its SONIC parking business, delivering cooling products to frontline employees and arranging work shifts reasonably, providing shade for customers at outdoor parking lots. The initiative aims to create a comfortable and cool summer experience for both employees and customers.

首程策略 – 應對高溫天氣

首程控股針對旗下驛停車業務，推出了別出心裁的「涼爽策略」與「清涼方案」，將消暑用品送達前線員工手中，並合理安排工作時段，為戶外停車場的顧客提供陰涼，旨在為員工及客戶營造一個舒適涼爽的夏季。



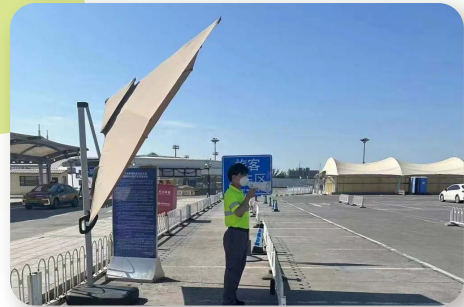
Delivering cooling products
派發消暑用品



Arranging work shifts reasonably
合理安排工作時段



Providing "cooling umbrellas" for customers at outdoor parking lots
為戶外停車場顧客撐起一把「清涼傘」



Providing "cooling umbrellas" for frontline employees
為前線員工提供「清涼傘」



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

ENVIRONMENTAL PROTECTION 環境保護

Shoucheng's strategy – Response to Typhoon “Du Suri”

In response to the impact of Typhoon “Du Suri”, regions like Beijing and Hebei have experienced severe flooding. SONIC parking, a subsidiary of Shoucheng Holdings, has taken meticulous preventive measures in advance according to the “Emergency Response Procedure for Flood and Typhoon Prevention” including reserving flood control materials, inspecting drainage systems, clearing drainage channels and adjusting various pieces of equipment.

首程策略 – 應對颱風「杜蘇芮」

因應颱風「杜蘇芮」的影響，北京與河北等區域遭遇嚴重水災。首程控股旗下的驛停車按照《防汛防颱應急處置程序》提前進行周密的防禦措施，包括儲備防汛物資、檢測排水系統、清除排水通道、以及對各項設備進行調試。



Flood prevention with sandbags
沙袋防洪



Drainage clearing operations
排水口疏通



Clearing drainage channels
清除排水通道



Comprehensive inspection of
all equipment operating conditions
全面巡檢各項設備運行狀況



IMPLEMENTING LOW-CARBON OPERATIONS

At Shoucheng Holdings, adheres to the principle of low-carbon operations and continuously improves tasks in energy, water resources, and waste management. The Group is committed to increasing the efficiency of resource and energy use in all aspects of business processes. By strengthening its management system and advancing energy-saving measures, the Group has significantly reduced the consumption of paper and water. In addition, the Group also conveys the concept of green sustainability to its internal employees, external partners and the community, working together to build a sustainable future.

Energy Management

Recognising that energy consumption is the primary source of GHG emissions for our Group, we are proactive in systematically managing and optimising energy use across different domains. Our energy control process is strategically divided into three key stages: setting clear energy-saving goals, executing and supervising management plans, as well as conducting data collection, analysis and educational promotion. This approach enables us to accurately monitor resource consumption data. At the Daxing Airport parking/we have installed a BIMS integrated electricity monitoring system, remote electricity meter system, building equipment monitoring system, lighting monitoring system, and elevator and escalator monitoring system, creating an intelligent energy efficiency management platform. We comprehensively record energy consumption and equipment operational times, implementing a full lifecycle equipment operation and monitoring management control to enhance energy efficiency. We also employ the Environmental Guidelines of ISO 14001 to manage various environmental aspects and set targets to monitor and improve our performance. For more details, please refer to the section headed “Sustainable Development Management”.

實踐低碳運營

首程控股秉持了低碳運營的原則，並且持續改良能源、水資源和廢物管理任務。集團致力於提升業務流程各方面的資源和能源的使用效率。透過強化其管理體系和推進節能節約措施，集團已大大降低了紙張和水的消耗。此外，集團也向內部員工、外部合作夥伴以及社區傳達綠色永續的理念，一同致力於構建可持續的未來。

能源管理

鑒於能源消耗是本集團溫室氣體排放的主要來源，我們積極進行系統化管理及優化能源使用的領域。本集團的能源控制流程分為三大策略：明確制定節能目標、落實與監督管理計劃，以及進行數據統計分析和教育推廣。使我們能夠精準地監控資源消耗數據。大興機場停車樓設有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。我們全面記錄能源消耗和設備運行時間，實施全生命周期設備運營的管控，提升能源效益。我們亦採用ISO 14001環境管理系統的環境指引。我們設定了各種目標，以監控和提高績效，有關進一步詳情，請參閱「可持續發展管理」章節。



Environmental, Social and Governance Report

環境、社會及管治報告

ENVIRONMENTAL PROTECTION 環境保護

The Group's main operational energy consumption includes gasoline for motor vehicles, as well as electricity used in administrative offices and carpark business operations. To achieve energy saving and emission reduction quality control targets without compromising the service quality or functional requirements of the project, the Group has developed the "Energy Saving Management Rules", which standardise the operations and management of energy conservation and assess the effectiveness of these energy-saving measures.

1. The Group designate professionals to closely monitor energy usage across various systems, actively collecting data and providing analysis and suggestions on how to improve energy efficiency.
2. To retain flexibility in energy consumption management, the policy allows persons in charge to adjust air conditioning temperature settings and operation times based on actual usage. Additionally, adjustments to lighting timings can be made in response to significant changes in natural light to maximize the use of natural lighting.
3. The Daxing Airport parking building is equipped with an advanced smart lighting system that supports automatic and manual circuit switching, scene setting, delay and timing control, as well as brightness detection. It can also be remotely controlled via a server and is rated as the highest standard of energy efficiency.
4. Regular inspections and updates to office lighting fixtures are conducted, with a focus on replacing them with energy-saving equivalents to continually improve energy usage efficiency.
5. An initiative on energy saving and wastage elimination has been issued to raise employees' awareness of energy conservation and avoidance of wasteful practices. This includes regulations such as setting air conditioning temperatures no higher than 29° C in winter and no lower than 25° C in summer, advocating for appropriate natural ventilation, and encouraging workers to actively turn off electrical appliances such as lighting, air conditioning, and drinking fountains in their work areas to foster an energy-saving work environment.

在營運過程中，本集團主要依賴汽油車輛及耗用電力於辦公室和停車場的日常運作。為了在不影響服務品質和功能需求的情況下實現節能減耗及減少排的品質管制目標，我們制定了《節能降耗管理規定》，以規範節能降耗的操作和管理，並對其效果進行合理評估。

1. 我們指定專業人員密切監控各類系統的能源使用情況，積極搜集數據，並就如何提高能源效率提供分析與建議。
2. 根據實際使用情況，靈活調整空調溫度設定，及其運作時間，並在天然光線變化較大時，適時調整照明的開關，以最大化利用自然光源。
3. 大興機場的停車樓裝備了先進的智能照明系統，該系統支持自動與手動的回路切換、場景設置、延時和定時控制，及亮度檢測，並能透過伺服器實現遠端操控，能效等級達到最高標準。
4. 定期檢視並更新辦公室照明設備，換裝節能同功效的新設備，以持續改善能源使用效率。
5. 發出關於節能降耗、杜絕浪費的倡議書，以提升員工節能減排和避免能源浪費的意識。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，倡導恰當的自然通風，並鼓勵員工積極關閉工作區域內照明、空調和飲水機等電器，共同營造節能的工作環境。



Greenhouse Gas Emissions

During the Group's operations, the main environmental emissions include exhaust emissions, GHG emissions and the disposal of non-hazardous waste. The Group has established a range of environmental policies tailored to effectively manage these emissions, such as the "Vehicle Usage Management Practices", the "Driver Management Regulations", and the "Energy Saving and Consumption Reduction Management Regulations".

The Group 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. We encourage 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.

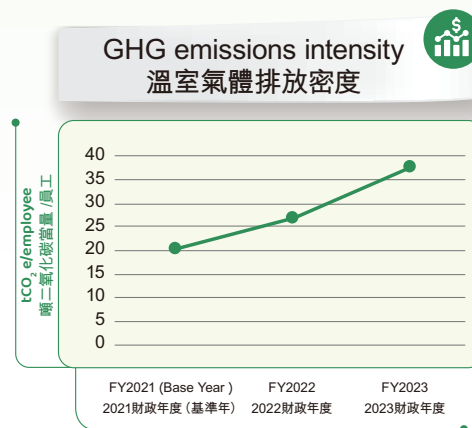
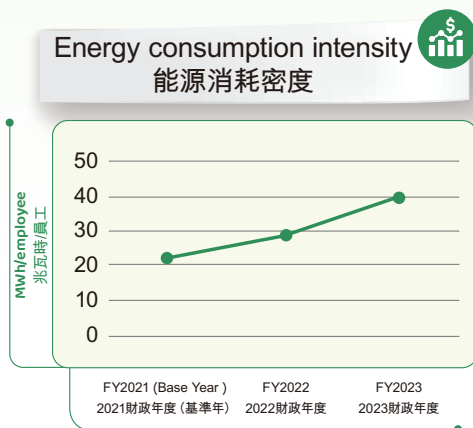
During the Reporting Period, the PV power station generated a total of 2,718 MWh of electricity, not only effectively lowering the carpark building's annual operating costs but also significantly reducing energy consumption.

溫室氣體排放

在營運過程中，廢氣排放、溫室氣體排放以及無害廢棄物是本集團主要的環境排放物。為了有效管理這些排放物，本集團已建立一系列的環境政策，包括《車輛使用管理辦法》、《司機管理規定》及《節能降耗管理規定》。

本集團正按照「確保官方車輛、提升效率、規範管理」的宗旨，規範車輛加油管理，並且由資產管理部門負責車輛維護工作。若車輛出現故障，必須立即報告並進行維修，以避免燃料的浪費，進而降低溫室氣體及廢氣排放。同時，鼓勵員工多使用公共交通工具、步行上下班，以及積極運用視訊會議等技術，降低出差頻率。

在報告期內，我們的光伏發電設施產生了2,718兆瓦時，這不僅有效降低了停車場的年度運營成本，也大幅減少了能源消耗。



GHG emissions and Energy intensity an upward trend has been observed when compared to the FY2021(base year), we shall continue to monitor the situation closely.

溫室氣體及能源密度相較於2021財政年度(基準年)，已觀察到明顯的上升趨勢。我們將持續進行嚴密監控。



Environmental, Social and Governance Report

環境、社會及管治報告

ENVIRONMENTAL PROTECTION 環境保護



The International Talent Community project
國際人才社區項目

Rongshi Plaza, slated for completion in 2024, is poised to emerge as a pivotal international hub for innovation and exchange in Beijing, playing a crucial role in cultural and tourism interactions. During its construction, the Plaza has achieved the gold-level certification of Leadership in Energy and Environmental Design (LEED) and the China Green Building Three Star Standard. Outdoor irrigation employs precise drip and micro-spray irrigation techniques, while all indoor areas have been equipped with water-saving devices that meet the highest efficiency standards.

Principal functional spaces are outfitted with LED lighting to enhance energy efficiency, and the fresh air filtration systems utilize medium efficiency filter options. Furthermore, Rongshi Plaza has established its own photovoltaic system, achieving self-sufficiency in energy consumption and allowing for surplus electricity to be fed back into the grid. Amidst the trend towards carbon neutrality, Rongshi Plaza is facilitating the upward development of enterprises, continuously supporting their sustainable advancement and embodying a commitment to social responsibility and insight into the future of business environments.

預定於2024年年內完工的融石廣場，即將在北京嶄露頭角，顯露其作為國際創新交流核心地帶的姿態。此地點不僅擔負著文化和旅遊交流的重大使命，而且在其建設過程中，已領先達到能源與環境設計領導認證(LEED)的金級認證和中國綠色建築三星標準。廣場運用精密室外灌溉系統包含滴灌與微噴灌技術，在室內則普遍安裝先進節水設備。

各主要區域均配備了LED照明以提高能源效率，新風系統亦採用中效能的過濾技術。此外，融石廣場建設了自主的光伏系統，不僅實現自給自足能源，亦能將多餘電力回饋至電網。作為支持企業持續向雙碳目標邁進的典範，融石廣場展現出深切的社會責任和對未來商業生態的深刻洞察。



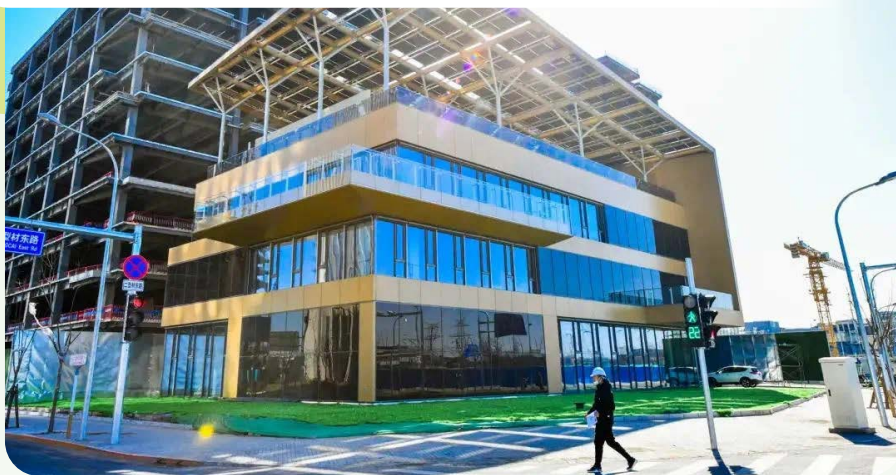
Shoucheng Times Center
首程時代中心

We fully understand that the creation of an urban landmark is not achieved overnight, particularly for a project like the Shoucheng Times Center, which is burdened with immense expectations. To fulfill this grand objective, we have pursued a “Technology +” industry cluster strategy, penetrating into advanced fields such as aerospace, green and low-carbon technology, and the digital economy while also nurturing the core components of the downstream industry chain. At the Shoucheng Times Center, we have managed to attain an impressive green coverage rate of 65%, raising the harmony between architecture and nature to new heights and vividly embodying the concept of a Transit-Oriented Development (TOD) microcentre. Moreover, we advocate for standards of green construction and ecological protection. Through these efforts, the Center is not just an architectural marvel but a living embodiment of green philosophies and eco-friendly initiatives.

我們深知創建一個城市地標非一朝一夕之功，尤其是像首程時代中心這樣背負著極高期待的建築。為了達成這個偉大目標，我們實行「科技+」產業集群戰略，深入探索航空航天、綠色低碳、數位經濟等尖端領域，同時精心孵化產業鏈下游的核心部分。在首程時代中心，我們配備了令人矚目的65%綠化率，將建築物與大自然的和諧共處提升到新的高度，這也是對大眾運輸導向型發展(TOD)微中心概念的生動體現。此外，我們也倡導綠色建築和生態保護的行動準則。



Shoucheng Times Center - Negative carbon building technologies 首程時代中心 - 負碳建築科技



We actively invest in the innovation and application of negative carbon building technologies and have established a demonstration base that displays the forefront of negative carbon advancements. This facility aids various sectors in fully achieving their dual carbon targets. The Shoucheng Times Center embodies the integration of energy-saving technology and intelligent management. From the creation of lush ecological parks to the crafting of aesthetically pleasing landscape water systems, the entire district has been envisioned and realized with sustainable development at its core. Our commitment is to cultivate a carbon-neutral environment for work and life, encouraging low-carbon operations, fostering industrial advancement, and driving sustainable urban growth, all while offering business professionals a workspace that is both comfortable and conducive to health.

The Center boasts six principal low-carbon technological systems: high-performance envelope systems, sophisticated heating and cooling systems, electromechanical systems, solar power installations, intelligent control systems, green construction materials, and carbon sequestration systems.

我們積極投入負碳建築科技的創新與應用，建立一個展示先進負碳技術的示範基地，支持各行各業全面達成雙碳目標。首程時代中心結合節能技術和智慧管理，從建立綠色生態公園到打造美觀的景觀水系，整個園區都是按照可持續發展的原則設計、建造與運營，致力於營造無碳辦公和生活環境，實踐低碳運營，推動產業進步和城市可持續發展，更為商務人士提供一個舒適且健康的工作空間。

首程時代中心配備六大低碳技術系統，包括高性能圍護系統、先進的冷暖系統和機電系統、太陽能發電系統、智慧控制系統、綠色建築材料系統及碳匯系統。



We have implemented over 20 specialized techniques to optimize the architectural performance, ranging from high-efficiency windows and curtain walls to insulated walls and roofs, vapor permeable waterproof membranes, thermal insulation components, automated external shading, smart lighting solutions, and systems for conserving water and electricity, including photovoltaics. A sophisticated environmental monitoring and energy management platform harmonizes the synergy between people, the built environment, and nature, culminating in a self-sufficient energy ecosystem. The Center has been recognized as a priority project for fiscal incentives by the Beijing Municipal Commission of Housing and Urban-Rural Development, and the Shijingshan District Housing and Urban-Rural Development Committee, acclaimed by a panel of experts for its ultra-low energy consumption. The Shoucheng Times Center, through its zero-carbon building technology, serves as a paragon within the industry, reducing operational costs while simultaneously fostering a thriving, co-developmental atmosphere for society.

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.

我們運用了超過20項專項技術來優化建築表現，例如高性能外窗及帷幕牆、高效外牆及屋頂、防水隔透汽膜材、絕熱件、電動外遮陽、智慧照明、節水節電設施、光伏等系統。建立了環境監控和能源管理平台，以協調人群、建築以及自然環境的相互關係，實現自給自足的能源循環，並成為北京市住建委及石景山區住建委及相關專家評審團的優先申報財政獎勵的超低能耗示範專案。首城時代中心以其零碳建築技術為業界樹立標竿，降低運作成本，同時為社會帶來共同成長與發展的機會。

廢棄物管理

本集團堅持實行周詳的廢物管理策略，監控並處理由日常業務所產生的廢棄物。在尊重可持續發展理念下，我們致力於培養員工在此範疇的專業技能與知識，並提供所需的支持。基於業務性質，我們的營運過程並不會直接產生有害廢棄物。

主要的無害廢棄物包括日常辦公活動所產出的固態廢物。在積極執行垃圾分類和廢物重複利用的政策下，我們大力推廣資源回收，並鼓勵員工自備飯盒、合理使用辦公用品以減小一次性物品的使用量。為進一步降低對環境造成的破壞，我們持續改進業務流程以及嚴格管理固體廢物的處理，確保不會發生不當的傾倒或丟棄行為。



Environmental, Social and Governance Report

環境、社會及管治報告

ENVIRONMENTAL PROTECTION 環境保護

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.

Water Management

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.

In response to the increasing demand for water, escalating water pollution, and heightened climate-related risks, our Group is acutely aware of the mounting pressures on the world's water resources. Consequently, securing a continuous provision of clean drinking water is of paramount importance to our business operations. It is our goal to utilise water responsibly and conscientiously.

無紙化辦公

本集團也追求無紙化辦公的理念，旨在節省自然資源與能源，同時提高辦公效率並節約成本。透過數位化日常文檔和使用電子郵件或辦公室自動化(「OA」)系統進行文件傳遞，我們極力減少紙張的使用。此外，在會議中我們堅持不列印材料，採用視頻投影及其他多媒體方式(如小魚移動會議系統)，以及推行雙面與黑白列印，並重複使用信封與檔袋等辦公用品。通過上述措施，我們期待無紙化辦公帶來的多重好處，能夠提升工作效率，及時傳達資訊，並顯著降低辦公成本，同時減輕我們營運活動對環境的負面衝擊。

用水管理

本集團的污水處理由營運區域的相關部門負責。污水經過專門的管道系統輸送到市政污水處理廠處理。因此，我們的總用水量也間接地反映污水排放量。

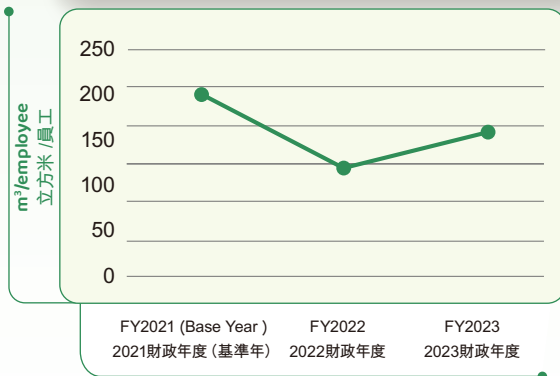
由於用水需求、水污染和氣候相關風險不斷增加，本集團意識到全球的水資源正面臨壓力。因此，確保潔淨食水的持續供應對我們的營運至關重要，而負責任地用水是我們的目標。



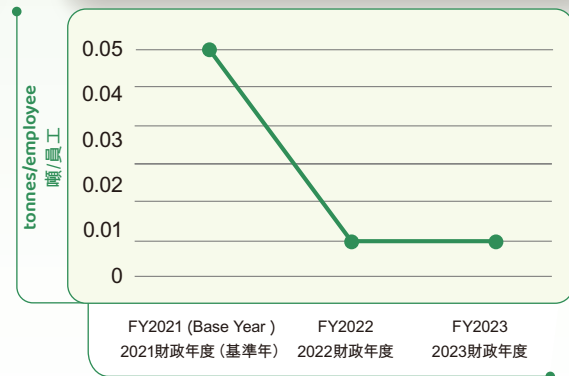
The daily water usage by our employees constitutes a significant portion of the Group's overall water consumption. Therefore, cultivating a culture of water conservation among our staff is the cornerstone of our water-saving initiatives. We actively promote the adoption of water-saving habits through regular training sessions for staff and we encourage the implementation of water-saving practices in the day-to-day work and personal lives. We consistently advocate for turning off taps when not in use to prevent any unnecessary loss of water resources. Furthermore, the Group routinely inspects water facilities, including taps, pipes and tanks, to ensure their proper function. Should our inspectors identify any issues, such as malfunctioning flush valves, damaged taps or pipes or loose fittings, they immediately record and report the problems and promptly carry out repairs. This prevents leakages and conserves water resources. These efforts have heightened our employees' awareness of water conservation. During FY2023, due to the geographical location of our operations, the Group did not encounter any issues in obtaining suitable sources of water.

員工日常生活用水是本集團水資源消耗的主要部分。因此，培養員工的節水意識，是我們節水措施的核心。我們透過對員工進行定期節水培訓，積極推動節水習慣的養成，並鼓勵在日常工作和生活中實踐節約用水的行為。我們持續倡導隨手關閉水龍頭，杜絕一切不必要的水資源損失。此外，本集團定期對水利設施(包括水龍頭、水管及水箱等)進行檢查，以保障它們的正常運作。若發現設施如沖水閥故障、水龍頭或水管破損、接頭鬆動等問題，我們的檢查人員會立即記錄並上報，並迅速進行修理，以避免任何滲漏，防止水資源浪費。藉由這些努力，我們增強了員工的節水意識。於2023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。

Water consumption intensity
耗水量密度



Non-hazardous waster intensity
無害廢棄物密度





ECOLOGICAL AND CULTURAL CONSERVATION

The Group has meticulously integrated environmental protection concepts into industrial park development plans, ensuring a minimisation of ecological disruption and alteration during construction through effective guidance. Substantial and constructive suggestions have been provided, not only to align with the needs of the community but also to advocate for the preservation of historical and cultural heritage within urban renewal initiatives. We strive to foster communities of a higher calibre, driven by cultural significance, in contemporary urban settings.

生態及文化保育

本集團將環保理念深入整合至產業園區的開發計劃中，並在建設過程中透過有效的指導，減少對場地原有環境的改變和破壞，提供了實質且建設性的建議。除了致力迎合社區的需要，亦提倡城市更新同時保留當地歷史文化的重要性。為當代城市營造更高品質、有文化內驅力的社區。



Chang'an Mills of Shougang Park
首鋼園·六工匯



Shoucheng's strategy — Green concepts guide support for industrial park

Chang'an Mills of Shougang Park, Shoucheng Holdings' core project, serves as a significant base leading the world-class urban renewal process. We firmly believe that the convergence of technology and green energy brings a better look to urban life. Chang'an Mills is situated at the core area of the North of Shougang Park and covers a total construction area of 224,000 square meters, with a remarkable green coverage rate of 47.2%. This vividly demonstrates our high priority on environmental protection and sustainable development.

During our daily operations, we implement waste segregation and collection, using precise systems to track the efficacy of waste removal and effectively monitor the disposal situation within the park. In the development and design stage, we pay particular attention to enhancing users' awareness and understanding of waste handling and sorting. We meticulously design waste containers and collection points to be in harmony with the park's environmental landscape, promoting eco-friendly practices while also maintaining aesthetic appeal. Powered by technology, we repurpose industrial hereditary resources, digging and retaining the historical memory of the place, and inject new modes and vitality into it.

Our efforts have not only realized the landscape renewal of the industrial waste land, but also positioned the strategy as "creating a cross-industry headquarters community to foster a novel micro-vacation lifestyle", thus providing consumers with an urban social interactive platform. This is the power of Chang'an Mills of Shougang Park, which beautifies urban life and welcomes people into its low-carbon, oxygen-rich and lush green surroundings.

首程策略 — 綠色理念引領產業配套

首鋼園 • 六工匯是我們的核心項目，不僅承載著推動世界級城市更新的重任，也展現了我們深厚的發展承諾。我們堅信，科技與綠色發展的結合將為城市生活帶來更美好的未來。六工匯坐落於首鋼園北區的心臟地帶，總建築面積達22.4萬平方米，47.2%的低碳富氧高綠化率展現了我們對於環保和持續性發展的持續承諾和努力。

在日常營運中，我們實施垃圾分類收集，並以精準的系統統計清運效果，有效追蹤園區的廢棄物排放情況。開發與設計階段，我們特別關注與提升使用者對於垃圾處理與分類的認識。我們精心設計垃圾容器和收集點，使其與園區的環境景觀相協調，既推動環保觀念，同時也不失觀感的配合。憑藉科技的助力，我們對工業遺址進行創新的再利用，保留了場地的歷史記憶，並為其注入新的生命與活力。

我們致力於轉化工業廢墟，使之更新為景觀亮點，且以「創建跨界產業總部社群，打造新型微度假式的生活方式」為發展策略，為消費者實現一個都市社交的理想場所。首鋼園 • 六工匯正是這種力量的體現 — 美化城市生活、讓人們沉醉於這片低碳富氧、綠意盎然的美妙環境。



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

ENVIRONMENTAL PROTECTION 環境保護

Shoucheng's strategy – Cultural Exchange

首程策略 – 文化交流



2023 World Cultural Tourism Brand Conference and the Tenth Belt and Road
2023 世界文旅品牌大會暨第十屆一帶一路文旅科技高質量發展論壇

We were honoured to be invited to participate in the “2023 World Cultural Tourism Brand Conference and the Tenth Belt and Road Cultural Tourism Science and Technology High-quality Development Forum”. At this grand event, the unique presentation of the Rongshi Square and Shougang Winter Olympics Plaza in Shougang Park attracted widespread attention. Mr. Lian Feng, our project investment manager, served as a special guest and engaged in deep exploration of the future development of the cultural tourism industry with attendees.

我們有幸受邀參加了「2023世界文旅品牌大會暨第十屆一帶一路文旅科技高質量發展論壇」。在盛會上，首鋼園的融石廣場和首鋼冬奧廣場的獨特展示引起了廣泛關注。我們的項目投資經理廉峰先生作為特邀嘉賓，與會者深入探討文旅產業的未來發展。

3

CARING FOR EMPLOYEES

關愛員工

Creating a friendly work environment
創造友善工作環境





Environmental, Social and Governance Report

環境、社會及管治報告

CARING FOR EMPLOYEES 關愛員工

CREATE A FRIENDLY WORK ENVIRONMENT

To cultivate a positive and healthy corporate culture, the Group is committed to fostering a friendly and inclusive work environment, a factor that is paramount to employee wellbeing and overall job satisfaction. We firmly believe that a well-structured workspace can invigorate our staff to realise their potential, enhance work efficiency and strengthen loyalty towards the company. Employee opinions and ideas hold considerable weight at Shoucheng Holdings, prompting the establishment of a union to maintain proactive interactions and open communication with our workforce.

During FY2023, we hosted a series of commendation events under the “Glory of the Ordinary” and “Benchmark Inspiration” initiatives to honour the exceptional contributors within our team. These events, including the “May Day Model Worker Selection”, “Annual Outstanding Employee Campaign”, “Pacesetter Programme”, and “Benchmark Inspiration for Parking Operation Point Management”, recognised employee achievements through the provision of financial bonuses and generous awards. Such accolades not only acknowledged the stellar performance of our employees but also conveyed the Group’s deep appreciation and care for their professional accomplishments.

創造友善工作環境

為了培育積極與健康的企業文化，本集團銳意營造一個友善及包容的工作環境，這對於員工的幸福感和整體工作滿意度至關重要。我們深信，一個完善的工作環境能夠激勵員工發揮潛能，促進工作效率，並提高員工對公司的忠誠度。首程控股非常重視員工的意見和想法，因此設立了工會，與員工保持積極的互動與溝通。

於2023財政年度，我們舉辦了一系列的「平凡者榮耀」及「標杆激勵」活動來表揚我們團隊中的傑出成員。此系列活動包括「五一最美勞動者評選活動」、「年度優秀員工系列宣傳」、「領跑者計劃」和「標杆激勵停車運營積分管理」等，這些活動透過頒發現金獎勵和豐盛獎品，不僅表彰了員工的傑出表現，也令每一位員工深感本集團對他們工作成就的肯定與關愛。



Recognition of outstanding employees for 2022 and employee promotions for 2023
2022年度優秀員工暨2023年晉升員工表彰



COMPLIANT EMPLOYMENT

Our Group staunchly believes that employees are the cornerstone of our value creation. As a pioneer among Beijing's state-owned enterprises to implement an equity incentive plan for red-chip listed companies in recent years, we are dedicated to unlocking the potential and creativity of every team member. We have comprehensively formulated the "Shoucheng Holdings Employee Handbook" (the "Employee Handbook"), meticulously incorporating employee hiring, from onboarding to departure procedures, compensation and benefits, career progression, leave policies and performance management essentials in adherence to legal regulations. The Group stringently prohibits the employment of underage labour within its operations and any form of forced or disguised overtime, adhering strictly to legal statutes preventing child labour or compelled labour. In the FY2023, the Group was not aware of any significant violations of laws pertaining to the prevention of child labour or forced labour that could have a substantive impact on the Group.

To prevent the hiring of child workers, the Group's recruitment process strictly complies with the "Employee Handbook". The human resources department conducts a background check on all new employees prior to induction. They are required to provide relevant original identification documents for verification, and photocopies of these documents are to be kept on file. In the event that child labor is discovered, the Group will immediately cease the employment of the relevant individual.

To practice a people-centric management approach, the Group has not only established a comprehensive salary and benefits system and offered a wealth of training and career development opportunities but also fostered a warm and harmonious working environment through various staff care activities. This ensures that employees feel valued and can fully utilise their talents. If overtime work is necessary, the Group guarantees overtime meals and commuting subsidies to safeguard employee rights fully. Concrete employment guidelines and regulations are in place, directing departments to thoughtfully plan working hours, allowing every staff member to benefit from fair and reasonable working conditions, truly reflecting the care and commitment towards our employees. Furthermore, the Group has established a stringent "Shoucheng Holdings Limited Labour and Employment Policy", ensuring adherence to legal standards in aspects like salary, termination, recruitment, promotion, working hours, leave, providing equal opportunities, supporting diversity, and opposing discrimination with no significant infractions detected during FY2023.

合規僱用

本集團堅信僱員是公司創造價值的關鍵動力。作為近年來北京市屬的首家國有企業，在紅籌上市企業中實行股權激勵計劃，我們致力於激發每位員工的潛力和創造力。我們全面制定了《首程控股員工手冊》，依循法律法規囊括員工聘用、入職至離職的管理流程、薪酬與福利、職級晉升、休假制度以及績效管理等需知內容。本集團嚴格禁止在營運範圍內使用未成年人勞工，或強迫、變相強迫勞動者加班並嚴格遵守有關防止童工或強制勞工的法律法規。於2023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。

本集團為實踐以人為本的管理方式，不僅建立了完整的薪資和福利體系、提供豐富的培訓與職業發展機會，更透過各種員工關懷活動，營造一個溫馨和諧的工作環境，讓員工感到被珍視並能夠充分發揮自身才能。如有需要員工加班，本集團保證提供加班餐及通勤補貼，以確保僱員的權益予以充分保障。本集團已明確規劃完整的僱傭準則和規定，指導各部門合理規劃工作時間，使每位員工能享有公平合理的勞動條件，充分體現對僱員的關懷及承諾。此外，本集團亦訂立了嚴謹的《首程控股有限公司勞動用工政策》，確保在薪資、解僱、招聘、升遷、工作時間、假期、提供平等機會、支持多元化及反對歧視等各方面都嚴格遵守相關的法律標準並於2023財政年度沒有發現任何重大違反事件。



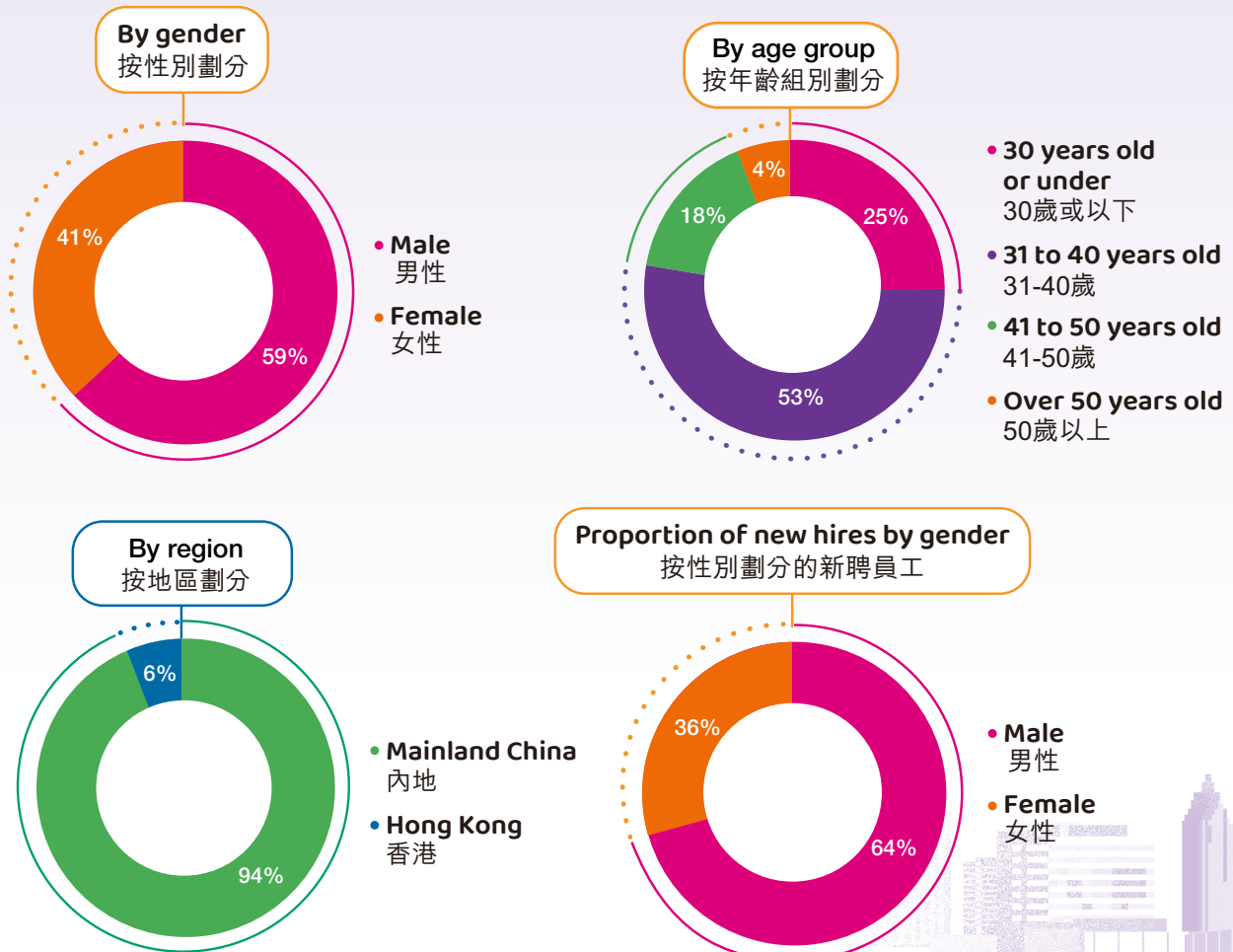
Safeguarding Employees' Rights and Interests

At Shoucheng Holdings, we prioritize the protection of employees' basic rights. We strive to cultivate a diverse and equitable workplace environment for all team members. Our aim is to attract talent from around the globe through fair and transparent practices and offering competitive compensation packages. We have established flexible and effective communication channels, aiming to collaboratively create a fair, harmonious, and positive work environment. As of the end of FY2023, Shoucheng Holdings had a workforce of 414 employees.

維護員工權益

首程控股時刻關注並保障員工的基本權益，致力於為員工打造多元平等的工作環境。我們以平等的原則吸引世界各地的優秀人才，為員工提供有競爭力的薪酬，搭建了靈活暢通的溝通渠道，共同創造公平、和諧、積極的工作環境。截至2023 財政年度，首程控股僱用共414名員工。

Shoucheng's Employee Composition in FY2023
2023 財政年度首程控股員工構成





DIVERSITY AND INCLUSION

Equal Opportunity

Shoucheng Holdings champions the principle of employment equality, asserting that each employee deserves equal opportunities in the workplace. We endeavour to cultivate an environment that embodies respect, diversity and freedom from discrimination. Adhering strictly to national and local laws and regulations, we implement impartial, equitable, and transparent recruitment processes to ensure no candidates are subject to prejudice, ostracism, or preferential treatment based on factors irrelevant to their employment, such as age, sex, marital status, pregnancy, familial conditions, disability, race, skin colour, heritage, ethnic or national origin, or religious beliefs. Throughout our recruitment, training, and promotion procedures, fairness is our guiding principle. We uphold workers' rights and interests as we work towards sustaining an inclusive and collaborative corporate culture. We encourage employees to report any suspected discriminatory behaviour to the HR Department, who are committed to conducting thorough evaluations, managing the situation and recording facts. As necessary, appropriate disciplinary action will be taken against any employees found to be responsible.

Board Diversity

A diverse Board can provide more comprehensive ideas and viewpoints to the decision-making process. The Nomination Committee under the Board is responsible for monitoring the implementation of policies and timely reviewing the structure of the Board, its policies and the process of director appointment, election and dismissal (including the short-listing and nomination process), so as to ensure that the corporate governance of Shoucheng could comply with the industrial trend and requirements. We keep close tabs on diversity indicators for our senior management ranks (i.e., including Directors, general managers and above) to further the corporate-wide development of diversity. As of 31 December 2023, the Company had a total of 12 Directors, including five independent non-executive Directors. Among these Directors, two were female, making up 16% of the board composition.

多元與包容

平等機會

首程控股秉持平等僱傭的原則，堅信每位僱員都應享有平等的職場機會。我們致力於創造一個互相尊重、多元和無歧視的工作環境。本集團嚴格按照國家與地方相關法律法規，實行公平、公正、公開的招聘程序，確保每位應聘者不受制於年齡、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。在招募、培訓及晉升過程中，我們遵循公平原則，保障僱員權益，並致力於維護包容與合作的企業文化。我們鼓勵僱員積極向人力資源部反映任何疑似歧視行為，人力資源部將認真評估、處理並記錄相關事實，對相關責任人施以適當的紀律處分。

董事會的多元化

多元化的董事會組成能為決策過程帶來更全面的思維與觀點，提升企業的管治效能。董事會旗下提名委員會負責監察政策的執行情況，並就董事會架構、政策及有關董事委任、選舉及罷免之程序(包括遴選及推薦準則)適時進行檢討，以確保首程的企業管治緊貼行業趨勢和要求。我們密切監察公司高級管理層(即：包括董事在內的總經理級別及以上人員)之多元化指標，從而推動整個企業的多元化發展。截止2023年12月31日，本公司共有12名董事，其中4名為獨立非執行董事，且2名為女性，董事局女性成員比例為16%。



Workplace diversity

Workplace diversity stands as a catalyst for innovation, pooling together a variety of perspectives. Our commitment lies in cultivating a balanced workforce, thereby amplifying our capability in resolving complex issues and creating strategy. The gender ratio of our Group's workforce has maintained a commendable range, with females accounting for over 40%. Additionally, wage and benefit plans are tailored towards an individual's experience and performance. The positive performance of the gender remuneration ratio echoes our unwavering efforts in championing gender equality and the principle of fairness.

職場多元化

職場多元化是創新的催化劑，匯聚多樣的觀點。我們致力於組建均衡的員工團隊，提升公司在複雜問題解決和戰略制定上的能力。本集團的員工性別比例維持保持在良好的區間範圍，女性佔比超過40%。此外，員工薪資和福利計劃是根據個人的經驗和表現來定製的。性別薪酬比率的良好表現反映出我們在追求性別平等和貫徹公平原則方面所做出的不懈努力。

Gender Remuneration Ratio, by workforce in different position level

(Female to Male)

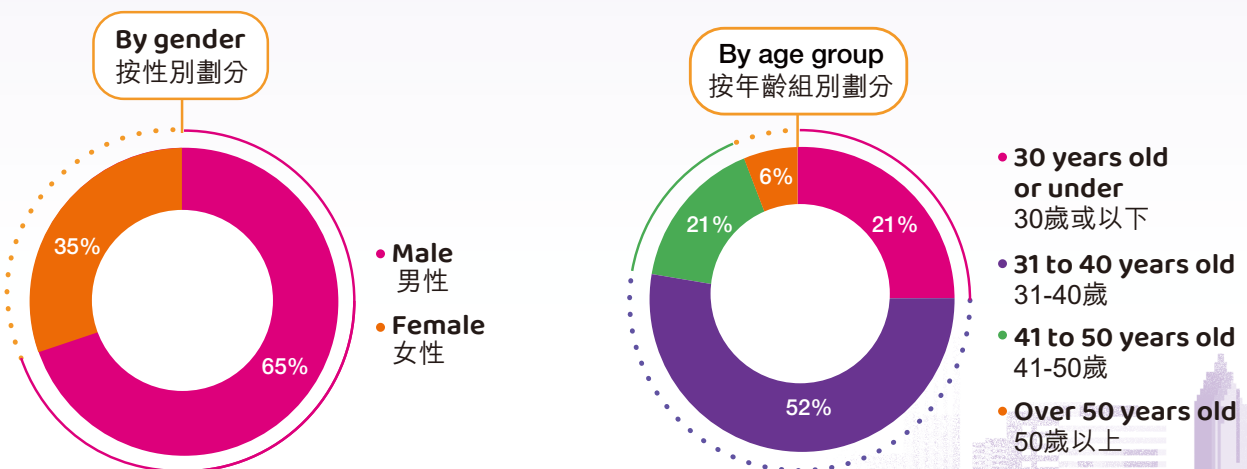
性別薪酬比例

(女：男)

Management 管理層	1:2
Managerial positions or above 經理級及以上	1:2.6
General staff 一般員工	1:1.4

Turnover of Employee at Shoucheng in FY2023

2023 財政年度首程控股員工流失情況





TALENT TRAINING AND DEVELOPMENT

The Group employs a comprehensive market-oriented strategy for talent selection and engagement, enhancing flexibility in recruitment and embodying the principle of allowing for both upward and downward mobility, as well as both entrance and exit from the organisation according to merit. To meticulously select employees, the Group utilises a variety of recruitment channels, including public, campus, and headhunting services. We prepare an overarching annual recruitment plan, defining the number of hires, vacant positions, and the specific requisites of candidates.

Improving Talent Development

In strict adherence to the recruitment criteria stipulated in the “Employee Handbook”, we champion efficient and streamlined processes for optimally matching quality candidates by employing fair and transparent methods. The recruitment process is initiated by the HR Department upon reviewing recruitment needs, selecting candidates based on a thorough assessment of professional skills, positional compatibility, and value congruency. Beyond conventional methods, we have internal recommendations and the “Moving Water Scheme” for talent induction. The establishment of the “Talent Scout Award” aims to incentivise employees to nominate industry peers or former collaborators as quality candidates. The “Moving Water Scheme” is an internal recruitment process based on business growth needs, encouraging employees to seek further growth and development opportunities within Shoucheng Holdings.

人才培訓與發展

本集團採納全面市場化的選才與用人策略，增加人才選聘的彈性，真正落實「能上能下、能進能出、能升能降」的原則。為了精心挑選員工，本集團採用多元化招聘渠道，包括社會招聘、校園招聘及獵頭服務等，並擬定整體的年度招聘計劃，明確招聘人數、空缺職位以及候選人的具體條件。

注重人才發展

嚴格遵循《員工手冊》中明確的招聘準則，我們秉承高效精簡、優質匹配的原則，透過公平透明的方法廣納社會英才。招聘流程由人力資源部審核招聘需求後啟動，以專業能力、崗位匹配度和價值觀一致性為核心，經過嚴格評估後作出聘任。除傳統途徑外，我們設有內部推薦及「活水計劃」進行人才引進。設立「伯樂獎」的宗旨是激勵員工推薦業內人士或具有合作經驗的優質候選人，而「活水計劃」則是根據業務發展需求進行的內部招聘，鼓勵員工能在首程控股內尋找到更多成長與發展的機會。



Performance Management and Employee Development Plan

The Group has outlined clear policies for career management, including the grounds and procedures for promotions, transfers and demotions, as well as standardising exit procedures to protect the interests of both the employees and the Group. In managing staff positions, we uphold the three principles of “strategy alignment, consensus building, and mobility”, with the aim of fostering stable business growth while ensuring the rigour and effectiveness of our positional hierarchy.

We have cultivated a performance-oriented culture and our internal ranking system is based on performance and capability. Annual reviews and adjustments of positions are performed and each business segment devises a hierarchical structure that aligns with the talent development patterns characteristic of its industry. From the upper echelons of management to the general staff, all operate within a remuneration framework that is pegged to performance, guaranteeing a transparent and unhindered pathway for advancement to optimally harness their potential and foster personal career growth.

In instances where employee dismissal is necessitated, the Group ensures that the dismissal process is in conformance with internal policies and relevant legal regulations, and that contract terminations are predicated on reasonable and lawful grounds. For those whose work performance is substandard or who commit repeated infractions, we initially issue verbal warnings followed by written notices. Should issues persist unremedied, we consider termination in accordance with the law, to protect our employees’ rights and prevent any unfair or unreasonable dismissals.

績效管理與員工職業規劃

本集團制定了明確的員工職涯管理政策，包括晉升、調動和降級的具體依據與流程，並規範了離職手續，以保障雙方利益。在崗位職級管理方面，我們秉持「戰略導向、凝聚共識、能升能降」的三項原則，旨在鼓勵業務的穩健發展，同時確保職級系統的嚴謹與有效運作。

我們建立了以績效為導向的文化氛圍，並以內部績效與能力導向的職級體系為基準，每年進行職級的評估與調整，各業務板塊也會根據自身行業特點設定人才發展規律的崗位職級體系。從高級管理層到普通員工，均在一個以績效為基準的薪酬激勵框架下工作，確保員工能夠透明且順暢地晉升，以充分挖掘其潛能，促進個人職業發展。

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。對於工作表現未達標準或屢犯的員工，我們會先行口頭警告再給予書面警示。若問題仍未獲改善，則會依法考慮解聘，維護員工權益，避免不公平或不合理的解僱情形發生。



Environmental, Social and Governance Report

環境、社會及管治報告

CARING FOR EMPLOYEES 關愛員工

Employee Training

Shoucheng Holdings places great emphasis on offering a bounty of diverse training opportunities, encouraging our employees to realise their potential and enhance their vocational skills to meet work-related challenges. For this, we have put together the “Employee Training Policy”, designed to provide substantial guidelines and ensure effective implementation for talent nurturing. Through our comprehensive training plans, we have not only nurtured a team with high professional standards and strong integrated capabilities but have also provided sturdy talent support to fuel the rapid development of the Group. In FY2023, the Group has redoubled its training efforts, delivering a total of 53,241 hours of training to all employees. The employees record an average of 128.6 training hours, showing an increase of an impressive 155% compared to FY2022.

員工培訓

首程控股提供豐富多元的培訓機會，鼓勵員工發掘潛力，增強職業技能以迎接工作挑戰。我們制訂《員工培訓制度》，為人才培養方面擬定方針並有效實施。透過全面的培訓計劃，不僅培養了一批具有高專業素質和強綜合能力的卓越團隊，更為本集團快速發展提供了堅實的人才支持。於2023財政年度，本集團加大力度培訓，覆蓋全體員工達53,241小時，平均受訓128.6小時，較2022財政年度上升155%。





The Group adheres to the philosophy of “emphasis on practicality, following learning patterns, realising learning values” and has set up the “New Employee Onboarding Plan”, offering all Shoucheng employee access to digital online learning opportunities. The implementation of flexible and diverse training modes that meet real-world needs is done through online learning platforms, promoting timely, interesting and bite-sized learning.

Training content is divided into all-staff training and special training. The former is based on job requirements and capability models, seeking to enhance employees' abilities in fields such as professional knowledge, management skills, general capabilities and understanding of corporate culture. It's also required for employees to complete an annual training plan. However, special training targets key groups and significant issues, featuring refined training projects such as induction for new employees, trainee programmes, new manager orientation and middle and high-level manager training. These are all important stepping-stones for career development within our workforce. Moreover, in response to meeting the developmental needs of our employees, we arrange for relevant external training.

In FY2023, we hosted 4 “New Employee Onboarding Plan”, providing on-the-job training for newcomers. The “Youth League Plan” targets newly-promoted management leaders and high-potential personnel for leadership skills development. Scheduled employee assemblies and regular leadership, strategic thinking and organisational management training for managerial levels are planned, aiming to enhance their identification and implementation abilities towards the Group's core values.

本集團堅持「學以致用、遵循學習規律、突出學習價值」的學習發展理念，設有「燦E生輝計劃」，向全體首程員工提供數字化的線上學習項目。通過線上學習平台結合現實需求實施靈活多樣的培訓模式，推行即時、趣味和碎片化學習。培訓內容分為全體員工培訓和專項培訓。

全體員工培訓以崗位需求和能力模型為基礎，培養員工在專業知識、管理技巧、共通能力及企業文化理解等多方面的能力，並要求員工完成年度培訓計劃。專項培訓則著眼於關鍵人群和重大事宜，舉辦精品培訓項目，如新入職員工、培訓生、新晉管理者，及中高層管理者培訓等，這些均為員工職業發展的重要階梯。此外，為滿足員工的發展需求，我們也會安排相關的外部培訓。

於2023財政年度，共舉辦4場「新員工融入計劃」，向新員工提供現場培訓。「青盟計劃」為面向近兩年新晉管理幹部及高潛質的培養項目，培養員工的領導力。按計劃舉辦員工交流會議，並對管理階層定期提供領導力、戰略思維及組織管理的專業培訓，旨在提高其對集團核心價值觀的認同和實踐能力。



REMUNERATION AND WELFARE

The Group is acutely aware that a robust compensation and benefits system is central to demonstrating corporate stewardship and recognising the value of our employees. We are meticulous in our adherence to legal and regulatory standards, offering a diverse array of benefits, committed to providing employees with the remuneration and welfare they rightly deserve. The underlying principle of Shoucheng Holding's compensation policy is to ensure that our workforce receives equitable and competitive remuneration. Adhering to our standard of being “competitive externally and equitable internally”, we have crafted an incentive system anchored in a base salary with performance-driven variable compensation. This not only drives employee growth but also aids us in retaining talented individuals, contributing to Shoucheng Holding's ambitious strategic objectives.

The structure of compensation is designed in accordance with regional customs. In Hong Kong, employees benefit from salary, discretionary bonus, medical allowances and hospitalisation benefits. All Hong Kong-based subsidiaries provide a statutory retirement fund scheme for employees in line with legal requirements. Employees in Mainland China are entitled to salary, discretionary bonus, project incentives, medical allowances and the option to subscribe to the company's ordinary share option plans. To ensure comprehensive care for our staff, we adhere to national mandates by providing all employees with social security benefits and annual medical examinations and offer supplementary medical insurance for their children.

薪酬及福利

本集團深刻明白完善的薪酬與福利制度是體現企業責任及肯定員工價值的核心。我們嚴守法律法規，並提供一系列多元化福利，致力於為員工提供彼等應當享有的薪酬與福利。首程控股的酬金政策宗旨在於確保員工獲得公平且有競爭力的整體酬金。「對外具競爭性、對內具有公平性」是我們的標準，基於職位價值、個人能力和業績貢獻等因素，建立了「以固定薪資為基礎，績效導向浮動薪酬為主體」的激勵制度。這不僅推動員工成長，也有助我們挽留具天賦的員工，協助首程控股達成宏遠的戰略目標。

酬金結構依據地域慣例而訂立，香港員工享有薪金、酌情花紅、醫療津貼與住院福利。所有香港附屬公司均按照法律法規為員工提供退休金計劃。內地員工則包括薪金、酌情花紅、項目獎勵、醫療津貼與認購本公司普通股之股權認購計劃等福利。為全面照僱員工，我們除了按照國家規定為所有僱員辦理社保福利及年度體檢外，更為員工的子女提供額外醫療保險。



Equity incentive plan

The implementation of our equity incentive plan is intended to align the interests of employees with those of the Group and its shareholders. Through this scheme, we have successfully recruited, motivated, and retained talent, establishing a far-reaching and enduring motivational framework. Our market-driven approach to incentives not only strengthens the core values of our team but also tightly integrates performance goals with team achievements. This direct correlation between performance and the realization of vested interests enhances employee loyalty and the company's intrinsic motivation, furthering the loyalty of our workforce and intensifying the internal driving force of the Group. This shared risk-and-reward incentive system ensures a dynamic and effective operation.

Work Life Balance

The Group recognises and deeply values the loyalty and professional commitment of our employees towards corporate growth. Therefore, we place great importance on providing a work environment that's both challenging and conducive to balancing life and work. We actively organise a diverse range of recreational and wellness activities to strengthen the sense of belonging among employees. In addition, the Group has established various clubs for activities including badminton, yoga, night runs, and health exercises with an aim to help our staff cope with stress and maintain their physical and mental health. Through these team-building activities, we not only enrich the cultural lives of our employees during their leisure time, also inspire them to adopt a positive lifestyle. Cooperative team spirit and perseverance fostered through such sports culminate in personal self-improvement. Furthermore, the labour union offers benefits such as festival gifts and birthday celebrations, fully supporting the well-being and work-life balance of our employees. By carefully planning and implementing various employee activities, the Group strives to create a caring workplace atmosphere, raising the overall level of employee satisfaction. It is our goal to build a haven where our employees can work in tranquillity and enjoy life.

股權激勵計劃

股權激勵計劃的實施是為保持員工與集團、股東三方利益的一致。通過這個計劃，集團成功吸引、激勵和留住人才，打造全面而長效的激勵機制。集團採用的市場化激勵方式，不僅鞏固了團隊的核心價值觀，也將業績目標與團隊成就緊密結合業績與行權實現直接掛鉤，進一步提升員工的忠誠度與公司的內驅力。

平衡工作生活

本集團深知員工的專業精神與對公司的忠誠對於企業成長至關重要，因此我們格外重視為員工提供一個既有挑戰又能平衡工作生活的環境。我們積極舉辦多樣化的文娛和康樂活動，以增強員工的歸屬感。本集團更設多個俱樂部，如羽毛球、瑜伽、夜跑及養生操等，旨在幫助員工紓解壓力並維持身心健康。藉著團隊建設活動不僅豐富了員工的業餘文化生活，還激勵他們養成正能量的生活態度，並透過團隊協作與堅毅的體育精神，達成個人自我提升的目標。另外，工會亦提供諸如節日禮物、生日慶祝等員工福利，全力支持員工工作與生活的平衡。通過精心策劃和執行各類員工活動，本集團著力於打造一個關愛的職場氛圍，全面提升員工的幸福感。我們的目標是為員工打造一個他們可以安心工作、快樂生活的家園。



Environmental, Social and Governance Report

環境、社會及管治報告

CARING FOR EMPLOYEES 關愛員工





On 11 November, 2023, Shoucheng Holdings successfully hosted its annual Employee Sports Day in Beijing, themed “Unity, Strive, Sprint, Surpass”. This event showcased not only a combination of team and individual sports competitions, but also exemplified the excellent athletic spirit and team morale among staff members, which are considered central to the company’s pursuit of high-quality development.

首程控股於2023年11月11日在北京隆重舉行年度職工運動會，本次活動以「團結、拼搏、衝刺、超越」為主題，充分彰顯了員工互助合作與追求卓越的精神。運動會中融合了團隊與個人的激烈角逐，更突顯了集體與個人之間的和諧與團隊力量。這種精神和凝聚力，是推動公司持續追求高品質發展的基石，也是我們珍視的企業文化的具體表現。



Mr. Xu Huajie, COO and CFO
許華杰先生，首席運營官兼CFO

During the opening ceremony, Shoucheng Holdings’ COO and CFO, Mr. Xu Huajie, emphasized that “team collaboration” and “passionate commitment” are key elements of the corporate culture actively advocated by Shoucheng Holdings and form part of the cornerstone of the company’s core values. The Employee Sports Day served not only as a platform to display the athletic level of the staff, but also as an important initiative to strengthen corporate culture, promote employee well-being and deepen team cooperation.

在年度職工運動會的開幕式上，首程控股的首席運營官兼CFO許華杰先生發表了激勵人心的演講，強調了「團隊協作」和「激情滿懷」是構築首程控股作為企業文化不可或缺的元素。



EMPLOYEE SAFETY AND HEALTH

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. During FY2023, 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.

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 administration 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.

員工安全與健康

首程控股將員工的工作安全置於最優先考量，致力於建立一個無患的工作環境。因此，我們根據現行法律法規，設立了一套完整的職業安全健康管理政策及指引，並持續定期審核更新，確保與時俱進。本集團嚴格遵守健康與安全相關的法律法規，於2023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，連續三年並無發生因工死亡事故、因工受傷事故及因工傷損失工作日數。

為進一步加強對項目安全管理的意識，本集團的停車運營部特別制定了《安全生產獎懲制度》，以獎勵認真貫徹執行危險源管理措施、及時提出營運中潛在健康和風險的員工，並對違章違紀的員工施加懲罰。此外，我們亦制定《車輛、人員意外傷害預案》，以確保能夠快速作出應變，減少人員傷害或財物損失。我們透過將安全措施形象化、區域化和網絡化加以管理，令操作範圍內的正確安全標誌清晰可見。對於危險區域，我們設置了防護網和門禁系統。同時，為員工提供合乎安全規範的工作工具和個人防護裝備，並進行定期的正確使用培訓和監督。我們對各部門定期進行安全生產檢查，並指導各單位進行自我檢查和整改，行政部門則與各相關部門聯合進行不定期的抽樣檢查。為確保職場的健康狀況，我們致力於全面營造乾淨整潔的辦公環境，堅決禁止辦公區吸煙、酗酒，努力為員工創造一個有益健康、氛圍良好的工作環境。



Caring on Employee Mental Health

In May 2023, to celebrate the approaching Children's Day, the Group meticulously organised a series of special activities at the Beijing Traditional Chinese Medicine Culture Experience Centre. The events were rich and varied, spanning from learning to identify traditional Chinese herbs and practising the movements of the Eight Pieces of Brocade, to experiencing hands-on traditional Chinese medicine acupuncture techniques. These activities allowed both our staff and their families to deeply appreciate the unique charm of Chinese traditional medicine culture.

In June, we placed emphasis on the enhancement of our staff to take care of their eyes, particularly by organising public welfare activities for eye health management. Senior medical staff provided comprehensive eye examination services. These services covered everything from sight screening, optometry services, to professional ophthalmologists' assessments and even meticulous maintenance correction for the employees' spectacles. All aimed to assist our staff in preserving and enhancing their vision health.

Safety Training

Shoucheng Holdings recognises that a zero-accident work environment relies extensively on the safety awareness and skills of our employees. Thus, the operation department of parking segment has formulated a "Production Safety Education Training System". Before assuming new positions or entering new operating environments, employees are required to partake in comprehensive safety production training. Records are kept and annual assessments are administered. Structured around a rich curriculum, the provided training is categorised into three segments: corporate teams, operational groups, and specialised fields, ensuring critical safety knowledge and skills are grasped by our employees. We stipulate that safety management personnel conduct educational training at least once every quarter. This covers safety production regulations, standards, management techniques, emergency response plans and case study sharing with emphasis placed on reinforcing safety education related to engineering operations, tool use, traffic management, and rescue matters.

關注員工心理健康

於2023年5月，為迎接兒童節的到臨，本集團在北京中醫藥文化體驗館精心舉行了一系列特色活動。活動內容豐富多元化，從中草藥的辨識學習、八段錦的動作實習，到中醫穴位理療的操作體驗，讓員工及其家屬能深刻體會到中國傳統醫藥文化的獨特魅力。

隨著6月的來臨，我們著重於提升職工眼部健康，特別舉辦了眼健康管理公益活動，由資深醫護人員提供全方位的眼科檢查服務。此項服務涵蓋了從視力篩查、驗光服務到專業眼科醫師的評估，並將細心為員工的眼鏡進行保養校對，旨在協助員工維護和提高他們的視力健康。

安全培訓

首程控股深知營造零意外的工作環境須倚賴員工充分的安全意識及技能。因此，本集團的停車運營部制定了《安全生產教育培訓制度》，規定員工在擔任新的崗位或進入新的作業環境前，必須接受專業的安全生產培訓，紀錄存檔並通過年度考核。所提供的培訓內涵豐富，分為公司班組、運營班組及特殊工種三種類型，以確保員工掌握必要的安全知識和技能。我們規定安全管理人員至少每季執行一次教育培訓，內容包括安全生產法規、標準、管理技巧、緊急應對方案及案例分享等，著重於強化工程作業、工具使用、交通以及救援事宜的安全教育。



Environmental, Social and Governance Report

環境、社會及管治報告

CARING FOR EMPLOYEES 關愛員工

Fire Safety

Shoucheng Holdings places a paramount importance on the potential fire risks at our sites, leading us to formulate both a “Fire Safety Management System” and a “Fire Emergency Response Plan”. By regular fire inspections and fire safety education, we ensure that in the event of a fire, employee can perform swift and effective rescue actions to prevent or minimise casualties, vehicular damage, and other property losses. The Group embraces a comprehensive management method of “Check, Talk, Drill, Assess” (based on inspection and elimination of potential hazards, management of measures, fire drill plans and compliance assessment). We design fire extinguishing and emergency evacuation drill plans in accordance with fire safety regulations, conducting at least one drill every six months. This constant practice improves and enhances the fire prevention awareness and fire response capabilities of our employees.

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:

消防安全

首程控股高度關注營地點所可能出現的火災風險，因此制訂《消防安全管理制度》和《消防應急預案》。透過定期的防火檢查和消防安全教育，我們確保在火災發生時，工作人員能迅速且有效地進行救援行動，避免或減少人員傷亡、車輛損毀及其他財產的損失。本集團採納「查、講、練、評」(隱患排查、措施管理、預案演練及合規評估)的綜合管理方法。我們根據消防安全管規定設計滅火和緊急疏散演習計劃，每六個月進行至少一次演練，不斷地改進並提高員工的防火意識及應對火災的能力。

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」：

Learning the dangers of fires 懂得火災的危險性	Knowing how to report fires 會報火警
Learning basic knowledge of fire prevention 懂得預防火災的基本知識	Knowing how to use firefighting equipment and facilities 會使用消防器材、設施
Learning firefighting methods 懂得撲救火災的方法	Knowing how to handle unexpected incidents 會處理險肇事故
Learning fire escape methods 懂得火災逃生方法	Knowing how to organise safety evacuation 會組織安全疏散



BUSINESS ETHICS AND
QUALITY SERVICES

商業道德和 優質服務

Achieving fairness and transparency
in business

實現企業的公正與透明





Environmental, Social and Governance Report

環境、社會及管治報告

BUSINESS ETHICS AND QUALITY SERVICES 商業道德和優質服務

BUSINESS ETHICS

Anti-Commercial Bribery and Anti-Corruption

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. The Group strictly abides by relevant laws and regulations in relation to the prevention of bribery, extortion, fraud, and money laundering. In FY2023, 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.

In our ongoing commitment to bolster governance and internal controls and foster an ethos of integrity and honesty, we have instituted our Employee Handbook, elucidating the standards of conduct expected during business operations. In FY2023, we provided approximately 1.5 hours of training on "Supervisory Requirements for New Regulations on Private Equity Investment Funds" for those employees engaged in private equity investment funds. This approach ensures that relevant personnel have a robust understanding of the emerging regulatory rules and enhances their awareness of professional knowledge and compliance. In addition, the legal affairs department conducts regular anti-corruption education and training for both directors and employees.

商業道德

反賄賂與腐敗

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。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。於2023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。

為強化治理和內部控制，以及推廣廉潔奉公的思想教育，本集團制定《員工手冊》明確陳述商業往來中員工應遵守的行為準則。於2023財政年度，本集團為涉及私募股權投資基金的員工提供約1.5小時的《私募投資基金新規的監理要求》培訓以確保相關員工能夠全面理解和遵守最新的監管規範，加強專業知識與合規意識。此外，法律事務部亦定期對董事和員工進行反腐教育和培訓。



The Group consistently incorporates an “Integrity Clause” when forming agreements with business partners. This provision serves to mitigate the risk of bribery, extortion, fraud, and money laundering within our operations. It not only protects the legal rights of the Group and our stakeholders but also regulates business conduct and reduces operational risks. By educating our employee on the stipulations of the “Integrity Clause”, we ensure that everyone comprehends the specific expectations set for them and regulates their behaviour accordingly.

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.

本集團與商業夥伴簽署合同時亦會加入《廉潔條款》，旨在防範商業活動中出現賄賂、勒索、欺詐及洗黑錢的不法行為。此舉有助於保障本集團與相關持份者的合法權利，規範商業行為，降低營運風險。同時，透過學習《廉潔條款》，確保每位員工熟悉並遵守集團對行為的明確要求，自覺維護個人行為的操守。

反貪污政策及舉報流程

為鞏固廉潔和透明的企業文化，本集團搭建了便捷、公正、安全的舉報系統。透過不同渠道的全方位舉報機制，我們鼓勵員工和業務夥伴主動揭露可能的腐敗行為，增強監督效果。任何人都可通過口頭或書面向人力資源或內部監管部門報告可疑行為，提供相關細節和證據。監管部門將對所有可疑或違法行為進行嚴格調查，確保集團利益不受侵害。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。



CUSTOMER HEALTH AND SAFETY

At Shoucheng Holdings, the safety of our users remains paramount and is always at the forefront of our considerations when managing projects. To ensure this, we've established a comprehensive suite of internal management policies. These policies are specifically geared towards creating a systematic framework for traffic, fire, and information safety in our car parks, ensuring things proceed in an orderly manner.

When it comes to daily operations and system maintenance, we apply equal emphasis. Routine checks are conducted on all our parking systems and faulty equipment is swiftly replaced to prevent operational disruptions. Safety signage is installed in potential hazard areas for clear warning. Additionally, we have initiated a robust emergency response protocol to handle fire and accident scenarios efficiently, covering everything from a fire outbreak to traffic congestion and vehicle oil-leaks. To assure orderly proceedings and safety of our users in emergencies, all our employees undergo continuous training, enabling them to handle crises with swiftness and composure. In FY2023, we arranged an hour "Safety Management Knowledge Training" for all employees of SONIC parking.

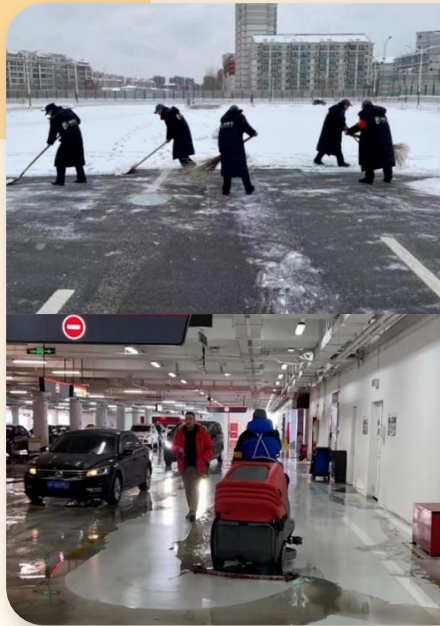
Fire safety is another concern we proactively address in our car parks. Hence, we have designated fire safety personnel in the Shoucheng Holdings, responsible for upholding fire regulations. Regular fire safety inspections in collaboration with fire staff are also a part of our efforts. Numerous emergency preparedness training and comprehensive drills are conducted quarterly for our staff to enhance their capability to handle crisis scenarios. The Group also maintains a strong collaborative relationship with airport fire and public security departments, ensuring a fluid exchange of information, ongoing fire safety advocacy and an overall enhancement in our safety management standards.

客戶健康與安全

首程集團最優先考量的是用戶安全，因此我們在經營項目時始終把安全放在首位。為此，我們制訂了一套全面的內部管理政策，專門針對停車場的交通、消防和信息安全進行制度化管理，並確保停車場內秩序井然。

停車場的日常運營和系統維護受到我們同等重視。我們會定期檢查停車系統，出現故障時迅速更換設備，並於潛在危險區域設置安全標識。為妥善處理火災事故，我們亦建立了一系列緊急響應程序，從火災事故到交通堵塞及車輛漏油等各種情況均有詳細預案。所有員工都經過持續培訓，能在緊急情況下迅速而冷靜地處置事故，確保場內秩序和用戶安全。於2023財政年度，我們為驛停車的全體員工安排了1小時的「場庫安全管理知識培訓」。

為確保停車場消防安全無虞，首程集團特別委任消防安全責任人，負責執行消防法規，配合消防人員定期進行防火巡查。同時，我們定期為員工提供季度性的應急事務處理培訓及全面演練，以強化處置緊急情況的能力。本集團亦積極與機場消防和公安部門保持緊密的合作關係，實現信息互通，並不斷進行消防安全宣傳工作，以全面提升自身的安全管理水平。



In response to the yellow ice-warning issued by the city of Beijing on December 10th, along with the forecast for evening to nighttime snowfall, SONIC parking of Shoucheng Holdings mobilised over 500 employee, following the “Snow and Ice Removal Assurance Plan” to ensure optimal service and safety measures. We employed professional snow removal vehicles and spread de-icing agents to secure the safety of inbound and outbound cars. Furthermore, surveillance was increased in parking areas, ensuring order and safety for parked vehicles. With an aim to swiftly and effectively counter the snow accumulation, we deployed additional personnel along with various snow removal equipment like push snow sweepers, and snow blowers. Within the car parks, we bolstered an internal collaboration strengthening safety inspections, coupled with snow melting and water removal equipment to steadfastly manage the accumulated water, placing passenger safety as the prime concern. While clearing the snow, we also extended services like wiping snow off license plates for passengers and constantly reminded drivers to tread cautiously on snowy roads. We take responsibility during the harsh snowy weather, to secure safe travel for every vehicle owner and strive to create a warm and secure parking environment.

面對北京市12月10日發出的道路結冰黃色預警，以及預測晚間到夜間的降雪，首程控股驛停車部署逾500位員工於前線，以《除冰雪保障預案》為指導，全面做好服務及安全措施。我們投入專業掃雪車輛和融雪劑撒布車保證車輛進出安全，並在停車場增設監控，加強巡視，以確保臨停車輛的秩序。為更迅速有效地應對積雪，我們增派人手，投入各式除雪設備，如手推掃雪車和吹雪機。此外，停車場內部通力合作，強化安全巡查，並以洗地和吸水車勤勞處理積水，確保旅客安全。在清理積雪的同時，也為旅客提供了如擦拭積雪覆蓋車牌等貼心服務，並不斷提醒駕駛人在雪地慎駕。驛停車致力於在嚴峻的雪中承擔責任，確保每位車主安全出行，並努力營造一個溫馨而安全的停車環境。



Environmental, Social and Governance Report

環境、社會及管治報告

BUSINESS ETHICS AND QUALITY SERVICES 商業道德和優質服務

Handling Customer Complaints

To ensure an exceptional communication experience for our customers, the Group have instituted diverse communication pathways, supported by an efficient mechanism. This includes a 24-hour service hotline, customer service buttons located within the carpark buildings at Daxing Airport and regular customer satisfaction surveys. We are dedicated to establishing unhindered channels that operate round the clock, addressing and resolving customer enquiries promptly. In line with elevating the proficiency of our customer service team, we provide comprehensive customer service training to our employees. This in-depth training aims at better understanding the unique requirements of the users across various parking spaces and equips our team with targeted service and communication skills. Consequently, we fulfil our motto of “The Customer Comes First and Service is Professional”.

The Group has also implemented the internal policies of “Services and Complaints” offers clear direction to our staff for efficiently handling customer complaints. The Group continually invests in nurturing our employees, setting service standards and conducting regular evaluations to enhance customer satisfaction continuously. In FY2023, we arranged a dedicated “Introduction to Corporate Values” training for our new hires to inculcate the core idea of “Customer First”.

General procedures for handling customer complaints:



客戶投訴處理

為保障客戶享有良好的溝通體驗，本集團開設了多樣化的溝通渠道和完善的溝通機制，包括全天候服務熱線、大興機場停車樓設置的客戶服務按鈕，以及進行定期的客戶滿意度調查等。我們致力於建立一個無障礙綠色通道，24小時不間斷回應並解決客戶的各項疑問。為提高客服團隊的專業水準，本集團為員工進行全面的客戶服務培訓，深入了解不同停車場用戶的需求，培養針對性的服務與溝通技能，從而落實「用戶至上，專業化服務」的宗旨。

若服務未能滿足客戶的要求，我們制定了《接待處理與投訴》政策，為員工提供明確方針，以提升處理客訴的效率。本集團亦持續培育員工，制定服務標準，並定期評估，以不斷提升客戶滿意度。於2023財政年度中，我們為新入職人員安排了「企業價值觀介紹」專項培訓，以落實「客戶第一」的核心理念。

處理客戶投訴的一般程序：

Customer Privacy and Data Security

The Group is driven by the pursuit of perfection. We pay meticulous attention to every facet of our customer service, administer stringent management over customer privacy and strive to earn the trust and confidence of our patrons. In the daily operations, we may handle customer's personal information, such as their licence plate number, car model and parking duration. To prevent any possibility of leaking our customers' private details, we have established a robust confidentiality management system. It encompasses measures like the "Administration of Confidential Work" and also defines staff's responsibilities pertaining to confidentiality in the "Employee Handbook". We ensure a strict adherence to data protection regulations and the Company's own data management policy when dealing with personal data.

We are committed to enhancing the overall quality of the parking service, firmly endorsing the belief that superior customer service is crucial to the quality of service we provide. To ensure top-notch services, we've set up "Five-star" service standards, encapsulating safety, comfort, convenience, efficiency, and friendliness, ensuring effective implementation of these. Our unwavering dedication to deliver high customer satisfaction is mirrored by our service quality. Further affirmation of our commitment and proficiency in service quality comes from our attainment of three ISO accreditations: ISO9001 for Quality Management System, ISO14001 for Environmental Management System, and ISO45001 for Occupational Health and Safety Management System.

客戶隱私與數據安全

本集團精益求精，對客戶服務的每個細節都給予高度重視，並嚴格管理客戶隱私，以贏得客戶的信任與信心。在日常營運中，我們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，本集團已建立完整的保密管理制度，包括《保密工作管理辦法》，並在《員工手冊》中明確員工的保密責任，確保員工嚴格遵循數據保護法規及本集團的數據管理政策進行個人資料的收集與使用。

我們一直致力於提升停車服務的整體品質，深信高質的客戶服務對於停車服務的品質優劣至關緊要。為確保提供上乘的客戶服務，本集團設立了「五星」服務標準，涵蓋安全、舒適、便捷、高效和友善五個層面，並確保有效實施。以此彰顯我們對保持高客戶滿意度的堅定承諾。我們更榮獲三項ISO認證：ISO9001品質管理體系、ISO14001環境管理體系和ISO45001職業健康安全管理体系，進一步證實了我們於服務質量上的專業與承諾。



Environmental, Social and Governance Report

環境、社會及管治報告

BUSINESS ETHICS AND QUALITY SERVICES 商業道德和優質服務

RESPONSIBLE MARKETING

The Group is dedicated to ensuring that all external communication materials, such as company brochures and press releases are comprehensive, accurate, clear and comply with the relevant laws and regulations. The Group's employee are required to obtain written approval from legal and compliance personnel prior to the distribution of any advertising or sales materials. This action confirms that our Group's advertisements do not contain misleading or fraudulent statements, pledges, or forecasts. It also ensures that the information presented to our customers is truthful, accurate, non-misleading and aligns with the relevant legal and regulatory requirements.

Intellectual Property

The Group recognises the significance of intellectual property ("IP") protection and is committed to preserving the IP rights of both, the Group and its customers. We have in place a robust IP protection system dedicated to safeguarding the lawful rights of the IPs under our purview. 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. When faced with potential infringement, our stance is to promptly respond and seek legal expert guidance to ensure our IP are duly protected. As of 31 December 2023, the Group has registered a total of 39 trademarks for our various brands. We are committed to acting in accordance with related laws and regulations to safeguard our lawful IP rights. In instances involving reproduction or downloading of information, software or images from the internet, we require authorisation from the relevant authorities to ensure a respect of third-party rights.

負責任營銷

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。本集團員工在任何廣告或銷售材料發佈之前，必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。

知識產權

本集團深知保護知識產權的重要性，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。我們嚴謹格執行相關法律法規，持續關注市場侵權狀況，堅決打擊一切侵犯商標權的行為。面對任何侵權，我們都會迅速採取行動，並在法律專家的指導下進行應對，確保我們的知識產權受到妥善保護。截至2023年12月31日，本集團已為旗下品牌註冊了合計39個商標。本集團致力確保遵守相關法律法規，以維護本集團所持有的知識產權合法權益。凡涉及從網絡上複製或下載資料，我們都需要得到相關授權，以保障第三方的權益。



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. In FY2023, 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.

Sustainable strategies shape the future

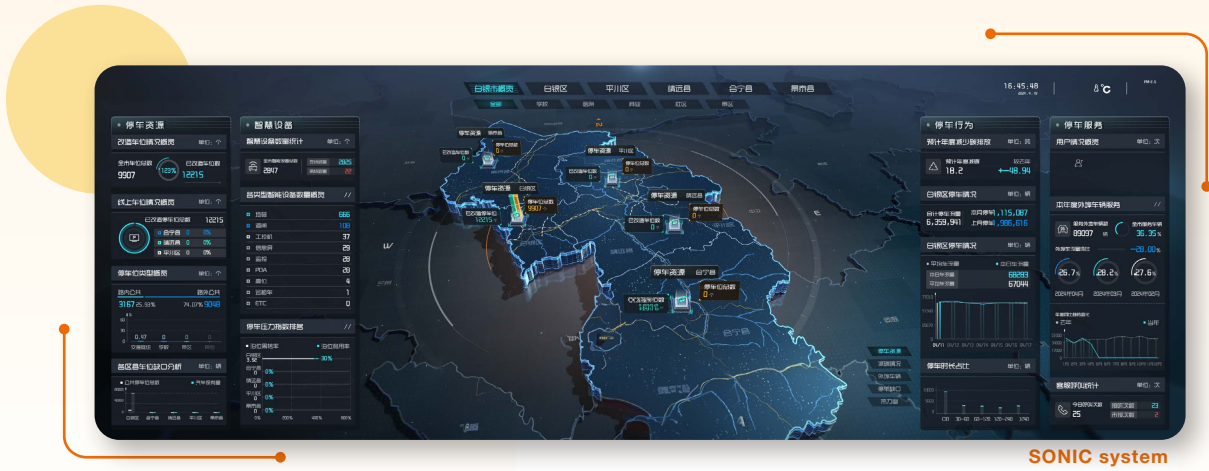
Innovation is at the core of our approach for seizing business opportunities and is instrumental in enhancing the customer experience. We are committed to utilising intelligent technology to provide outstanding service.

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。於2023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。

可持續戰略塑造未來

創新是我們捕捉商業機會的核心，更是直接增強客戶體驗的重要因素。我們致力於運用智能科技來提供卓越的服務。



SONIC system
速驛客系統平台

The SONIC system platform incorporates travel, daily life, and administrative services to create a comprehensive solution for urban smart transportation. The intelligent travel app and mini-programs significantly enhance the experience of city travel for residents, contributing not only to the green growth of the city but also to a smarter urban mobility experience.

速驛客系統平台結合了出行、日常生活和行政服務功能，打造全方位的城市智慧交通解決方案。透過我們的智慧出行APP及小程序，不僅促進了城市的綠色發展，亦顯著提升居民的城市出行智能化體驗。



SUPPLY CHAIN MANAGEMENT

Our Group is cognizant of the significance of establishing a sustainable supply chain. Vendor's operational performance manifests our concrete perspective towards sustainable development. Consequently, we endeavour to integrate a sustainable development culture into our supply chain, ensuring that it aligns with sustainability principles.

Our procurement broadly encompasses car park management equipment and related products. We employ a scoring system to filter options based on factors like product and service quality, safety standards and business ethics. We conduct supplier audits regularly to guarantee that purchased products and services meet our high-quality and environmental standards.

We have established "Measures for the Administration of Qualified Suppliers" to standardise vendor selection, evaluation, and management procedures, thereby enhancing procurement quality and efficiency. The procurement processes embody competition and transparency, enforced via a "Measures for the Administration of Tendering and Procurement". Potential environmental and social risks within the supply chain are strictly screened, monitored and managed. Comprehensive due diligence and evaluations are conducted to ensure suppliers comply with respective market norms.

供應鏈管理

本集團意識到建立一個可持續的供應鏈至關重要，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。因此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可持續發展的原則。

我們的採購範圍主要涵蓋停車場管理設備與相關產品。我們採用打分評級制度，根據產品服務品質、安全標準與商業道德等因素進行篩選，並定期對供應商進行審核，以保障購買的產品與服務符合我們的高品質及環境標準。

我們建立了《合格供應商管理辦法》規範供應商的甄選、評定和管理工作，提高採購品質和效率。並透過招標採購委員會來執行《招標採購管理辦法》中規範的招標及採購管理工作，強化公平競爭和透明度。針對供應鏈中可能出現的環境和社會風險，我們嚴格進行風險識別、管理和監督，對供應商實施全面的盡職調查和評估，確保其遵守相關市場規範。



For technically complex or special vendors, we incorporate on-site inspections, business license checks and qualification verifications to ensure compliance with our established environmental and societal benchmarks. Quality management and after-sales service are also subjected to rigorous auditing which involves reviewing implementation of quality management system ISO 9001, environmental management system ISO 14001 and occupational health and safety management system ISO 45001, financial stability, market reputation, after-sales service quality and more.

Green Procurement

Furthermore, the Group is committed to supporting local procurement, making it a priority to consider local suppliers with the aim to reduce our carbon footprint and bolster the local economy. This also facilitates more employment opportunities within the local communities. We maintain close contact with our suppliers, fostering a culture of business integrity and promoting adherence to relevant laws and regulations. We are hopeful that our suppliers will follow suit with their commitment to environmental protection. We aim to achieve our shared corporate responsibility by collaborating with suppliers to reduce waste and promote environmental betterment.

對技術複雜或特殊的供應商，我們將通過實地考察、營業執照及資質證明檢查，確保其符合我們制定的環境和社會標準。供應商的品質管理與售後服務也將接受嚴格審核，包括品質管理體系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，以確保其服務質量和市場聲譽。

綠色採購

此外，本集團也致力支持本地採購，優先考慮本地供應商以減少碳足跡和支援本地經濟為目標。支持本地經濟發展，為本地社區創造更多就業機會。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。

5

COMMUNITY CONTRIBUTION 社區貢獻

Promote green transformation, create
a comfortable living environment
推動綠色轉型，創造舒適生活環境





LEVERAGING SOCIAL INFLUENCE

Our Group adheres to the philosophy of sustainable development, actively practices a green development model, and is committed to the purpose of rewarding shareholders and serving society. We integrate social responsibility into all levels of our business expansion, exerting social influence through creating diverse ecological cultural environments and supporting communities.

發揮社會影響力

本集團秉持永續發展理念，積極踐行綠色發展模式並堅持回饋股東、服務社會的宗旨，將社會責任融入業務拓展的各個層面，透過創造多元生態文化環境、支援社區等方式發揮社會影響力。



Within the venerable confines of Shougang Park, a site steeped in a century of history, our organisation has orchestrated a suite of commercial endeavours. This diverse tapestry of ventures spans the culinary arts, retail experiences, leisure facilities, and a robust calendar of exhibitions, colloquiums, and celebratory gatherings. Our ambition is to augment the ecological and cultural vibrancy of the entire community, imbuing it with an enticing urban charm.

在擁有百年歷史的首鋼園區，我們策劃並實施了豐富多元的商業活動，其中包括各類型的餐飲、購物和休閒娛樂設施，並積極策劃各種展覽、座談會和節慶等文化活動。我們的目的是進一步豐富整個社區的生態文化氛圍，並且讓它更具有鮮活的城市風貌。

Through the hosting of pet-centric celebrations and botanical bazaars, we broadcast our commitment to sustainability to a wider demographic. Our focus is to craft a habitat that is at once congenial, secure, pleasurable, and reflective of the public's myriad inclinations. We are convince that such efforts will unlock the opportunity for a greater number of individuals to relish the dynamic bio-cultural haven we have nurtured in Shougang Park.

通過寵物友善的活動和植物市集的舉辦，我們希望向更大範圍的市民傳達我們的綠色環保理念。我們致力於創造一個舒適、安全、有樂趣、滿足大眾多元化需求的環境。我們相信，透過這些努力，我們能夠讓更多的市民享受到我們在首鋼園區營造的充滿活力的生態文化環境。



SUPPORTING COMMUNITIES

In July of 2023, the Fangshan District was severely impacted by the ravages of typhoon Du Suri, which left Shidu Kindergarten grappling with extensive flooding and devastating geological upheavals. Embodying our ethos of corporate accountability and societal engagement, we promptly embarked on a philanthropic initiative dubbed “Giving Love, Lifting Hope”. This campaign was geared towards providing immediate relief to the beleaguered kindergarten, addressing critical necessities like potable water and aiding the broader community in swiftly reinstating its regular rhythm of productivity and daily living.

In the autumn month of October 2023, the Group lent its support to the “Dawn Spring Sunshine” program specifically designed to inspire innovation in education among rural youth by way of technological assistance. Contributing to the cause, we provided a number of primary educational institutions, situated in less affluent regions of the Mainland China, with gently used computers and established dedicated IT suites for the pupils. The drive to advance rural education through this endeavour garnered backing from the esteemed Evergreen Charitable Foundation and was inaugurated in a collaborative effort with the “Loving Heart Award — Xu Xiaohui Memorial Fund” and the Beijing Guixin Charity Foundation. This collaborative project endeavoured to engender a zeal for digital learning among students in rural settings, ignited a passion for academic pursuits and empowered educators to impart education of substantial merit.

In order to integrate social responsibility in various aspects of business expansion, Everlove Foundation was founded in 2018, which mainly provides student aid, education training, medical assistance and other services.

支援社區

於2023年7月的颱風「杜蘇芮」帶來災難性的影響時，房山區十渡幼兒園遭受嚴重洪澇及地質災害。為展現企業責任和社會擔當，我們迅速發起了「獻出一份愛心，托起一片希望」的愛心募捐活動，協助受影響幼兒園解決飲用水等急迫問題，助力地區盡快恢復正常的生產與生活。

於2023年10月，我們支持「曉日春暉」計劃，旨在透過科技助力農村兒童的教育創新。我們向內地貧困地區的小學捐贈二手電腦，並配合設立電腦教室，以推動農村教育的發展。此項目獲得慈心長青慈善基金的支持，由「愛心獎-許曉輝紀念基金」與北京桂馨慈善基金會共同發起，讓農村學童能夠體驗到科技學習的樂趣，激發學習興趣，並幫助教師創造更大的教育價值。

為了將社會責任融入到業務拓展的各個方面，於2018年成立了「慈心長青公益基金」，主要為唐山、吉林等地的學生提供助學幫助、教育培訓、醫療救助等方面的服務。

APPENDIX

List of External Laws and Regulations and Internal Policy

附錄

外部法律法規及內部制度一覽表

Aspect 層面	Internal Policy 內部政策	Laws and regulations 遵守法規及規例
Environment 環境	<p>Vehicle Usage Management Practices 《車輛使用管理辦法》</p> <p>Driver Management Regulations 《司機管理規定》</p> <p>Energy Saving Management Rules 《節能降耗管理規定》</p> <p>Emergency Response Procedure for Flood and Typhoon Prevention 《防汛防颱風應急處置程序》</p> <p>Emergency Response Plan for Freezing, Rain and Snow 《冰凍雨雪天氣應急預案》</p> <p>Snow and Ice Removal Assurance Plan 《除冰雪保障預案》</p>	<p>Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》</p> <p>Law of the People's Republic of China on the Prevention and Control on Environmental Protection by Solid Wastes 《中華人民共和國固體廢物污染環境防治法》</p> <p>Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution 《中華人民共和國大氣污染防治法》</p> <p>Law of the People's Republic of China on Prevention and Control of Water Pollution 《中華人民共和國水污染防治法》</p> <p>Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong) 《廢物處置條例》(香港法例第354章)</p> <p>Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong) 《空氣污染管制條例》(香港法例第311章)</p>
Employment 僱傭	<p>Shoucheng Holdings Employee Handbook 《首程控股員工手冊》</p> <p>Compliance Limit and Ethical Conduct 《合規底線與職業操守》</p> <p>Administration of Confidential Work 《保密工作管理辦法》</p> <p>Fire Accidents in Carparks Emergency Plan 《車場火災事故的處理緊急預案》</p> <p>Carpark Emergency Plan 《停車場應急預案》</p> <p>Traffic Jam Emergency Plan 《交通堵塞應急預案》</p> <p>Toll Equipment Failure Report and Emergency Plan 《車輛漏油事故處理緊急預案》</p> <p>Carpark Accidents Emergency Plan 《停泊車輛損壞處理緊急預案》</p> <p>Carpark Accidents Emergency Plan 《車場事故處理緊急預案》</p> <p>Toll Equipment Failure Report and Emergency Plan 《收費設備故障報告處理緊急預案》</p> <p>Anti-terrorism and anti-riot emergency plan 《反恐防暴應急預案》</p>	<p>Fire Protection Law of the People's Republic of China 《中華人民共和國消防法》</p> <p>Provisions on the Supervision and Inspection over Fire Control 《消防監督檢查規定》</p> <p>Methods for Major Fire Potential Judgement 《重大火災隱患判定方法》</p> <p>Law of the People's Republic of China on Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》</p> <p>Regulation on Work-Related Injury Insurances 《工傷保險條例》</p> <p>Fire Protection Law of the People's Republic of China 《中華人民共和國消防法》</p> <p>Labour Law of the People's Republic of China 《中華人民共和國勞動法》</p> <p>Employment Promotion Law of the People's Republic of China 《中華人民共和國就業促進法》</p>

Environmental, Social and Governance Report

環境、社會及管治報告

APPENDIX 附錄

Aspect 層面	Internal Policy 內部政策	Laws and regulations 遵守法規及規例
	<p>Implementation Standards for Road Safety and Traffic Signs in Carparks 《停車場交通安全設施和標誌標線實施標準》</p> <p>Parking Lot Safety Management Regulations 《停車場安全管理規定》</p> <p>Fire Safety Management System 《消防安全管理制度》</p> <p>Fire Emergency Response Plan 《消防應急預案》</p> <p>Provisions on the Administration of Fire Control Safety of State Organs, Organisations, Enterprises and Institutions 《機關、團體、企業、事業單位消防安全管理規定》</p> <p>Production Safety Education Training System 《安全生產教育培訓制度》</p> <p>Production Safety Incentive System 《安全生產獎懲制度》</p> <p>Vehicle and Personnel Accidental Injury Plan 《車輛、人員意外傷害預案》</p> <p>Employee Training Policy of Shoucheng Holdings Limited 《首程控股有限公司員工培訓制度》</p> <p>Daily Performance Management Plan for Employees of the Parking Segment 《停車板塊員工日常績效管理方案》</p> <p>Shoucheng Holdings Limited Labour and Employment Policy 《首程控股有限公司勞動用工政策》</p>	<p>Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》</p> <p>Provisions on Special Protection of Minor Workers 《未成年工特殊保護規定》</p> <p>Provisions on the Prohibition of Using Child Labour 《禁止使用童工規定》</p> <p>Occupational Safety & Health Ordinance (Cap. 509 of the Laws of Hong Kong) 《職業安全及健康條例》(香港法例第509章)</p> <p>Employment Ordinance (Cap. 57 of the Laws of Hong Kong) 《僱傭條例》(香港法例第57章)</p> <p>Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong) 《最低工資條例》(香港法例第608章)</p> <p>Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong) 《強制性公積金計劃條例》(香港法例第485章)</p> <p>Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong) 《性別歧視條例》(香港法例第480章)</p>
Supply Chain 供應鏈	<p>Measures for the Administration of Qualified Suppliers 《合格供應商管理辦法》</p> <p>Measures for the Administration of Tendering and Procurement 《招標採購管理辦法》</p>	

Aspect 層面	Internal Policy 內部政策	Laws and regulations 遵守法規及規例
Products and Service 產品和服務	Services and Complaints 《接待處理與投訴》 Snow and Ice Removal Assurance Plan 《除冰雪保障預案》	Law of the People's Republic of China on Product Quality 《中華人民共和國產品質量法》 Law of the People's Republic of China on Protection of Consumer Rights and Interests 《中華人民共和國消費者權益保護法》 Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 Patent Law of the People's Republic of China 《中華人民共和國專利法》 Interim Provisions on the Construction and Management of Carparks 《停車場建設和管理暫行規定》 Measures of Beijing Municipality for the Administration of Motor Vehicle Parking 《北京市機動車停車管理辦法》 Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong) 《商品說明條例》(香港法例第362章) Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) 《個人資料(隱私)條例》(香港法例第486章)
Business Ethics 商業道德	Integrity Clause 《廉潔條款》	Company Law of the People's Republic of China 《中華人民共和國公司法》 Law of the People's Republic of China on Bid Invitation and Bidding 《中華人民共和國招標投標法》 Criminal Law of the People's Republic of China 《中華人民共和國刑法》 Anti-Monopoly Law of the People's Republic of China 《中華人民共和國反壟斷法》 Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》 Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong) 《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章) Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) 《防止賄賂條例》(香港法例第201章)

ESG Key Performance Indicators

ESG關鍵績效表

Environmental indicators¹ 環境指標 ¹	Unit 單位	FY2023 2023財政年度	FY2022 2022財政年度
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kg 公斤	11.06	7.92
Sulphur oxides (SO _x) 硫氧化物(SO _x)	kg 公斤	0.24	0.19
Particulate matter (PM) 顆粒物(PM)	kg 公斤	0.81	0.58
GHG emissions² 溫室氣體排放 ²			
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	44.39	34.05
Energy indirect GHG emissions — (Scope 2) 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	15,569.89	13,796.40
Total GHG emissions 溫室氣體排放總量	tCO ₂ e 噸二氧化碳當量	15,614.28	13,830.45
Total intensity of GHG emissions ³ 溫室氣體排放密度 ³	tCO ₂ e /employee 噸二氧化碳當量/員工	37.72	26.86
Non-hazardous waste⁴ 無害廢棄物 ⁴			
Paper 紙張	tonnes 噸	4.96	6.04
Paper intensity 紙張密度	tonnes /employee 噸/員工	0.01	0.01

Environmental indicators ¹ 環境指標 ¹	Unit 單位	FY2023 2023財政年度	FY2022 2022財政年度
Energy consumption 能源消耗			
Direct energy — Gasoline 直接能源 — 汽油	MWh 兆瓦時	161.23	124.05
Indirect energy — Electricity 間接能源 — 電力	MWh 兆瓦時	16,208.08	14,790.53
Total Energy consumption 總能源消耗量	MWh 兆瓦時	16,369.30	14,914.58
Total intensity of Energy consumption 能源消耗密度	MWh/employee 兆瓦時／員工	39.54	28.96
Water (sewage discharge) 用水量(即污水排放)			
Total water usage 總用水量	m ³ 立方米	59,635.95	48,751.99
Total water usage intensity 用水量密度	m ³ /employee 立方米／員工	144.05	94.66
Energy Production 能源生產量			
Photovoltaic power generation 光伏發電	MWh 兆瓦時	2,718	2,713

Environmental, Social and Governance Report

環境、社會及管治報告

APPENDIX 附錄

Social indicators 社會指標	Unit 單位	FY2023 2023財政年度	FY2022 2022財政年度
Employees 僱員			
Total no. of full-time employees 全職僱員總數	No. of employees 僱員人數	414	515
By gender 按性別			
Male 男性	No. of employees 僱員人數	246	315
Female 女性	No. of employees 僱員人數	168	200
By employee category 按僱員類別			
Management 管理層	No. of employees 僱員人數	6	5
Managerial positions or above 經理級及以上	No. of employees 僱員人數	40	33
General staff 一般員工	No. of employees 僱員人數	368	477
By age group 按年齡組別			
30 years old or below 30歲以下	No. of employees 僱員人數	104	155
31–40 years old 31–40歲	No. of employees 僱員人數	218	261
41–50 years old 41–50歲	No. of employees 僱員人數	76	78
51 years old or above 51歲以上	No. of employees 僱員人數	16	21
By geographical location 按地區			
Mainland China 中國內地	No. of employees 僱員人數	390	493
Hong Kong 香港	No. of employees 僱員人數	24	22

Social indicators 社會指標	Unit 單位	FY2023 2023財政年度	FY2022 2022財政年度
New Hire Employees 新聘僱員			
Total new hire employees ⁵ 新聘僱員總數及百分比 ⁵	No. of employees (%) 僱員人數(%)	89 (21.5%)	171 (33.2%)
By gender⁶ 按性別 ⁶			
Male 男性	No. of employees (%) 僱員人數(%)	57 (23.2%)	107(34.0%)
Female 女性	No. of employees (%) 僱員人數(%)	32 (19.0%)	64 (32.0%)
By age group⁶ 按年齡組別 ⁶			
30 years old or below 30歲以下	No. of employees (%) 僱員人數(%)	26 (25.0%)	75 (48.4%)
31–40 years old 31–40歲	No. of employees (%) 僱員人數(%)	52 (23.9%)	79 (30.3%)
41–50 years old 41–50歲	No. of employees (%) 僱員人數(%)	11(14.5%)	17 (21.8%)
51 years old or above 51歲以上	No. of employees (%) 僱員人數(%)	0	0
By geographical location⁶ 按地區 ⁶			
Mainland China 中國內地	No. of employees (%) 僱員人數(%)	86(22.1%)	168 (34.1%)
Hong Kong 香港	No. of employees (%) 僱員人數(%)	3(12.5%)	3 (13.6%)
Employee turnover 僱員流失			
Total number of employee departures and turnover rate ⁷ 僱員流失總數及流失率 ⁷	No. of employees (%) 僱員人數(%)	193 (41.6%)	155(30.2%)
By gender⁸ 按性別 ⁸			
Male 男性	No. of employees (%) 僱員人數(%)	126 (27.1%)	105(32.9%)
Female 女性	No. of employees (%) 僱員人數(%)	67 (14.4%)	50(25.7%)

Environmental, Social and Governance Report

環境、社會及管治報告

APPENDIX 附錄

Social indicators 社會指標	Unit 單位	FY2023 2023財政年度	FY2022 2022財政年度
By age group⁸ 按年齡組別 ⁸			
30 years old or below 30歲以下	No. of employees (%) 僱員人數(%)	40(8.6%)	50(35.3%)
31–40 years old 31–40歲	No. of employees (%) 僱員人數(%)	101(21.7%)	83(31.3%)
41–50 years old 41–50歲	No. of employees (%) 僱員人數(%)	41(8.8%)	17(21.0%)
51 years old or above 51歲以上	No. of employees (%) 僱員人數(%)	11(2.4%)	5 (19.6%)
By geographical location⁸ 按地區 ⁸			
Mainland China 中國內地	No. of employees (%) 僱員人數(%)	189(40.7%)	150(30.6%)
Hong Kong 香港	No. of employees (%) 僱員人數(%)	4(0.9%)	5(22.2%)
Health and safety 健康及安全			
Work-related fatalities 因工死亡事故	Cases 宗數	0	0
Work injuries 因工受傷個案	Cases 宗數	0	0
Days lost to work injuries 因工傷損失工作日數	Days 日數	0	0
Development and training 發展及培訓			
Total training hours 總培訓時數	Hours 小時	53,241	26,374
Average training hours ⁹ 平均培訓時數 ⁹	Hours 小時	128.6	51.2
By gender¹⁰ 按性別 ¹⁰			
Male 男性	Hours 小時	137.5	54.4
Female 女性	Hours 小時	115.6	46.2

Social indicators 社會指標	Unit 單位	FY2023 2023財政年度	FY2022 2022財政年度
By employee category¹⁰ 按僱員類別 ¹⁰			
Management 管理層	Hours 小時	61.2	42.2
Managerial positions or above 經理級及以上	Hours 小時	217.2	51.1
General staff 一般員工	Hours 小時	120.1	51.3
Gender Remuneration Ratio, by workforce in different position level 性別薪酬比率(女性對比男性)			
Management 管理層	Ratio 比率	1:2	1:1.5
Managerial positions or above 經理級及以上	Ratio 比率	1:2.6	1:2.7
General staff 一般員工	Ratio 比率	1:1.4	1:1.5
Suppliers 供應商			
Mainland China 中國內地	No. of suppliers 供應商數量	355	91
Hong Kong 香港	No. of suppliers 供應商數量	19	9
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	0	0
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	0	0
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	304,240	894,850

Note:

1. The environmental data cover projects that had commenced full-year operation and those under construction during the year.
2. GHG emission data is presented in terms of carbon dioxide equivalent and is based on, 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, "Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX, "Global Warming Potential Values" from the IPCC Sixth Assessment Report, 2021 (AR6) and 2021 Baseline Emission Factors for Regional Power Grids in China published by the Ministry of Ecology and Environment of the People's Republic of China.
3. As at 31 December 2023 and 31 December 2022, the Group had 414 and 515 employees in total respectively. The data is also used for calculating other intensity data.
4. The data was restated after verification and a change of unit.
5. "New Hire Percentage" refers to the ratio of the total number of newly hired employees to the total number of employees at the end of the Reporting Period.
6. "New Hire Percentage for each specific category" refers to the ratio of the total number of newly hired employees in a specific category to the total number of employees in that category at the end of the Reporting Period.
7. "Overall Turnover Rate" refers to the ratio of the total number of employees who left the company during the Reporting Period to the average total number of employees at the beginning and end of the Reporting Period.
8. "Turnover Rate for each specific category" refers to the ratio of the total number of employees who left a specific category during the Reporting Period to the average total number of employees in that category at the beginning and end of the Reporting Period.
9. "Average Training Hours" refers to the ratio of the total training hours for employees during the Reporting Period to the total number of employees who participated in training during the Reporting Period.
10. "Average Training Hours for each specific category" refers to the ratio of the total training hours of employees in a specific category during the Reporting Period to the average number of employees in that category who participated in training during the Reporting Period.

附註：

1. 環境數據的統計涵蓋整年的營運項目及建築階段之項目。
2. 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》、香港交易所發佈的《附錄二：環境關鍵績效指標匯報指引》、政府間氣候變化專門委員會發佈的《第六次評估報告》的全球升溫潛能值及中華人民共和國生態環境部發表的《二零二一年減排計劃中國區域電網基準線排放因子》。
3. 截至2023年12月31日止年度和2022年12月31日止年度，本集團的僱員總數分別為414人和515人。此資料亦會用作計算其他密度資料。
4. 數據經過核實和單位更改後已重述。
5. 「新聘百分比」指新聘之僱員總數在報告期末僱員總數中所佔的比率。
6. 「各特定類別之新聘百分比」指新聘之特定類別僱員總數在報告期末之特定類別僱員總數中所佔的比率。
7. 「整體流失率」指於報告期內離職僱員總數在報告期初及期末僱員總的平均值中所佔的比率。
8. 「各特定類別之流失率」指於報告期內特定類別離職僱員總數在報告期初及期末特定類別僱員總數的平均值中所佔的比率。
9. 「平均受訓時數」指於報告期內僱員的總受訓時數在報告期內參與培訓僱員總數中所佔的比率。
10. 「各特定類別之平均受訓時數」指於報告期內特定類別僱員的受訓總時數在報告期內特定類別參與培訓僱員總數的平均值中所佔的比率。

Hong Kong Stock Exchange
ESG Reporting Guide

香港交易所《環境、
社會及管治報告指引》
索引

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引		Section/Explanation 章節/說明	Page 頁碼	
A: Environmental A. 環境				
A1: Emissions 層面A1: 排放物	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢物的產生等的： (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。	ENVIRONMENTAL PROTECTION — Energy Management — Greenhouse Gas Emissions — Waste Management — Paperless Office — Water Management List of External Laws and Regulations and Internal Policy 環境保護 — 能源管理 — 溫室氣體排放 — 廢棄物管理 — 無紙化辦公 — 用水管理 報告涉及的法律法規及內部政策	P.43-45, 51-59, 95
	KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	ENVIRONMENTAL PROTECTION — Energy Management — Greenhouse Gas Emissions ESG KEY PERFORMANCE INDICATORS 環境保護 — 能源管理 — 溫室氣體排放 ESG關鍵績效表	P.51-57, 98
	KPI A1.2 關鍵績效指標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) 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)。	ENVIRONMENTAL PROTECTION — Energy Management — Greenhouse Gas Emissions ESG KEY PERFORMANCE INDICATORS 環境保護 — 能源管理 — 溫室氣體排放 ESG關鍵績效表	P.51-57, 98
	KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and (where appropriate), intensity (e.g. per unit of production volume, per facility). 所產生有害廢物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Due to the nature of business, our operations do not directly generate hazardous waste. 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。	—
	KPIA1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and (where appropriate), intensity (e.g. per unit of production volume, per facility). 所產生無害廢物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	ENVIRONMENTAL PROTECTION — Waste Management — Paperless Office ESG KEY PERFORMANCE INDICATORS 環境保護 — 廢棄物管理 — 無紙化辦公 ESG關鍵績效表	P.57-58, 98

Environmental, Social and Governance Report

環境、社會及管治報告

APPENDIX 附錄

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引		Section/Explanation 章節/說明	Page 頁碼	
A2: Use of Resources 層面A2: 資源使用	KPIA1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	SUSTAINABLE DEVELOPMENT MANAGEMENT — Sustainable Development Strategy ENVIRONMENTAL PROTECTION — Energy Management — Greenhouse Gas Emissions — Waste Management — Paperless Office 可持續發展管理 — 可持續發展策略 環境保護 — 能源管理 — 溫室氣體排放 — 廢棄物管理 — 無紙化辦公	P.27, 51-58
	KPIA1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢物的方法，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。	SUSTAINABLE DEVELOPMENT MANAGEMENT — Sustainable Development Strategy ENVIRONMENTAL PROTECTION — Waste Management — Paperless Office 可持續發展管理 — 可持續發展策略 環境保護 — 廢棄物管理 — 無紙化辦公	P.27, 57-58
	General Disclosure 一般披露	Policies on the efficient use of resources (including energy, water and other raw materials). 有效使用資源(包括能源、水及其他原材料)的政策。	ENVIRONMENTAL PROTECTION — Energy Efficiency — Greenhouse Gas Emissions — Waste Management — Paperless Office — Water Management List of External Laws and Regulations and Internal Policy 環境保護 — 能源管理 — 溫室氣體排放 — 廢棄物管理 — 無紙化辦公 — 用水管理 報告涉及的法律法規及內部政策	P.51-59, 95
KPI A2.1 關鍵績效指標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). 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)。	ENVIRONMENTAL PROTECTION — Energy Management — Greenhouse Gas Emissions ESG KEY PERFORMANCE INDICATORS 環境保護 — 能源管理 — 溫室氣體排放 ESG關鍵績效表	P.51-57, 99	
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	ENVIRONMENTAL PROTECTION — Water Management ESG KEY PERFORMANCE INDICATORS 環境保護 — 用水管理 ESG關鍵績效表	P.58-59, 99	

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引		Section/Explanation 章節 / 說明	Page 頁碼	
A3: The Environment and Natural Resources 層面A3： 環境及天然資源	KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	SUSTAINABLE DEVELOPMENT MANAGEMENT — Sustainable Development Strategy ENVIRONMENTAL PROTECTION — Energy Management — Greenhouse Gas Emissions — Waste Management — Paperless Office 可持續發展管理 — 可持續發展策略 環境保護 — 能源管理 — 溫室氣體排放 — 廢棄物管理 — 無紙化辦公	P.27, 51-58
	KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	SUSTAINABLE DEVELOPMENT MANAGEMENT — Sustainable Development Strategy ENVIRONMENTAL PROTECTION — Water Management 可持續發展管理 — 可持續發展策略 環境保護 — 用水管理	P.27, 58-59
	KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	The Group does not have any industrial production or factory facilities, hence we do not consume large amounts of packaging materials for products. 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。	—
A3: The Environment and Natural Resources 層面A3： 環境及天然資源	General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	SUSTAINABLE DEVELOPMENT MANAGEMENT — Sustainable Development Management List of External Laws and Regulations and Internal Policy 可持續發展管理 — 可持續發展策略 報告涉及的法律法規及內部政策	P.26-27, 95
	KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	SUSTAINABLE DEVELOPMENT MANAGEMENT — Sustainable Development Strategy — Sustainable Operations ENVIRONMENTAL PROTECTION — Climate Resilience and Adaptation — Energy Management — Greenhouse Gas Emissions — Waste Management — Paperless Office — Water Management List of External Laws and Regulations and Internal Policy 可持續發展管理 — 可持續發展策略 — 可持續營運 環境保護 — 氣候變化之抵禦及適應 — 能源管理 — 溫室氣體排放 — 廢棄物管理 — 無紙化辦公 — 用水管理 報告涉及的法律法規及內部政策	P.26-27, 32-41, 95

Environmental, Social and Governance Report

環境、社會及管治報告

APPENDIX 附錄

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引			Section/Explanation 章節/說明	Page 頁碼
A4: Climate Change 層面A4: 氣候變化	General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 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。	ENVIRONMENTAL PROTECTION — Climate Resilience and Adaptation List of External Laws and Regulations and Internal Policy 環境保護 — 氣候變化之抵禦及適應 報告涉及的法律法規及內部政策	P.46-50, 95
	KPI A4.1 關鍵績效指標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. 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。	ENVIRONMENTAL PROTECTION — Climate Resilience and Adaptation List of External Laws and Regulations and Internal Policy 環境保護 — 氣候變化之抵禦及適應 報告涉及的法律法規及內部政策	P.46-50, 95
B. Social B.社會				
B1: Employment 層面B1: 僱傭	General Disclosure 一般披露	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	CARING FOR EMPLOYEES — Create a friendly work environment — Compliant Employment — Diversity and Inclusion — Talent Training and Development — Remuneration and Welfare — Employee Safety and Health List of External Laws and Regulations and Internal Policy 關愛員工 — 創造友善工作環境 — 合規僱用 — 多元與包容 — 人才培訓與發展 — 薪酬及福利 — 員工安全與健康 報告涉及的法律法規及內部政策	P.64-80, 95-96
	KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	CARING FOR EMPLOYEES — Compliant Employment ESG KEY PERFORMANCE INDICATORS 關愛員工 — 合規僱用 ESG關鍵績效表	P.66-67, 100
	KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	CARING FOR EMPLOYEES — Diversity and Inclusion ESG KEY PERFORMANCE INDICATORS 關愛員工 — 多元與包容 ESG關鍵績效表	P.68-69, 101-102

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引		Section/Explanation 章節/說明	Page 頁碼	
B2: Health and Safety 層面B2： 健康與安全	General Disclosure 一般披露	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (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。	CARING FOR EMPLOYEES — Create a friendly work environment — Talent Training and Development — Employee Safety and Health List of External Laws and Regulations and Internal Policy 關愛員工 — 創造友善工作環境 — 人才培訓與發展 — 員工安全與健康 報告涉及的法律法規及內部政策	P.64-65, 70-73, 78-80, 95-96
	KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括報告年度內)每年因工亡故的人數及比率。	CARING FOR EMPLOYEES — Employee Safety and Health ESG KEY PERFORMANCE INDICATORS 關愛員工 — 員工安全與健康 ESG關鍵績效表	P.78-80, 102
	KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	CARING FOR EMPLOYEES — Employee Safety and Health ESG KEY PERFORMANCE INDICATORS 關愛員工 — 員工安全與健康 ESG關鍵績效表	P.78-80, 102
B3: Development and Training 層面B3： 發展及培訓	KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	CARING FOR EMPLOYEES — Talent Training and Development — Employee Safety and Health List of External Laws and Regulations and Internal Policy 關愛員工 — 人才培訓與發展 — 員工安全與健康 報告涉及的法律法規及內部政策	P.70-73, 78-80, 95-96
	General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	CARING FOR EMPLOYEES — Talent Training and Development — Employee Safety and Health List of External Laws and Regulations and Internal Policy 關愛員工 — 人才培訓與發展 — 員工安全與健康 報告涉及的法律法規及內部政策	P.70-73, 78-80, 95-96
	KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 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。	CARING FOR EMPLOYEES — Talent Training and Development ESG KEY PERFORMANCE INDICATORS 關愛員工 — 人才培訓與發展 ESG關鍵績效表	P.70-73, 102-103
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	CARING FOR EMPLOYEES — Talent Training and Development ESG KEY PERFORMANCE INDICATORS 關愛員工 — 人才培訓與發展 ESG關鍵績效表	P.70-73, 102-103	

Environmental, Social and Governance Report

環境、社會及管治報告

APPENDIX 附錄

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引		Section/Explanation 章節/說明	Page 頁碼	
B4: Labour Standards 層面B4: 勞工準則	General Disclosure 一般披露	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	CARING FOR EMPLOYEES — Create a friendly work environment — Compliant Employment — Employee Safety and Health List of External Laws and Regulations and Internal Policy 關愛員工 — 創造友善工作環境 — 合規僱傭 — 員工安全與健康 報告涉及的法律法規及內部政策	P.64-67, 78-80, 95-96
	KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	CARING FOR EMPLOYEES — Create a friendly work environment — Compliant Employment List of External Laws and Regulations and Internal Policy 關愛員工 — 創造友善工作環境 — 合規僱傭 報告涉及的法律法規及內部政策	P.64-67, 95-96
	KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	CARING FOR EMPLOYEES — Compliant Employment List of External Laws and Regulations and Internal Policy 關愛員工 — 合規僱傭 報告涉及的法律法規及內部政策	P.66-67, 95-96

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引		Section/Explanation 章節 / 說明	Page 頁碼	
B5: Supply Chain Management 層面B5:	General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	BUSINESS ETHICS AND QUALITY SERVICES – Supply Chain Management List of External Laws and Regulations and Internal Policy 商業道德和優質服務 – 供應鏈管理 報告涉及的法律法規及內部政策	P.90-91, 96
	KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	BUSINESS ETHICS AND QUALITY SERVICES – Supply Chain Management ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務 – 供應鏈管理 ESG關鍵績效表	P.90-91, 103
	KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	BUSINESS ETHICS AND QUALITY SERVICES – Supply Chain Management List of External Laws and Regulations and Internal Policy ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務 – 供應鏈管理 報告涉及的法律法規及內部政策 ESG關鍵績效表	P.90-91, 96, 103
	KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	BUSINESS ETHICS AND QUALITY SERVICES – Supply Chain Management List of External Laws and Regulations and Internal Policy ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務 – 供應鏈管理 報告涉及的法律法規及內部政策 ESG關鍵績效表	P.90-91, 96, 103
	KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	BUSINESS ETHICS AND QUALITY SERVICES – Supply Chain Management List of External Laws and Regulations and Internal Policy ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務 – 供應鏈管理 報告涉及的法律法規及內部政策 ESG關鍵績效表	P.90-91, 96, 103

Environmental, Social and Governance Report

環境、社會及管治報告

APPENDIX 附錄

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引		Section/Explanation 章節/說明	Page 頁碼	
B6: Product Responsibility 層面B6: 產品責任	General Disclosure 一般披露	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	BUSINESS ETHICS AND QUALITY SERVICES — Customer Health and Safety — Responsible Marketing List of External Laws and Regulations and Internal Policy 商業道德和優質服務 — 客戶健康與安全 — 負責任營銷 報告涉及的法律法規及內部政策	P.84-89, 97
	KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Due to the Group's business nature, disclosure related to products recall procedures and number of products recall are not applicable. 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 B6.2 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	BUSINESS ETHICS AND QUALITY SERVICES — Customer Health and Safety — Responsible Marketing List of External Laws and Regulations and Internal Policy ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務 — 客戶健康與安全 — 負責任營銷 報告涉及的法律法規及內部政策 ESG關鍵績效表	P.84-89, 97, 103
	KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	BUSINESS ETHICS AND QUALITY SERVICES — Responsible Marketing List of External Laws and Regulations and Internal Policy 商業道德和優質服務 — 負責任營銷 報告涉及的法律法規及內部政策	P.88-89, 97
	KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	BUSINESS ETHICS AND QUALITY SERVICES — Responsible Marketing List of External Laws and Regulations and Internal Policy 商業道德和優質服務 — 負責任營銷 報告涉及的法律法規及內部政策	P.88-89, 97
	KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	BUSINESS ETHICS AND QUALITY SERVICES — Customer Health and Safety — Responsible Marketing List of External Laws and Regulations and Internal Policy 商業道德和優質服務 — 客戶健康與安全 — 負責任營銷 報告涉及的法律法規及內部政策	P.84-89, 97

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引		Section/Explanation 章節/說明	Page 頁碼	
B7: Anti-corruption 層面B7： 反貪污	General Disclosure 一般披露	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	BUSINESS ETHICS AND QUALITY SERVICES — Anti-Commercial Bribery and Anti-Corruption List of External Laws and Regulations and Internal Policy 商業道德和優質服務 — 反賄賂與腐敗 報告涉及的法律法規及內部政策	P.82, 97
	KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	BUSINESS ETHICS AND QUALITY SERVICES — Anti-Commercial Bribery and Anti-Corruption ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務 — 反賄賂與腐敗 ESG關鍵績效表	P.82-83, 97, 103
	KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	BUSINESS ETHICS AND QUALITY SERVICES — Anti-Commercial Bribery and Anti-Corruption — Anti-Corruption Policies And Whistleblowing Procedure List of External Laws and Regulations and Internal Policy 商業道德和優質服務 — 反賄賂與腐敗 — 反貪污政策及舉報流程 報告涉及的法律法規及內部政策	P.82-83, 97, 103
	KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	BUSINESS ETHICS AND QUALITY SERVICES — Anti-Commercial Bribery and Anti-Corruption ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務 — 反賄賂與腐敗 ESG關鍵績效表	P.82, 97
B8: Community Investment 層面B8： 社區	General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	COMMUNITY CONTRIBUTION — Leveraging Social Influence 社區貢獻 — 發揮社會影響力	P.93-94
	KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	COMMUNITY CONTRIBUTION — Leveraging Social Influence 社區貢獻 — 發揮社會影響力	P.93-94
	KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	COMMUNITY CONTRIBUTION — Supporting Communities ESG KEY PERFORMANCE INDICATORS 社區貢獻 — 支援社區 ESG關鍵績效表	P.93-94, 103

GLOBAL REPORTING INITIATIVE CONTENT INDEX

全球報告倡議組織 內容索引

Statement of use 使用聲明	Shoucheng Holdings Limited has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards. 首程控股有限公司在2023年1月1日到2023年12月31日參考GRI標準報告了在此份GRI內容索引中引用的資訊。
GRI 1 used 所用GRI1	GRI 1: Foundation 2021 GRI1: 基礎2021

GRI Standard GRI 準則	Disclosure 披露項目	Section 章節	Page 頁碼
GRI 2: General Disclosures 2021 GRI 2: 一般披露2021			
2-1	Organizational details 組織詳細資訊	OVERVIEW 概況	P.8-11
2-2	Entities included in the organization's sustainability reporting 組織永續報導中包含的實體	OVERVIEW 概況	P.5
2-3	Reporting period, frequency and contact point 報導期間、頻率及聯絡人	OVERVIEW 概況	P.5-7
2-6	Activities, value chain and other business relationships 活動、價值鏈和其他商業關係	OVERVIEW 概況	P.8-11
2-7	Employees 員工	CARING FOR EMPLOYEES 關愛員工	P.64-80
2-9	Governance structure and composition 治理結構及組成	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.17-18
2-12	Role of the highest governance body in overseeing the management of impacts 最高治理單位於監督衝擊管理的角色	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.17-18
2-14	Role of the highest governance body in sustainability reporting 最高治理單位於永續報導的角色	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.17-18
2-16	Communication of critical concerns 溝通關鍵重大事件	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.17-18
2-22	Statement on sustainable development strategy 永續發展策略的聲明	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.24-31
2-23	Policy commitments 政策承諾	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.24-31
2-25	Processes to remediate negative impacts 補救負面衝擊的程序	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.17-18
2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出疑慮的機制	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.17-18
2-27	Compliance with laws and regulations 法規遵循	LIST OF EXTERNAL LAWS AND REGULATIONS AND INTERNAL POLICY 報告涉及的法律法規及內部政策	P.95-97
2-29	Approach to stakeholder engagement 利害關係人議合方針	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23

GRI Standard GRI 準則	Disclosure 披露項目	Section 章節	Page 頁碼
GRI 3: Material Topics 2021 GRI 3 : 重大議題2021			
3-1	Process to determine material topics 決定重大主題的流程	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P. 19-23
3-2	List of material topics 重大主題列表	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P. 19-23
GRI 203: Indirect Economic Impacts 2016 GRI 203 : 間接經濟影響2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P. 19-23
203-1	Infrastructure investments and services supported 基礎設施的投資與支援服務的發展及衝擊	SUSTAINABLE OPERATIONS, ENVIRONMENTAL PROTECTION, COMMUNITY CONTRIBUTION 可持續營運、環境保護、社區貢獻	P. 32-41, 54-62, 93-94
GRI 204: Procurement Practices 2016 GRI 204 : 採購實務2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P. 19-23
204-1	Proportion of spending on local suppliers 來自當地供應商的採購支出比例	ESG KEY PERFORMANCE INDICATORS ESG關鍵績效表	P.103
GRI 205: Anti-corruption 2016 GRI 205 : 反貪污2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P. 19-23
205-2	Communication and training about anti-corruption policies and procedures 有關反貪腐政策和程序的溝通和培訓	BUSINESS ETHICS AND QUALITY SERVICES 商業道德和優質服務	P.82-83
205-3	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	BUSINESS ETHICS AND QUALITY SERVICES, ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務、ESG關鍵績效表	P.82-83, 103
GRI 206: Anti-competitive Behavior 2016 GRI 206 : 反競爭行為2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P. 19-23
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices 涉及反競爭行為、反壟斷和壟斷行為的法律訴訟	BUSINESS ETHICS AND QUALITY SERVICES, ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務、ESG關鍵績效表	P.82-83, 103

Environmental, Social and Governance Report

環境、社會及管治報告

APPENDIX 附錄

GRI Standard GRI準則	Disclosure 披露項目	Section 章節	Page 頁碼
GRI 302: Energy 2016			
GRI 302 : 能源2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
302-1	Energy consumption within the organization 組織內部的能源消耗量	ESG KEY PERFORMANCE INDICATORS ESG關鍵績效表	P.99
302-3	Energy intensity 能源密度	ESG KEY PERFORMANCE INDICATORS ESG關鍵績效表	P.99
302-4	Reduction of energy consumption 減少能源消耗	ENVIRONMENTAL PROTECTION 環境保護	P.51-59
GRI 303: Water and Effluents 2018			
GRI 303 : 水與放流水2018			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
303-1	Interactions with water as a shared resource 共享水資源之相互影響	ENVIRONMENTAL PROTECTION 環境保護	P.58-59
303-2	Management of water discharge-related impacts 與排水相關衝擊的管理	ENVIRONMENTAL PROTECTION 環境保護	P.58-59
303-3	Water withdrawal 取水量	ESG KEY PERFORMANCE INDICATORS ESG關鍵績效表	P.99
303-4	Water discharge 排水量	ESG KEY PERFORMANCE INDICATORS ESG關鍵績效表	P.99
303-5	Water consumption 耗水量	ESG KEY PERFORMANCE INDICATORS ESG關鍵績效表	P.99
GRI 305: Emissions 2016			
GRI 305 : 排放2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
305-1	Direct (Scope 1) GHG emissions 直接(範疇一)溫室氣體排放	ENVIRONMENTAL PROTECTION, ESG KEY PERFORMANCE INDICATORS 環境保護·ESG關鍵績效表	P.51-53, 98
305-2	Energy indirect (Scope 2) GHG emissions 能源間接(範疇二)溫室氣體排放	ENVIRONMENTAL PROTECTION, ESG KEY PERFORMANCE INDICATORS 環境保護·ESG關鍵績效表	P.51-53, 98
305-4	GHG emissions intensity 溫室氣體排放強度	ENVIRONMENTAL PROTECTION, ESG KEY PERFORMANCE INDICATORS 環境保護·ESG關鍵績效表	P.51-53, 98
GRI 306: Waste 2020			
GRI 306 : 廢棄物2020			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
306-1	Waste generation and significant waste-related impacts 廢棄物的產生與廢棄物相關顯著衝擊	ENVIRONMENTAL PROTECTION 環境保護	P.57-58
306-2	Management of significant waste-related impacts 廢棄物相關顯著衝擊之管理	ENVIRONMENTAL PROTECTION 環境保護	P.57-58
306-3	Waste generated 廢棄物的產生	ENVIRONMENTAL PROTECTION 環境保護	P.57-58

GRI Standard GRI 準則	Disclosure 披露項目	Section 章節	Page 頁碼
GRI 308: Supplier Environmental Assessment 2016 GRI 308 : 供應商環境評估2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
308-1	New suppliers that were screened using environmental criteria 使用環境標準篩選新供應商	BUSINESS ETHICS AND QUALITY SERVICES 商業道德和優質服務	P.82-83
308-2	Negative environmental impacts in the supply chain and actions taken 供應鏈中負面的環境衝擊以及所採取的行動	BUSINESS ETHICS AND QUALITY SERVICES 商業道德和優質服務	P.82-83
GRI 401: Employment 2016 GRI 401 : 僱傭2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
401-1	New employee hires and employee turnover 新進員工和離職員工	CARING FOR EMPLOYEES, ESG KEY PERFORMANCE INDICATORS 關愛員工 - ESG關鍵績效表	P.69, 101
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供給全職員工(不包含臨時或兼職員工)的福利	CARING FOR EMPLOYEES 關愛員工	P.64-65, 74-77
GRI 403: Occupational Health and Safety 2018 GRI 403 : 職業健康及安全2018			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
403-1	Occupational health and safety management system 職業安全衛生管理系統	CARING FOR EMPLOYEES 關愛員工	P.78-80
403-2	Hazard identification, risk assessment, and incident investigation 危害辨識、風險評估及事故調查	CARING FOR EMPLOYEES 關愛員工	P.78-80
403-3	Occupational health services 職業健康服務	CARING FOR EMPLOYEES 關愛員工	P.78-80
403-4	Worker participation, consultation, and communication on occupational health and safety 有關職業安全衛生之工作者參與、諮詢與溝通	CARING FOR EMPLOYEES 關愛員工	P.78-80
403-5	Worker training on occupational health and safety 有關職業安全衛生之工作者訓練	CARING FOR EMPLOYEES 關愛員工	P.78-80
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減緩與業務關係直接相關聯之職業安全衛生的衝擊	CARING FOR EMPLOYEES 關愛員工	P.78-80
403-9	Work-related injuries 職業傷害	CARING FOR EMPLOYEES 關愛員工	P.78-80
GRI 404: Training and Education 2016 GRI 404 : 培訓與教育2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
404-1	Average hours of training per year per employee 每名員工每年接受訓練的平均時數	CARING FOR EMPLOYEES, ESG KEY PERFORMANCE INDICATORS 關愛員工 - ESG關鍵績效表	P.72, 102-103
404-2	Programs for upgrading employee skills and transition assistance programs 提升員工職能及過渡協助方案	CARING FOR EMPLOYEES 關愛員工	P.64-65, 70-73
GRI 405: Diversity and Equal Opportunity 2016 GRI 405 : 多元化與平等機會2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
405-1	Diversity of governance bodies and employees 治理單位與員工的多元化	CARING FOR EMPLOYEES 關愛員工	P.68-69
405-2	Ratio of basic salary and remuneration of women to men 女性對男性基本薪資與薪酬的比率	CARING FOR EMPLOYEES 關愛員工	P.69, 103

Environmental, Social and Governance Report

環境、社會及管治報告

APPENDIX 附錄

GRI Standard GRI 準則	Disclosure 披露項目	Section 章節	Page 頁碼
GRI 406: Non-discrimination 2016			
GRI 406 : 不歧視2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
406-1	Incidents of discrimination and corrective actions taken 歧視事件以及組織採取的改善行動	CARING FOR EMPLOYEES 關愛員工	P.68
GRI 413: Local Communities 2016			
GRI 413 : 本地社區2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
413-1	Operations with local community engagement, impact assessments, and development programs 經當地社區議會、衝擊評估和發展計劃的營運活動	社區貢獻 COMMUNITY CONTRIBUTION	P.93-94
GRI 416: Customer Health and Safety 2016			
GRI 416 : 用戶使用設施時的健康與安全2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
416-1	Assessment of the health and safety impacts of product and service categories 評估產品和服務類別對健康和安全的衝擊	BUSINESS ETHICS AND QUALITY SERVICES 商業道德和優質服務	P.84-85
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services 涉及產品和服務的健康與安全影響的違規事件	BUSINESS ETHICS AND QUALITY SERVICES, ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務、ESG關鍵績效表	P.84-87, 103
GRI 417: Marketing and Labelling 2016			
GRI 417 : 市場推廣及標籤2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
417-1	Requirements for product and service information and labeling 產品和服務資訊與標示的要求	BUSINESS ETHICS AND QUALITY SERVICES 商業道德和優質服務	P.88-89
417-2	Incidents of non-compliance concerning product and service information and labeling 未遵循產品與服務之資訊與標示相關法規的事件	BUSINESS ETHICS AND QUALITY SERVICES, ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務、ESG關鍵績效表	P.89, 103
417-3	Incidents of non-compliance concerning marketing communications 未遵循行銷傳播相關法規的事件	BUSINESS ETHICS AND QUALITY SERVICES, ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務、ESG關鍵績效表	P.89, 103
GRI 418: Customer Privacy 2016			
GRI 418 : 客戶私隱2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 經證實侵犯客戶隱私或遺失客戶資料的投訴	BUSINESS ETHICS AND QUALITY SERVICES, ESG KEY PERFORMANCE INDICATORS 商業道德和優質服務、ESG關鍵績效表	P.84-89, 103
GRI 419: Socioeconomic Compliance 2016			
GRI 419 : 遵守社會及經濟領域的法規2016			
3-3	Management of material topics 重大主題管理	SUSTAINABLE DEVELOPMENT MANAGEMENT 可持續發展管理	P.19-23
419-1	Management approach disclosures 違反社會及經濟領域的法律規定	ESG KEY PERFORMANCE INDICATORS ESG關鍵績效表	P.103



首程控股

SHOUCHENG HOLDINGS

— 0697.HK —