

2025|26
SUSTAINABILITY REPORT
可持續發展報告

沛然環保

ALLIED SUSTAINABILITY AND ENVIRONMENTAL CONSULTANTS GROUP LIMITED
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WHO WE ARE
公司簡介

Originally founded in 1994, Allied Sustainability and Environmental Consultants Group Limited (the "Company") is a sustainability and environmental consultancy firm headquartered in Hong Kong. The Company is the first sustainability and environmental consultancy service provider listed on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"), taking a pioneering role in promoting environmental responsibility and sustainable growth. In 2026, the Company celebrates its 32nd year of operation, strengthening our commitment in delivering environmental solutions across Hong Kong, Mainland China, the Middle East and the Asia Pacific region in pursuit of our vision and mission.

The Company operates across a broad regional footprint and is dedicated to providing high-caliber environmental and sustainability consultancy services. This commitment is demonstrated through a diverse and robust project portfolio spanning Hong Kong, Mainland China, the Middle East and the Asia Pacific region. Sustainability lies at the very core of our day-to-day business and working culture. To promote the importance of sustainability across society, the Company offers professional sustainability advisory services that bring value to our clients, human capital and the environment. At the same time, we collaborate with various organizations to further advocate for sustainable practices and expand our influence beyond the local market to the Asia Pacific region, the Middle East and globally.

沛然環保顧問有限公司(以下簡稱「本公司」)自一九九四年起運作,是一家總部設於香港的可持續發展及環境顧問公司。本公司是首家於香港聯合交易所有限公司(「聯交所」)上市的可持續發展及環境顧問服務供應商,亦是推動可持續發展的先鋒。踏入二零二六年,本公司邁入第三十二個年頭, 我們將繼續秉持初心,為香港、中國大陸、中東及亞太地區提供環境解決方案,實踐我們的願景與使命。

本公司在區域層面擁有廣泛的業務佈局,致力於為客戶提供高品質的環境與可持續發展諮詢服務。這一承諾體現在我們多元且具實力的項目組合,涵蓋香港、中國大陸、中東及亞太地區。可持續發展是我們日常業務和工作文化的核心價值。為推廣可持續發展的重要性,本公司提供專業的可持續發展諮詢服務,為客戶、人力資本和環境創造價值。同時,我們積極與不同機構合作,進一步推動可持續發展實踐,將我們的影響力從本地市場拓展至亞太地區及中東乃至全球。



ABOUT THIS REPORT
關於本報告

REPORTING PERIOD AND SCOPE

This Sustainability Report (the "Report") presents a comprehensive overview of the Environmental, Social and Governance ("ESG") performance, key milestones, and notable developments of the Company's major subsidiaries in Hong Kong, Malaysia and Shanghai (collectively referred to as the "Group" or "AEC") for the reporting period from 1 April 2025 to 31 March 2026 (the "Year"). The Report excludes data or disclosures related to other subsidiaries not specified above. Compared to last year, the reporting scope of this Year has been expanded to include the indirect wholly-owned subsidiary, AEC ESG Consultancy Limited ("Shanghai AEC"), established during the Year, providing a more comprehensive reflection of the Group's growing business footprint.

Apart from presenting an overview of AEC's sustainability performance, the Report underscores the Group's strategic commitment to fostering business and societal resilience through the implementation of environmental solutions and proactive stakeholder engagement.

REPORTING FRAMEWORK AND STANDARDS

The Report is prepared in accordance with the Global Reporting Initiative ("GRI") Standards 2021 and the Environmental, Social and Governance Reporting Code (the "ESG Reporting Code") outlined in Appendix C2 of the Rules Governing the Listing of Securities on GEM of the Stock Exchange (the "GEM Listing Rules") issued by the Stock Exchange. Further details on AEC's Corporate Governance are available in the Annual Report prepared in accordance with Appendix C1 of the GEM Listing Rules.

Building on the foundation established last year, the Group has continued to enhance its climate-related disclosures in line with Part D of the ESG Reporting Code, which is closely aligned with the IFRS S2 Climate-related Disclosures issued by the International Sustainability Standards Board ("ISSB") under the IFRS Foundation.

This Report also incorporates elements of the Taskforce on Nature-related Financial Disclosures ("TNFD"), the Ten Principles of the United Nations Global Compact ("UNGC"), and the United Nations Sustainable Development Goals ("UNSDGs") to further demonstrate AEC's continued commitment to transparent and forward-looking sustainability practices.

報告期及範圍

本可持續發展報告(「本報告」)全面呈現本公司在香港、馬來西亞及上海的主要附屬公司(統稱「本集團」或「沛然環保」),於二零二五年四月一日至二零二六年三月三十一日(「本年度」)期間的環境、社會及管治(「ESG」)績效表現、關鍵里程碑及重要進展。本報告不涵蓋上述以外其他附屬公司的資料或活動。與去年相比,本年度的報告範圍新增了本年度內成立的一家間接全資附屬公司,上海沛然環保科技服務有限公司(「上海沛然」),以更全面地反映本集團擴展中的業務版圖。

除了概述沛然環保可持續發展的表現外,本報告亦重申本集團致力以策略方式強化企業與社會的韌性,透過推行以環境為導向的解決方案及積極的持份者互動來實現該承諾。

報告框架及標準

本報告依據全球報告倡議組織(「GRI」)準則2021,以及由聯交所發出之聯交所GEM證券上市規則(「GEM上市規則」)附錄C2的環境、社會及管治報告守則(「ESG報告守則」)所編製。有關沛然環保企業管治的詳細資訊,請參閱年報,該部分內容根據GEM上市規則附錄C1撰寫。

在去年奠定的基礎上,本集團持續根據ESG報告守則的第D部分強化其氣候相關披露,該部分與國際財務報告準則基金會(IFRS Foundation)之國際可持續發展準則理事會(「ISSB」)發布的國際財務報告準則S2號(IFRS S2) — 氣候相關披露高度一致。

本報告亦納入了自然相關財務披露工作小組(「TNFD」)、聯合國全球契約(「UNGC」)十項原則,以及聯合國可持續發展目標(「UNSDGs」)的元素,以進一步彰顯沛然環保持續致力於透明且前瞻性的可持續發展實踐。



ABOUT THIS REPORT
關於本報告

The Audit Committee and the ESG Committee are entrusted with the responsibility to review and oversee the preparation of the Report, ensuring its alignment with the GEM Listing Rules and other relevant requirements and standards. A content index is attached at the end of the Report as a tool to assist readers in locating disclosures aligned with the reporting frameworks.

審核委員會和ESG委員會負責審閱及督導本報告的編製工作，以確保其符合GEM上市規則及其他相關的規定和準則。本報告頁尾附設內容索引，方便讀者對照報告框架所涵蓋的相關主題。

REPORTING PRINCIPLES

The Group adheres to the reporting principles prescribed by both the GRI standards and the ESG Reporting Code to disclose the policies, practices, and performance highlights of the Year. In preparing the Report, the Group has undertaken a rigorous due diligence process to ensure alignment with the core reporting principles outlined in the ESG Reporting Code.

報告原則

本集團遵照兩大框架－GRI準則及ESG報告守則所規定的報告原則，全面披露本年度的政策、實踐與績效重點。在編寫本報告的過程中，本集團進行了全面且嚴謹的盡職調查程序，以確保內容符合ESG報告守則所規定的報告原則。

"Materiality"	A comprehensive materiality assessment was conducted to ensure that the Report addresses the most material ESG topics pertaining to our businesses.
「重要性」	本集團進行了重要性評估，確保本報告聚焦並闡述與我們業務最相關且具影響力的ESG議題。
"Quantitative"	The Report aims to disclose general disclosures ("GD"), quantitative key performance indicators ("KPI") and targets wherever feasible to illustrate our sustainability impact. Where applicable, the Report clearly outlines the standards, methodologies, assumptions, data sources, and conversion factors used. Data from both the Year and the prior year are provided to support year-on-year comparisons.
「量化」	本報告旨在於可行情況下披露一般披露(「GD」)、量化關鍵績效指標(「KPI」)和目標，以展示我們所帶來的可持續發展影響。在適當情況下，本報告詳細闡述了所使用的標準、方法、假設、數據來源及轉換系數。本報告將同時提供本年度及上一年度的數據，便於進行年度對比。
"Balance"	The Report provides a fair and transparent account of our ESG strategies and outcomes, avoiding any biased disclosures or misleading omissions.
「平衡」	本報告公正且透明地呈現我們在ESG方面的策略與成果，避免任何偏頗陳述或誤導性遺漏。
"Consistency"	Where applicable, any deviations from past reporting practices, including changes to methodologies or KPIs, are fully explained to ensure comparability and maintain transparency.
「一致性」	在適用情況下，任何與過往報告慣例的差異（包括方法或KPI的變更），本報告均會作出清晰說明，以確保可比性及維持透明度。



ABOUT THIS REPORT
關於本報告

CONTACT INFORMATION AND FEEDBACK

For more information about our social and environmental responsibility and business areas, please refer to AEC's official website at https://www.asecg.com.

If you have any comments or questions regarding our sustainability disclosures and performance, please feel free to contact us at info@aechk.com or (852) 2815 7028.

聯絡資料

有關更多我們的社會和環境責任和業務範疇資訊，請參考本集團的官方網站：https://www.asecg.com。

如果您對本報告有任何意見或查詢，歡迎發送郵件至info@aechk.com或致電(852) 2815 7028與我們聯繫。



FOREWORD
前言

Dear valued stakeholders,

On behalf of the board of Directors (the "Board"), I am honored to present the Report for the financial year ending 31 March 2026. Now in its 32nd year since founding in 1994, the Group reflects proudly on a journey that has mirrored Hong Kong's steady shift from prioritizing environmental protection to setting carbon-neutrality goals and holistic sustainable development. As a pioneer in advancing environmental excellence, AEC demonstrates its efforts to accelerate the realization of a net-zero economy, create healthy and safe communities and strengthen communication with stakeholders through knowledge sharing.

COMMITMENT TO ADVANCING NET ZERO — BUILDING A CARBON-NEUTRAL ECONOMY

As the country enters the critical phase of the 15th Five-Year Plan, China is accelerating the green transformation of its economic and social development, further advancing the implementation of its "dual carbon" strategic goals. As an innovation leader in the industry, AEC actively aligns with national priorities and is deeply integrated into regional and national green development networks. We have joined the Asia-Pacific Net Zero Collaborators of the World Green Building Council (WorldGBC) and are a founding member of the Greater Bay Area Carbon Neutrality Association (GBACNA), dedicated to providing the professional expertise necessary to drive the Greater Bay Area towards carbon neutrality.

In terms of business development, AEC maintains a solid local foundation while actively expanding into Mainland China and international markets, participating in the development of carbon-neutral roadmaps for clients across various countries and regions. Leveraging our extensive experience in sustainability and environmental consultancy, we are steadily advancing our strategic presence and business expansion in Mainland China. We have established our subsidiary, Shanghai AEC, to provide consultancy services in green, healthy and smart buildings, ESG strategies, carbon neutrality, sustainable industrial parks, green finance, and innovative technologies for clients in the Yangtze River Delta and across the country. Furthermore, the Group is actively diversifying into emerging sectors such as hydrogen power, renewable energy, and sustainable supply chain consultancy. We assist clients in achieving low-carbon transformation across all stages, from energy supply and operational management to supply chain logistics, effectively bridging the gap between strategic goals and practical implementation with systematic and actionable solutions.

致各位尊貴的持份者：

本人謹代表董事會(「董事會」)，誠意呈交本集團截至二零二六年三月三十一日止年度的報告。本集團自一九九四年創立至今，已昂然邁入第32個服務年頭，並自豪地見證及參與香港從重視環境保護，逐步邁向碳中和目標及全面可持續發展的新階段。作為推動環境卓越的先驅，沛然環保展示了為加速實現淨零經濟、打造健康和安全社區及通過知識共享與持份者加強溝通所作出的努力。

承諾推進淨零排放 — 建設碳中和經濟

隨著國家進入「十五五」規劃的關鍵階段，中國正全面加速經濟社會發展的綠色轉型，深化落實「雙碳」戰略目標。作為行業創新引領者，沛然環保積極響應國家方向，深度融入區域及國家綠色發展網絡。我們已加入世界綠色建築委員會亞太區淨零合作者行列，並成為大灣區碳中和協會的創會成員，致力於提供專業支持，助力大灣區邁向碳中和。

在業務發展方面，沛然環保立足本地，同時積極拓展中國內地及國際市場，參與多個國家及地區客戶的碳中和路徑構建工作。憑藉在可持續發展及環境顧問領域的深厚積累，我們正穩步推進於中國內地市場的戰略佈局與業務擴展。我們已成立附屬公司上海沛然，為長三角地區乃至全國客戶群體提供綠色，健康，智慧建築、ESG 策略、碳中和、可持續工業園區、綠色金融及創新技術的諮詢服務。同時，本集團亦積極拓展氫能、可再生能源及可持續供應鏈諮詢等新興業務，協助客戶從能源供應、營運管理以至供應鏈各環節實現低碳轉型，推動目標與實踐之間的有效銜接，提供更具系統性與可落地性的解決方案。



FOREWORD
前言

Regarding internal management, AEC upholds the philosophy of "leading by example". We continuously optimize our operating model by integrating sustainability into every aspect of our business through intelligent office systems and waste sorting mechanisms. The Group has officially received certification from the Science Based Targets initiative ("SBTi") and has set a target to achieve net-zero emissions by 2044. This ensures our development pathway remains aligned with global climate goals, enabling us to continue leading the industry's green transformation and contributing to a more sustainable future.

在內部管理方面，沛然環保秉持「以身作則」的理念。我們持續優化營運模式，通過智能化辦公系統與廢棄物分類處理機制，將可持續理念滲透至每個業務環節。本集團已正式通過科學基礎減碳目標倡議（「SBTi」）認證，並訂立於二零四四年前實現淨零排放的目標，確保發展路徑與全球氣候目標保持一致，持續引領行業綠色變革，為構建更綠色的未來貢獻力量。

CREATING A HEALTHY AND SAFE COMMUNITY

締造健康安全的社區

A safe and healthy working environment serves as the core pillar of sustainable development, a domain we have consistently dedicated ourselves to advance. We harnessed technological innovation to upgrade our environment, establishing a real-time indoor air quality monitoring system to ensure indicators such as PM2.5 and formaldehyde always meet health standards. For air quality management, we employ high-efficiency filtration equipment and ventilation systems, integrated with intelligent control technologies, to effectively reduce harmful substance concentrations. In terms of safety facilities, from fire-fighting equipment to emergency rescue gear, all are configured and maintained strictly in accordance with international standards. These solid measures not only construct a comprehensive health and safety defense for employees but also demonstrate our commitment and responsibility in creating sustainable workplace scenarios.

安全與健康的工作環境作為可持續發展的核心支柱，始終是我們不遺餘力深耕的領域。我們利用科技推動環境升級，搭建實時室內空氣質量監測體系，確保空氣中PM2.5、甲醛等指標時刻符合健康標準。在空氣質量管控上，我們採用高效過濾設備與通風系統，搭配智能調控技術，有效降低有害物質濃度；在安全設施配備方面，從消防器材到應急救援裝備，均嚴格按照國際標準配置與維護。這些紮實舉措不僅為員工構築起全方位的健康安全防線，更彰顯了我們在打造可持續工作場景中的責任與擔當。

Meanwhile, we continue to prioritize employees' mental health. We are committed to improving the quality of internal communication, and increasing employees' awareness and understanding of physical and mental health. By signing the "Mental Health Workplace Charter" promoted by the Department of Health, the Labour Department, and the Occupational Safety and Health Council, we strive to foster a corporate culture of "caring for work-life balance and co-creating a healthy workplace".

與此同時，我們亦持續關注員工心理健康，致力提升內部溝通質素，並提高員工對身心健康的關注與認識。通過簽署由衛生署、勞工處和職業安全健康局推行的《精神健康職場約章》，我們致力構建「關注身心平衡、共創健康職場」的企業文化。

FOREWORD
前言

FOSTERING A SUSTAINABLE FUTURE THROUGH TECH-DRIVEN KNOWLEDGE SHARING

Sustainable development thrives on innovation and collaboration. As a leading environmental consultancy firm in Hong Kong, AEC actively integrates cutting-edge technologies to advance our ESG and sustainability services. During the Year, we have deepened our AI and digital partnerships, spanning ESG chatbot development, advanced data analytics, carbon compliance software, and intelligent building energy management, to deliver precise, tech-enabled sustainability solutions for our clients across Hong Kong, the Greater Bay Area, and beyond.

Our commitment to tech-enabled knowledge sharing remains at the heart of AEC's service philosophy. On the digital platform front, our one-stop ESG digital platform, "Sustainature", launched in 2021, undergoes continuous enhancement based on client feedback and has incorporated ESG KPIs from various reporting requirements or frameworks as we expand across Asia Pacific. Meanwhile, our "ESGVaR" joint venture with Farseer continues to mature as a go-to AI-powered tool for sustainability risk analysis and ESG regulatory compliance automation.

In late 2025, we further expanded our green technology partnerships to deepen our integrated service offering. We commenced collaboration with NeuraEdge, an AI technology company specializing in intelligent building systems, to explore AI-powered energy optimization solutions for commercial real estate clients. We also established a joint venture with Carbon Next Sdn Bhd, a Malaysian carbon compliance technology company, to leverage their carbon and ESG management SaaS platform in creating verification-ready greenhouse gas ("GHG") inventories for our clients, complementing AEC's existing carbon auditing and ESG advisory expertise.

Alongside advancing sustainability, AEC actively participated in green technology events and forums during the Year. Notably, we took part in "Green Tech Connect", a joint initiative by the Business Environment Council (BEC) and Hong Kong Science and Technology Parks Corporation (HKSTP), engaging with the broader green technology ecosystem and fostering cross-sector dialogue on emerging sustainable solutions. Internally, we continued our knowledge exchange program to facilitate the practical integration of green technology into our ESG team's day-to-day workflows, ensuring our team equipped with the latest tools in sustainable technologies.

以科技驅動知識共享 共建可持續未來

可持續發展建基於創新與協作。作為香港領先的環保顧問機構，沛然環保積極融合尖端科技，持續提升我們的ESG及可持續發展服務。於本年度，我們深化了在人工智能及數碼領域的合作夥伴關係，涵蓋ESG聊天機械人開發、先進數據分析、碳合規軟件及智能建築能源管理等範疇，為香港、大灣區及更廣泛市場的客戶提供更精準、以科技為本的可持續發展解決方案。

對「科技驅動知識共享」的承諾始終是沛然環保服務理念的核心。在數碼平台方面，我們於二零二一年推出的一站式ESG數碼平台「Sustainature」，已根據客戶反饋持續優化，並隨著我們在亞太區的擴展，整合了來自不同報告要求或框架的ESG KPI。此外，我們與Farseer合資開發的「ESGVaR」平台亦持續成熟完善，已成為一套可用於可持續發展風險分析及ESG監管合規自動化的領先人工智能工具。

二零二五年下半年，我們進一步拓展綠色科技合作夥伴關係，深化我們的綜合服務能力。我們與專注智能建築系統的人工智能科技企業NeuraEdge開展合作，探索為商業地產客戶提供人工智能驅動的能源優化解決方案。與此同時，我們與馬來西亞碳合規科技企業Carbon Next Sdn Bhd成立合資企業，借助其碳及ESG管理軟體即服務(SaaS)平台，為客戶建立符合核查標準的溫室氣體清單，與沛然環保現有的碳審計及ESG諮詢專業知識相輔相成。

在推進可持續發展的同時，沛然環保於本年度內積極參與各類綠色科技活動及論壇。其中，我們參加了由商界環保協會與香港科技園公司聯合舉辦的「Green Tech Connect」活動，積極融入更廣泛的綠色科技生態系統，並促進跨界別針對新興可持續發展解決方案的交流。在內部方面，我們持續推行知識交流計劃，以推動綠色科技在ESG團隊日常工作流程中的實際應用，確保團隊配備最新的可持續發展科技工具。



FOREWORD
前言

INTEGRATING SUSTAINABLE DEVELOPMENT CONCEPTS INTO FINANCIAL PRACTICES

Acknowledging the critical role of finance in advancing global sustainability, AEC actively leads the development of green finance. Leveraging our forward-looking strategic insights and customized solutions, we empower clients to identify and invest in green projects and assets, enabling them effectively to achieve their sustainable development goals. By directing capital toward environmentally responsible projects, we collaborate with our clients to build a more resilient and sustainable future.

Looking ahead, the Group will amplify tech-enabled innovation to accelerate the net-zero transition. On behalf of the Board and management, I wish to express my sincere gratitude to our dedicated team, partners, and clients for their steadfast support. AEC reaffirms our commitment to excellence and positive change, pioneering the synergy of technology and sustainability to build a resilient, tech-empowered future.

Kwok May Han Grace
Chairman and Executive Director

18 June 2026

將可持續發展理念融入金融實踐

沛然環保深知金融在推動可持續發展的關鍵作用，積極引領綠色金融發展。我們憑藉前瞻性策略洞察與客製化解決方案，賦能客戶甄選並投資綠色項目與資產，協助其有效實現可持續發展目標。透過引導資本流向對環境負責的項目，我們與客戶共同繪製更具韌性且可持續的未來。

展望未來，本集團將強化科技驅動創新，以加速淨零轉型進程。我謹代表董事會及管理層向全體員工、合作夥伴與客戶的鼎力支持致以誠摯謝意。沛然環保堅守追求卓越與正向變革的承諾，致力開拓科技與可持續發展的深度融合，共建具科技韌性的未來。

郭美珩
主席兼執行董事

二零二六年六月十八日



2025/26 SUSTAINABILITY HIGHLIGHT
二零二五 / 二六可持續發展亮點

During the Year, we received various achievements and recognitions for our continuous commitment in promoting sustainability. We will continue to put effort into building a sustainable future.

本年度，我們繼續致力於促進可持續發展，取得了多項成就和認可。我們將繼續努力建設可持續發展的未來。

Number of sustainability awards and recognitions
可持續發展獎項和榮譽之數目
20

Number of sustainability-related charter/memberships
有關可持續發展的憲章／會籍之數目
29

Number of sustainability projects completed for our clients
為我們客戶完成的可持續發展項目之數目
259

504,384.18

Estimated GHG emissions reduction of completed sustainability projects for our clients (tCO_2e)
為我們客戶完成的可持續發展項目的預計溫室氣體減排量（噸二氧化碳當量）

Number of community educational activities (e.g. talks for promoting ESG, green finance)
社區教育活動次數之數目（例如：宣傳ESG和綠色金融講座等）
36

OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

VISION AND MISSION

Established in 1994, AEC's vision is to become a world-class one-stop environmental and sustainability consultancy service provider, driven by the following mission:

我們的願景和使命

沛然環保成立於一九九四年，致力於成為世界一流的環境和可持續發展顧問服務供應商，並肩負以下使命：

- Transforming cities with sustainable building designs
  利用可持續建築設計重塑城市
- Providing advanced mitigation solutions to minimize environmental impacts
  提供先進的緩解方案，將對環境影響減至最低
- Shaping a green future for the continuity of the greater good
  締造綠色未來以延續美好世界
- Educating the communities through capacity building and awareness enhancement programs on sustainability issues
  透過能力提升和意識加強計劃促進社區對可持續發展議題的認識
- Inspiring corporate social responsibility by adding sustainability values into business frameworks
  將可持續發展價值貫徹業務框架以履行企業社會責任

OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

CORE VALUE

As a pioneering force in the sustainability and environmental consultancy sector, AEC provides a sustainable path forward for our employees, clients, business partners, and the community. Under our sustainability framework, our work is directed by four key pillars — Wellness, Awareness, Environment and Collaboration.

我們的核心價值觀

作為可持續發展和環境顧問領域的先鋒，沛然環保為我們的員工、客戶、商業夥伴和社區提供了一條可持續發展的道路。在我們的可持續發展框架下，我們的工作由福祉、意識、環境和合作四大核心支柱組成。



OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

Pillars 支柱	Application 應用	Mapped UNSDGs 對應的聯合國可持續發展目標
Environment **環境**	We contribute to building sustainable cities and economies through the following solutions: 我們通過以下解決方案為建設可持續城市和經濟作出貢獻： • Provide environmental impact assessments services that reduce the adverse environmental impact of urban development, e.g. ecological impact studies, drainage impact assessments 提供環境影響評估服務，例如生態影響研究、排水影響評估，以減少城市發展對環境的不利影響 • Actively promote green building certifications that drive green operations, e.g. circular economy practices, use of renewable energy and provision of green communal spaces 積極推動綠色建築認證，以促進綠色營運，例如循環經濟實踐、使用可再生能源以及提供綠色公共空間 • Provide ESG consultancy services to accelerate our corporate clients' decarbonization pathways and strengthen their climate resilience 提供ESG諮詢服務以幫助我們的企業客戶加速減碳路徑，並強化其氣候應變能力 • Pioneer new business pathways in hydrogen and renewables to lead the global transition to net zero 開拓氫能與可再生能源業務新路徑，引領全球淨零轉型 • Offer a one-stop integrated solution for sustainable supply chains and green technology to help clients transform their commitments into measurable outcomes 推出一站式可持續供應鏈和綠色技術整合解決方案，協助客戶將承諾轉化為具體實踐	

OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

Pillars 支柱	Application 應用	Mapped UNSDGs 對應的聯合國可持續發展目標
Wellness **福祉**	We directly contribute to the well-being of the society through our services in the following areas: 我們通過以下服務領域直接為社會福祉作出貢獻： • Provide environmental impact assessments services that monitor and mitigate negative health and safety impacts, e.g. land contamination, air, water and noise pollution 提供環境影響評估服務，監測和減低對健康和安全的負面影響，例如土地污染、空氣、水和噪音污染 • Promote sustainability-related building certifications that focus on the health and wellness of building occupants, e.g. WELL certifications 推廣與可持續性相關的建築認證，例如WELL認證，注重於住客的健康和福祉 • Provide acoustics, audio-visual and lighting design consultancy services that bolster occupants' well-being through the provision of pleasant acoustic and lighting environments 提供聲學、視聽和照明設計諮詢服務，通過提供宜人的聲學和照明環境來提升使用者的福祉 • We embrace people-centric principles and enhance our employees' wellness in the workplace through the following ways: 我們奉行以人為本的原則，並通過以下方式提高員工在辦公室的健康： o Provide healthcare coverage to all full-time employees 為所有全職員工提供醫療保健服務 o Maintain a safe, hygienic and comfortable workplace 維持一個安全、衛生和舒適的工作場所 o Uphold non-discriminatory policies and gender equality principles 堅持非歧視政策和性別平等原則 o Offer counseling services 提供精神輔導服務 o Offer parental leave to our staff 為我們的員工提供侍產假	

OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

Pillars 支柱	Application 應用	Mapped UNSDGs 對應的聯合國可持續發展目標
Awareness **意識**	We promote sustainability awareness among our clients, employees and the community through the following ways: 我們透過以下方式在客戶、員工間和社區中宣傳可持續發展意識： • Assist our clients in adopting sustainable practices and transparent ESG disclosures 協助我們的客戶採用可持續實踐，並進行透明的ESG披露 • Carry out a sustainable management of resources at our office in the consumption of electricity, water, and paper, etc. 率先在我們辦公室就消耗電力、水和紙張等資源進行可持續管理 • Nurture youths and the next generation with sustainability-related skills and knowledge through participation in seminars and talks 通過參加研討會和講座，培養青年和下一代與可持續發展相關的技能和知識	
Collaboration **合作**	We recognize the importance of partnerships and strive to achieve synergy among stakeholders through the following approaches: 我們認識到夥伴關係的重要性，並努力通過以下方法激活持份者之間的協同作用： • Demonstrate superior corporate governance practices 以優秀的企業管治實踐作示範 • Strengthen the capabilities of diverse sectors through participation in various associations 通過參加不同的協會，提升不同行業的能力 • Launch multi-stakeholder partnerships that advance industry innovation 與多方持份者建立合作關係，以促進產業創新	



OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

SUSTAINABILITY GOVERNANCE

Good governance facilitates sustainability, creates sustainable values and drives the Group to practice its values. The Group has established an ESG Committee in 2016 comprising executive and independent non-executive directors. The ESG Committee, chaired by an executive director, oversees all ESG-related topics and reports periodically to all Board members.

AEC's Sustainability Working Group (the "SWG"), under the ESG Committee, includes representatives from each team and department. The SWG comprises diverse talents from a broad spectrum, allowing the Group to capture opinions through a bottom-up approach. The SWG plays a crucial role in customizing and analyzing ESG-related policies and procedures to raise sustainability awareness across the organization. Besides, the SWG collaborates closely with relevant departments to ensure the accurate collection, analysis, and presentation of ESG data necessary for crafting the Report. Beyond its internal functions, the SWG is also responsible for advancing corporate social responsibility through commitments and targets.

This collaborative spirit extends beyond the SWG, as the Audit Committee, Risk Management Committee, ESG Committee, and the SWG work together to identify and assess potential ESG risks and opportunities in daily operations to strategize and implement AEC's sustainability vision and objective. Additionally, both the Audit Committee and the ESG Committee are responsible for reviewing and overseeing the Report in compliance with the GEM Listing Rules and other applicable requirements and standards.

AEC has established the Responsible Investment Committee in February 2022 to promote sustainable procurement practices. The committee integrates ESG factors, sustainability, climate resilience, biodiversity, and carbon neutrality into investment planning to ensure that responsible investment principles are embedded throughout the entire decision-making process.

可持續發展管治

良好的管治能促進可持續發展，創造可持續價值並推動本集團實踐其價值觀。本集團已於二零一六年成立由執行董事及獨立非執行董事組成的ESG委員會。ESG委員會由執行董事擔任主席，負責監督所有與ESG相關的主題，並定期向所有董事會成員報告。

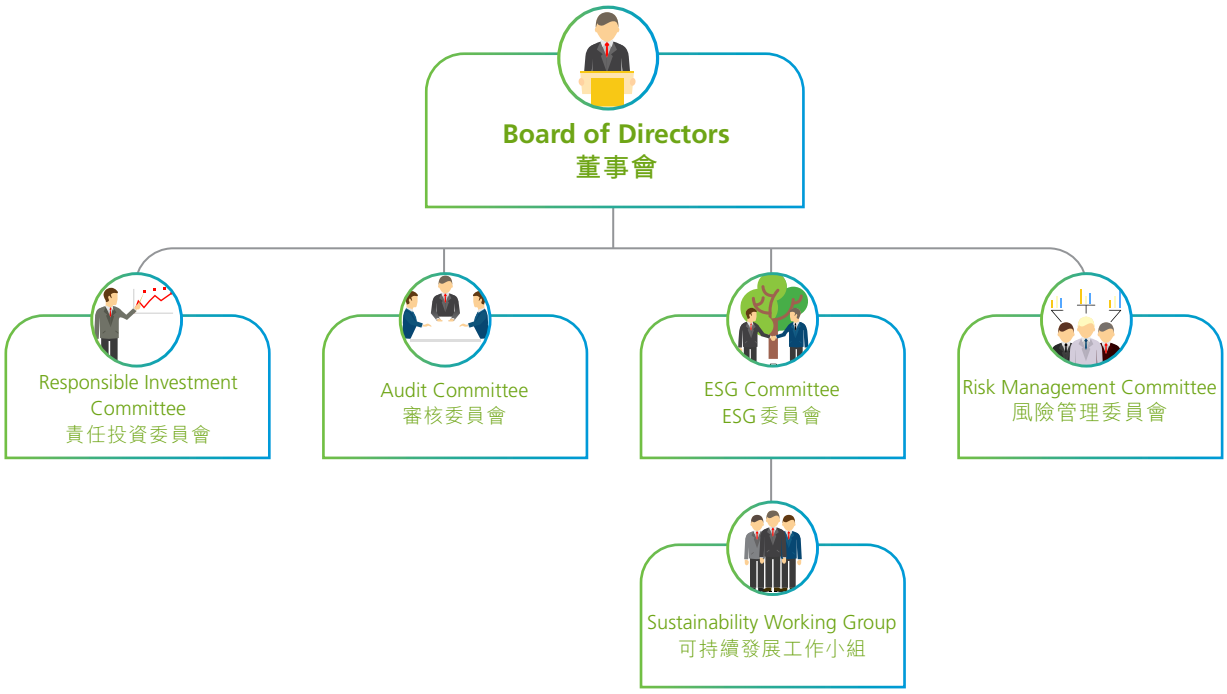
沛然環保的可持續發展工作組（「SWG」）隸屬於ESG委員會，其中包括來各團隊和部門的代表。SWG由多元化的人才和背景構成，讓本集團能夠從自下而上的方式獲取意見。SWG在定制和分析ESG相關政策和程序方面發揮著關鍵作用，以促進組織內的可持續發展意識。此外，SWG與相關部門密切合作，以確保準確收集、分析和呈現ESG數據，這些數據對制定本報告至關重要。除了其內部功能外，SWG亦負責通過承諾和目標推進企業社會責任。

這種合作精神不僅僅存在於SWG之中，審計委員會、風險管理委員會、ESG委員會和SWG緊密合作，識別並評估日常營運中可能出現的ESG風險和機遇，以制定和實施沛然環保的可持續發展願景和目標。此外，審核委員會和ESG委員會負責根據GEM上市規則及其他適用的規定和準則審閱及監督本報告。

沛然環保於二零二二年二月成立責任投資委員會，專注推動可持續採購實踐，將ESG、可持續性、氣候適應力、生物多樣性及碳中和等影響因素納入投資規劃，確保責任投資原則貫穿決策全流程。

OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

SUSTAINABILITY GOVERNANCE STRUCTURE 可持續發展治理架構



AEC incorporates the concept of sustainability into the Group's principles, operational strategies and operations. The ESG Committee implements sustainability policies on both environmental and social aspects.

沛然環保將可持續發展的概念融入本集團的原則、運營策略和運營當中。ESG委員會在環境和社會方面實施可持續發展政策。

Environmental Policies 環境政策	Social Policies 社會政策
Implement Environmental Management Systems ("EMS") in accordance with ISO 14001:2015 根據ISO 14001:2015實施環境管理系統(「EMS」)	Operate Quality Management Systems ("QMS") in accordance with ISO 9001:2015 根據ISO 9001:2015執行品質管理系統(「QMS」)
Optimize energy, water and other resources as efficiently as possible 盡可能高效地優化能源、水和其他資源	Fulfill commitment as a Caring Company that cares about the employees, the community and the environment 履行「商界展關懷」對員工、社區和環境的承諾
Reduce environmental impacts on business and maintain efficient and effective operation 減少業務對環境的影響，並保持高效有效的運營	Promote sustainable procurement of products and services 促進產品和服務的可持續採購

OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

CORPORATE GOVERNANCE

企業管治



Adhering to strict business ethics and integrity, AEC is dedicated to strong corporate governance to ensure fair and transparent operations. As stipulated in our Staff Handbook, employees must avoid and declare any potential conflicts of interest and benefits, for instance, gifts received while accomplishing their tasks. More details are disclosed in the Corporate Governance Report of our 2025/26 Annual Report.

To maintain a high standard of corporate governance, the Group is committed to enhancing anti-corruption awareness among its staff and provides anti-corruption training to staff and directors. Relevant personnel are required to understand the requirements of anti-corruption and integrity, and bribery in any form is strictly prohibited. During the Year, the Group has provided anti-corruption training to our staff, including directors.

Should there be any incidents of misbehavior and malpractice, employees are required to report to the administrative/human resources department through the reporting box — an anonymous whistleblowing mechanism. Upon receipt of any such report, an investigation shall be initiated by the legal department as soon as possible. During the Year, AEC was not convicted of any non-compliance with anti-corruption-related rules and regulations.

Moreover, we have long been committed to building a diverse and inclusive Board. In line with our ongoing efforts in this area and the latest requirements on gender diversity in Stock Exchange's Corporate Governance Code, we have achieved over 60% of women's representation on the Board during the Year.

沛然環保秉持嚴謹的商業道德及誠信，並致力於有效的企業管治，以確保公平而透明的企業運營。我們的員工手冊亦有申明，員工必須避免並聲明任何潛在的利益和利益衝突，如在完成任務時收取禮物。更多資訊可參閱我們於二零二五／二六年報中的企業管治報告。

本集團致力於提升員工的反貪污意識，並為員工及董事提供反貪污培訓，以維持高水準的企業管治。相關人員需要了解反腐倡廉的要求，並嚴禁任何形式的賄賂。本年度內，本集團已向包括董事在內的員工提供反貪污培訓。

若發現任何不當行為和瀆職事件，員工可通過舉報箱，以匿名舉報的方式，向行政或人力資源部門作出舉報。法律部門應會盡快啟動審查。本年度內，沛然環保並無被指控違反反貪污相關規則及法規。

此外，我們長期致力於建立多元共融的董事會。秉持在此領域的持續努力，並配合聯交所《企業管治守則》對性別多元的最新要求，本年度董事會中的女性代表比例已達60%。

OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is embedded throughout our business operations and value chain. Their feedback serves as the core driving force of our sustainable development. We treasure all opinions from both internal and external stakeholders, as these insights help guide our decision-making. To this end, we have set up different communication platforms to ensure continuous and close connection with our stakeholders.

持份者參與

持份者的參與貫穿我們的業務與價值鏈，其反饋正是推動可持續發展的核心動力。我們重視來自內部和外部持份者的所有意見，這些意見有助於引導我們的決策。為此，我們已建立不同的溝通平台，以確保持續與持份者保持緊密聯繫。

COMMUNICATION PLATFORMS
通訊平台



OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

MATERIALITY ASSESSMENT

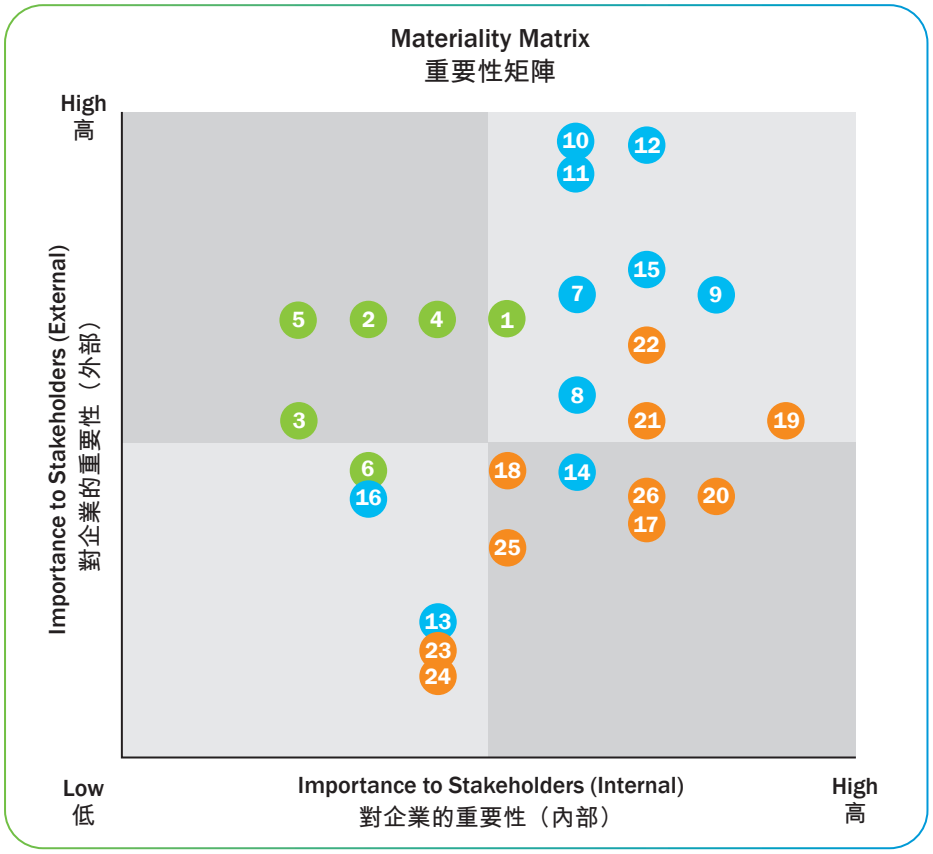
To identify, assess, and prioritize the most critical ESG issues, AEC conducted a sustainability survey with internal stakeholders in the Year. Based on the survey results and feedback, AEC can review its performance and impacts across various sustainability dimensions, ensuring dynamic alignment between ESG strategies and business objectives, and driving the transformation of sustainability from concepts to measurable performance.

The following materiality matrix was generated to rank our material ESG issues. The Board, the ESG Committee and the SWG have confirmed its relevance for the Year and is continuously working to incorporate into AEC's sustainability roadmap and daily operations. The results of materiality assessment are also the focus areas of the Report.

重要性評估

為了識別、評估和優先考慮最重要的ESG議題，沛然環保本年度與內部持份者進行了可持續發展問卷調查。根據結果和反饋，沛然環保可以審查其在各個可持續性方面的表現和影響，確保ESG策略與商業目標的動態協同，推動可持續發展從理念向績效的轉化。

我們使用以下重要性矩陣來對我們的重要ESG議題進行排名。董事會、ESG委員會和SWG已確認其與本年度的相關性，並不斷努力將其納入沛然環保的可持續發展路線圖和日常運營。重要性評估結果也為本報告的重點領域提供了信息。





OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

Environment 環境	Social 社會	Economic and Business 經濟和業務
1. Sustainability awareness promotion **推廣可持續發展意識**	**7. Talent attraction** **人才招攬**	17. Financial performance 財務績效
2. Resources optimization 善用資源	**8. Equal opportunities and non-discrimination** **平等機會及無歧視**	18. ESG governance (e.g. Board's involvement in ESG issues) ESG管治（如董事會對ESG議題的參與）
3. Climate change adaptation and mitigation 適應及減緩氣候變化	**9. Team communication and building** **團隊溝通與建設**	**19. Business ethics and integrity** **商業道德與誠信**
4. Green office culture 綠色辦公室文化	**10. Employee professional training** **員工專業培訓**	20. Anti-corruption 反貪污
5. Office waste management 廢棄物管理	**11. Employee well-being and safety** **員工福祉與安全**	**21. Client satisfaction and feedback** **客戶滿意度和反饋**
6. Eco-friendly procurement 環保採購	**12. Employee satisfaction** **員工滿意度**	**22. Service quality** **服務質素**
	13. Workplace diversity 工作場所多元化	23. Supplier/Subcontractor quality 供應商／分包商質素
	14. Labor standards (e.g. preventing illegal labor) 勞工準則（防止非法勞工）	24. Supplier/Subcontractor management 供應商／分包商管理
	15. Workplace environment (e.g. office comfort level) **工作場所環境（如辦公室舒適度）**	25. Handling mechanism for complaints and inquiries 投訴和查詢處理機制
	16. Community investment and involvement 社區投資及參與	26. Information privacy and protection 信息隱私與保護

Note:

1. Material ESG issues have been highlighted in bold.

備註：

1. 重要ESG議題以粗體突出顯示。



OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

In 2021, four organizations — the UN Development Programme ("UNDP"), the UN Environment Programme Finance Initiative ("UNEP FI"), the World Wildlife Fund ("WWF"), and the non-profit Global Canopy — jointly launched the Taskforce on Nature-related Financial Disclosures (TNFD). This initiative responds to the financial sector's growing recognition of nature-related risks and opportunities as material factors in investment decision-making. As a global market-driven effort, TNFD convenes financial institutions, corporations, and data providers to develop a comprehensive risk management and disclosure framework. This framework enables organizations to systematically identify, assess, and report on their nature-related dependencies, impacts, risks, and opportunities.

By establishing standardized metrics and guidance, TNFD aims to redirect global financial flows from nature-negative activities towards nature-positive outcomes — a strategic alignment with Target 15 of the UN's Kunming-Montreal Global Biodiversity Framework ("GBF"), which mandates nature-related disclosures by large businesses before 2030. Building on the successful model of the Task Force on Climate-related Financial Disclosures (TCFD), the TNFD framework specifically addresses the unique challenges of natural capital valuation and assessment.

AEC actively participates in and contributes to the drafting and optimization of TNFD-related documents. We provide constructive feedback on the TNFD Recommendations and Additional Guidance publications, focusing on improving guidelines, the application of TNFD core global disclosure metrics, and the practicality of sector metrics. This Year, AEC continued to deepen the integration of the TNFD framework into its ESG report. Building upon last year's foundation, the Group further enhanced and strengthened this integration, showcasing its ongoing industry foresight in practice and planning. Looking forward, AEC is committed to offering professional TNFD consulting services to a diverse range of industry clients, promoting collaborative action in natural capital management.

氣候和自然相關財務披露

二零二一年，聯合國開發計劃署、聯合國環境金融倡議、世界自然基金、與非營利環團全球樹冠層四個組織，共同推出了自然相關財務披露工作小組(TNFD)。自然相關財務披露工作小組旨在回應金融界日益認識到自然相關風險與機遇對投資決策具有重大影響的需求。這項全球性的市場主導倡議匯聚了金融機構、企業和資料服務商，共同開發了一套全面的風險管理與披露框架，幫助機構系統性地識別、評估並報告其與自然相關的依存關係、影響、風險及機遇。

通過提供標準化指標和指引，TNFD致力於推動全球資金流從損害自然的業務轉向對自然產生積極效益的活動－這一戰略方向直接呼應《聯合國昆明－蒙特利爾全球生物多樣性框架》第15項目標，即要求大型企業在二零三零年前強制披露自然相關資訊。TNFD框架延續了氣候相關財務披露工作小組(TCFD)的成功模式，同時針對自然資本評估與估值的獨特挑戰提出了解決方案。

沛然環保積極參與並貢獻於TNFD相關文件的編撰及優化工作，就TNFD建議文件及補充指引出版物，提供關於改進指南、TNFD核心全球披露指標之應用，以及行業指標實用性等方面的建設性意見。本年度，沛然環保繼續深化TNFD框架於ESG報告中的應用，在去年的基礎上進一步強化整合，以展示本集團於實踐及規劃方面持續的行業前瞻性。展望未來，沛然環保致力為多元行業客戶群提供專業的TNFD諮詢服務，以推動在自然資本管理層面的共同行動。

OUR APPROACH TO SUSTAINABILITY
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Recognizing the risks and opportunities associated with climate change and nature-related in our business operations, AEC is committed to demonstrating to our stakeholders our approach to managing climate and nature-related risks and opportunities in alignment with the ISSB Disclosure Standards and the UK Transition Plan Taskforce ("TPT") Guidance. We disclose our approach to the management of climate and nature-related risks and opportunities through four core elements: governance, strategy, risk management, and metrics and targets.

沛然環保意識到我們業務營運中與氣候變化和自然相關的風險和機遇，為了向我們的持份者展示我們應對氣候和自然相關風險和機遇的管理方法，致力與ISSB披露準則和英國的轉型計劃工作組(TPT)指南保持一致。我們通過管治、策略、風險管理以及指標和目標這四個核心元素來披露我們的氣候和自然相關風險和機遇的管理方法。



Governance

AEC's governance on climate- and nature-related risks and opportunities is part of the sustainability governance. The Board holds ultimate responsibility for overseeing climate- and nature-related risk management, which provides guidance on the overall direction of the management and making final decisions. The ESG Committee and the SWG meet regularly and report to the Board on climate-related risk information. The Audit Committee, the Risk Management Committee, the ESG Committee and the SWG collaborate with each other to analyze and manage potential climate- and nature-related risks and opportunities. The following provides a detailed introduction to the climate- and nature-related management responsibilities of each sustainable development governance function.

管治

沛然環保對氣候和自然相關風險和機遇的管治是可持續發展管治的一部分。董事會負責監督氣候和自然相關風險管理，為管理層的總體方向提供指導並進行最終決策。ESG委員會和SWG定期舉行會議，並向董事會報告氣候和自然相關風險信息。審計委員會、風險管理委員會、ESG委員會和SWG相互合作，分析和管理潛在的氣候和自然相關風險和機遇。以下詳細介紹每個可持續發展管治職能的氣候和自然相關的管理職責。



OUR APPROACH TO SUSTAINABILITY
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Sustainability Governance 可持續發展管治	Climate Management Related Duties 氣候管理相關職責
Board 董事會	Oversee climate- and nature-related issues and set overall climate- and nature-related goals 監督氣候和自然相關問題並設定與氣候和自然相關的總體目標
ESG Committee ESG委員會	Formulate assessment policies and procedures for climate- and nature-related risks and opportunities, defining evaluation frequency and update mechanisms to provide an informational and guidance framework for addressing sustainability issues and developing implementation measures 制定氣候與自然相關風險及機遇的評估政策與流程，明確評估頻次及更新機制，為可持續性議題的解決及實施措施的制訂提供資訊與指導框架
SWG 可持續發展工作小組	Provide a wide range of perspectives, including reporting implementation difficulties and collecting opinions from different stakeholders 提供不同持份者觀點，包括報告實施困難和收集不同持份者的意見
Risk Management Committee 風險管理委員會	Advise on matters that may have an impact on the risk management and practices related to climate-related financial risks 就可能影響與氣候相關金融風險相關的風險管理和實踐的事項提供建議
Audit Committee 審核委員會	Oversee the risk management framework to identify and deal with financial, operational, legal, regulatory, technology, business and strategic risks faced by the Group 監督風險管理框架，以識別和處理本集團面臨的財務、運營、法律、監管、技術、業務和戰略風險

Climate-related Strategy and Risk Management

With regard to climate-related risks, the Group has engaged management and external stakeholders to identify climate risks and opportunities related to our assets, and has conducted climate scenario analysis to further assess the climate resilience of our strategies and business models.

氣候相關策略及風險管理

就氣候相關風險，沛然環保已邀請管理層及外部持份者共同識別與本集團資產相關的氣候風險及機會，並透過氣候情景分析，進一步評估策略及業務模式的氣候韌性。



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CLIMATE RISKS 氣候風險	DESCRIPTION 描述
Physical Risks 實體風險	Increased intensity and frequency of extreme weather and long-term shifts in climate patterns 極端天氣的強度和頻率增加及長期氣候模式的轉變
Transition Risks 過渡風險	Shift to a low-carbon economy, which may involve policy, legal, technological and market changes in response to climate change mitigation and adaptation requirements 轉向低碳經濟，這可能涉及政策、法律、技術和市場變化，以應對氣候變化的減緩和適應要求

Climate-related Physical Risks

We conducted a climate risk assessment to evaluate our office's medium-term (2030–2040) exposure to key physical climate hazards, including floods, sea-level rise, typhoons, heat stress, water stress, and wildfires. This modeling enabled us to identify material risks, quantify potential impacts, and prioritize adaptation measures. The assessment concluded that floods, heat stress, water stress, and wildfires present negligible-to-low risk. Sea-level rise represents a low-to-medium risk, while typhoons are assessed as high risk. Typhoons stand out as the primary concern, posing both direct threats (structural damage to our buildings) and indirect threats (disruption to transportation, energy, and communications infrastructure). In response to these physical climate risks, we have formulated comprehensive operational contingency arrangements in case of extreme weather conditions.

氣候相關實體風險

我們進行了氣候風險評估，以評估辦公室在中期（二零三零至二零四零年）面對主要實體氣候風險的暴露程度，當中包括洪水、海平面上升、颱風、熱壓力、水資源壓力及山火。此項建模有助我們識別重大風險、量化潛在影響，並優先制定適應措施。評估結果顯示，洪水、熱壓力、水資源壓力及山火的風險水平屬極低至低；海平面上升為低至中風險；而颱風則被評為高風險。颱風是其中最主要的關注點，既會對我們辦公室建築構成直接結構性損壞，亦會透過影響交通、能源及通訊基礎設施，造成間接的營運中斷。為應對這些實體氣候風險，我們已制定全面的營運應急安排，以防範極端天氣情況。

CLIMATE HAZARD 氣候災害	RISK LEVEL 風險水平
Floods, Heat Stress, Water Stress, Wildfire 洪水、熱壓力風險、水資源壓力和野火	Nil to low 沒有或低水平
Sea Level Rise 海平面上升	Low-medium 中低風險水平
Typhoons 颶風和颱風	High 高風險

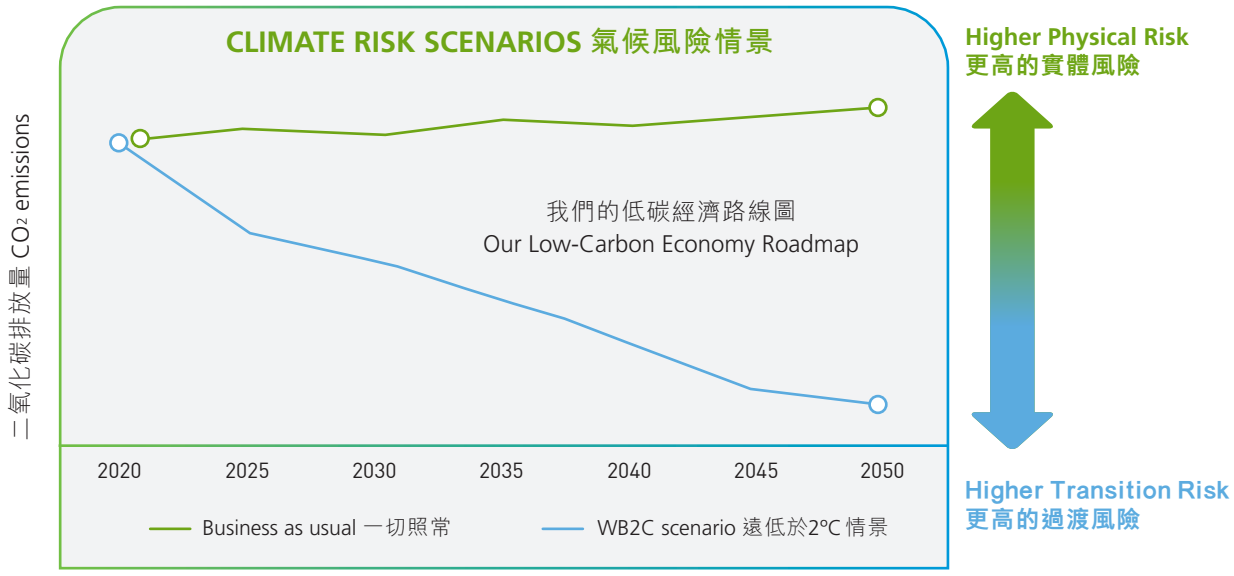
OUR APPROACH TO SUSTAINABILITY
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Climate-related Transition Risks

In active response to the global low-carbon transition, AEC has officially joined the SBTi and responded to the "Business Ambition for 1.5°C" campaign. Under transition scenarios of 1.5°C and well below 2°C, global climate regulations and policies are expected to become increasingly stringent in the short to medium term. Governments and investors are placing a high priority on sustainable investment, and customer demand for low-carbon services will continue to grow. In response to the risks and opportunities brought about by the climate transition, we will deepen our commitment to the 1.5°C warming limit and net-zero emissions. While further reducing our own carbon emissions, we will leverage our professional expertise and influence to take concrete actions, working hand-in-hand with all sectors toward a zero-carbon future.

氣候相關過渡風險

為積極響應全球低碳轉型，沛然環保已正式參與SBTi，並響應「企業雄心助力1.5°C限溫目標」行動。在1.5°C及遠低於2°C的轉型情景下，預期短至中期內全球氣候法規與政策將日趨嚴格，政府與投資者高度重視可持續投資，客戶對低碳服務的需求亦將與日俱增。因應氣候轉型帶來的風險與機遇，我們將深化對1.5°C升溫限制與淨零排放的承諾。在進一步減少自身碳排放的同時，我們將發揮專業影響力，以實際行動攜手各界邁向零碳未來。





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Climate-related Opportunities

Driven by the accelerating low-carbon transition promoted by global, regional, and local policies, the Group anticipates that the market for green buildings and ESG-related services will continue to expand. For example, China's 15th Five-Year Plan is comprehensively accelerating the green transformation of the economy and society while further implementing the "Dual Carbon" strategic goals. At the local level, the Hong Kong Government has released the Hong Kong's Climate Action Plan 2050, which covers key areas such as net-zero electricity generation, energy-saving green buildings, green transport, and city-wide waste reduction. In addition, as climate change risks in the real estate and other industries continue to increase, market preferences are gradually shifting towards more sustainable building solutions and more robust ESG strategy formulation. These policy and market drivers present significant climate transition opportunities for AEC.

To capitalize on these opportunities, the Group is expanding its consulting services in the green finance sector, channeling more capital into climate-related projects. The Group is also actively developing emerging businesses, including hydrogen power, renewable energy, and sustainable supply chain management consultancy services. We aim to provide clients with comprehensive low-carbon transition solutions spanning from the energy supply side to the entire supply chain, helping them effectively bridge their carbon reduction targets with practical implementation. Furthermore, climate-related opportunities include enhancing resource efficiency. For instance, improving energy efficiency can effectively reduce operating costs. The Group plans to purchase renewable energy certificates (RECs) to increase the proportion of low-carbon energy used, thereby mitigating the risk of future fossil fuel price volatility.

氣候相關機會

受全球、區域及本地政策正加速推動低碳轉型所帶動，本集團預計綠色建築及ESG相關服務的市場規模將持續擴大。例如，中國「十五五」規劃正全面加速經濟社會的綠色轉型，深化落實「雙碳」戰略目標；而在本地層面，香港政府已發佈《香港氣候行動藍圖2050》，涵蓋淨零發電、節能綠建、綠色運輸及全民減廢等主要範疇。此外，隨著房地產和其他行業的氣候變化風險日益增加，市場偏好亦逐漸傾向於更可持續的建築方案以及更穩健的ESG策略制定。這些政策及市場驅動為沛然環保帶來重要的氣候過渡機會。

為把握此機遇，本集團正在擴大綠色金融領域的諮詢服務，將有更多資金用於資助氣候相關項目。本集團積極布局新興業務，包括氫能、可再生能源及可持續供應鏈管理諮詢服務，旨在為客戶打造從能源端到供應鏈端的全方位低碳轉型方案，協助其有效銜接減碳目標與實際執行。此外，氣候相關機會亦包括提升資源效率，例如提高能源使用效率可有效降低營運成本。本集團計劃採購可再生能源證書，增加低碳能源的使用比例，從而減低未來因化石燃料價格波動所帶來的風險。

OUR APPROACH TO SUSTAINABILITY
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CLIMATE TRANSITION OPPORTUNITIES AND SOLUTION BY AEC 沛然環保氣候轉型的機遇和解決方案	
Transition risks faced by most enterprises 大多數企業面臨的轉型風險	**Our Services** 我們的服務
• Carbon emission management and carbon pricing policies are becoming more stringent 碳排放管理和碳定價政策日趨嚴格	• Carbon Emission Trading & Carbon Audit Solution 碳排放交易與碳稽核解決方案 • Hydrogen Power, Renewable Energy, and Sustainable Supply Chain Consultancy 氫能、可再生能源及可持續供應鏈諮詢
• Carbon emission restrictions are more common, and multiple energy efficiency standards are being developed and released 碳排放限制更加普遍，多項能效標準正在制定和發佈 • Market demand for sustainably certified properties has shown significant growth in a highly competitive environment 在競爭激烈的市場環境下，市場對具備可持續認證物業的需求呈現顯著增長態勢	• Climate Risk Management 氣候風險管理 • Green & Wellness Building Certification 綠色健康建築認證
• The infrastructure sector needs to accelerate its transformation and upgrading towards renewable energy, intelligence, and environmental protection 基礎設施部門需要加快向可再生能源、智能化和環境保護轉型升級	• Sustainable Infrastructure 可持續基礎設施
• ESG information disclosure is increasingly receiving attention from stakeholders such as regulators, investors, users, peers, and supply chains ESG信息披露越來越受到監管機構、投資者、用戶、同行和供應鏈等利益相關者的關注	• ESG Reporting & Advisory (including Sustainable Procurement Framework Design) ESG報告和諮詢（包括可持續發展採購架構設計）
• Environmental policies and technologies are increasingly updated 環境政策和科技日益更新 o Lack of lifecycle assessment (LCA) capabilities hinders low-carbon product development 缺乏生命週期評估(LCA)能力阻礙低碳產品開發 o Industrial parks face mounting pressure to achieve net-zero transformation 工業園區實現淨零轉型的壓力日益加劇	• Environmental Consultancy & Sustainable Design 環境諮詢與可持續設計 o Lifecycle Assessment (LCA) 生命週期評估(LCA) o Net Zero Industrial Park Planning 淨零工業園區規劃
• Market places greater emphasis on acoustic, audio-visual, and lighting management issues in buildings 市場更加重視建築物的聲學、視聽和照明管理問題	• Acoustics, Audio-visual, Lighting, & Theatre Planning 設計聲學、視聽、照明和舞台設計
• The increasingly severe financial risks brought about by price fluctuations in the carbon emissions trading market 碳排放交易市場價格波動帶來的日益嚴重的財務風險	• Carbon Emission Trading & Carbon Audit 碳排放交易與碳稽核
• Green loans, green bonds, and other green financial products are becoming increasingly diversified 綠色貸款、綠色債券和其他綠色金融產品更加多樣化	• Green Finance 綠色金融
• Rapid iteration of intelligent and environmentally friendly technological means 智慧環保技術手段快速更迭	• Smart Cities & Green Tech Solutions 智慧都市與綠色科技解決方案



OUR APPROACH TO SUSTAINABILITY
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Climate-related Risk Management

The Finance Department is responsible for the management and assessment of the Group's financial risks. Based on this financial data, the SWG further analyzes to identify climate-related risks and opportunities and reports to the ESG Committee and the Board.

氣候相關風險管理

財務部負責本集團財務風險的管理及評估。基於這些財務數據，SWG進一步分析風險以識別與氣候相關的風險和機遇，並匯報ESG委員會和董事會。

Climate-related Risks and Opportunities 氣候相關風險和機遇		Potential Impact 潛在影響	Our Climate Strategy 我們的氣候策略
Physical Risks 實體風險	Increase of frequency and severity of extreme weather 極端天氣的頻率和嚴重程度增加	Increased operation cost from increased health and safety insurance premiums 健康和安全保險費增加導致運營成本增加	Adopt enhanced policies to ensure a safe workplace for all our employees, including business continuity plans 採取強化政策，確保我們所有員工的工作場所安全，包括業務連續性計劃
		Increase physical impact on existing building and infrastructures 增加對現有建築和基礎設施的實體影響	Expand our sustainability consultancy to tackle the impact from physical climate risks on buildings and organizations. For example, our consultancy services assist clients in addressing climate-resilient design. Sponge-city design ensures buildings are flood-resilient, while microclimate studies ensure the thermal comfort of outdoor areas to bolster heat stress resilience 擴展我們的可持續諮詢，以應對實體氣候風險對建築物和公司的影響。例如，我們的諮詢服務可幫助客戶解決氣候適應性設計問題。海綿城市設計確保建築物具有抗洪能力，而微氣候研究確保室外區域的熱舒適性以增強熱應力恢復能力
	Sea level rise 海平面上升	More vulnerable to storm surges and coastal flooding, as our office is located near the harbor 位於海邊附近的辦公室更容易受到風暴潮和沿海洪水的影響	Adopt enhanced policies to ensure a safe workplace for all our employees, including business continuity plans 採取強化政策，確保我們所有員工的工作場所安全，包括業務連續性計劃

OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

Climate-related Risks and Opportunities 氣候相關風險和機遇		Potential Impact 潛在影響	Our Climate Strategy 我們的氣候策略
Transition Risks 過渡風險	Policy and legal risks 政策和法律風險 2025 — Stock Exchange's ISSB-aligned climate-related disclosure requirements 二零二五年聯交所與ISSB標準一致的氣候相關披露要求	Increased human and financial resources expenditures in sustainability management 可持續性管理方面的人力和財力支出增加	Enhance our waste management and reduce diversion from landfill in our environmental policy 在我們的環境政策中加強我們的廢物管理並減少棄置廢物到堆填區 Expand our sustainable building and ESG consultancy, helping clients better manage the impacts of climate change on their buildings, infrastructure, and operations, while improving the quality of their climate-related disclosures 擴展我們的可持續建築及ESG諮詢，協助客戶應對氣候變化對建築物、基礎設施及組織的影響，並提升氣候相關披露的質素
	Technology risk 技術風險	Transition to low emissions technology 向低碳技術過渡	Keep abreast of the latest sustainable technological applications and innovative construction methods such as Air Improvement Photovoltaic (AIPV), Modular Integrated Construction (MiC) and introduce to our clients when deemed an effective solution 定時了解最新的可持續技術應用和創新施工方法，例如空氣淨化太陽能(AIPV)、組裝合成建築法(MiC)，並為我們的客戶提供有效的解決方案
	Market risk 市場風險	Increased market demand for climate-resilient and green building design 市場對氣候適應性和綠色建築設計的需求增加 Increased investor demands for green and low-carbon financing and investment 投資者對綠色低碳投融資需求增加	Increase opportunities and revenue from green building and ESG business 增加綠色建築和ESG業務的機會和收入 Diversify into emerging sectors such as hydrogen power, renewable energy, and sustainable supply chain consultancy to assist clients in achieving low-carbon transformation across all stages 拓展氫能、可再生能源及可持續供應鏈諮詢等新興業務，協助客戶在各環節實現低碳轉型 Attract green investment and provide green finance consultancy services 吸引綠色投資，提供綠色金融諮詢服務
	Reputation risk 聲譽風險	Increased risk of greenwashing 漂綠風險增加	Enhance credible third-party certification and sustainability benchmarking 加強可信的第三方認證和可持續性基準測試



OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

Nature-related Strategy, Risk and Impact Management

We also systematically identify and assess nature-related dependencies, impacts, risks, and opportunities by following the LEAP methodology recommended by TNFD — namely, Locate, Evaluate, Assess, and Prepare — ensuring that nature-related factors are effectively integrated into our strategy and decision-making framework.

Locate

In this phase, we systematically conducted geospatial mapping of operational sites to identify priority areas for potential material nature-related risks and opportunities by analyzing the interaction mechanisms between our business footprint and natural ecosystems. Leveraging on the World Wide Fund for Nature ("WWF") Biodiversity Risk Assessment Tool, we performed a dedicated spatial analysis of our Hong Kong office locations to scientifically evaluate their proximity to internationally recognized Key Biodiversity Areas ("KBAs"). The assessment results confirm that these areas fall outside the distribution ranges of primary ecological zones and terrestrial biomes as defined by WWF.

Evaluate

We conducted natural dependency and impact assessments for the consulting service supply chain, analyzing the interaction mechanisms between each supply chain link and natural ecosystems, and determining key focus areas and improvement directions. Following TNFD guiding principles and using ENCORE tool data for analysis, we systematically identified themes of natural dependency and impact in the process of knowledge service delivery within the supply chain.

自然相關策略、風險和影響管理

我們亦按照TNFD建議的定位、評估、評量、準備(LEAP)方法論，系統性地識別及評估自然相關的依存關係、影響、風險及機會，確保自然相關因素能有效融入我們的策略決策體系。

定位

在此階段，我們系統開展營運場所地理空間識別，通過剖析業務版圖與自然環境的交互機制，識別潛在自然相關風險與機遇的優先區域。具體採用世界自然基金會(WWF)生物多樣性風險評估工具，針對香港辦公區域開展專項分析，科學評估公司與重要生物多樣性區域的關聯性。評估結果顯示，該區域並未處於WWF界定的主要生態區及陸地生物群落分佈範圍內。

評估

我們針對諮詢服務供應鏈開展自然依賴性與影響評估，剖析供應鏈各環節與自然生態系統的交互機制，並確定重點關注領域及改進方向。遵循TNFD指導原則，並採用ENCORE工具數據進行分析，我們已系統識別供應鏈在知識服務輸出過程中對自然的依賴與影響主題。

OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

NATURAL-RELATED DEPENDENCY ANALYSIS
自然相關的依賴關係分析：

Flood mitigation 防止洪水	Global climate regulation 全球氣候調節	Rainfall pattern regulation 降雨模式調節	Soil and sediment retention 土壤和沉積物保留
Very low 非常低	Very low 非常低	Very low 非常低	Very low 非常低

Water flow regulation 水流量維護	Water supply 供水	Storm mitigation 風暴緩解措施	Local climate regulation 本地氣候調節
Very low 非常低	Very low 非常低	Very low 非常低	Very low 非常低

NATURAL-RELATED IMPACT ANALYSIS
自然相關影響分析：

Emissions of GHG 溫室氣體排放	Emissions of non-GHG air pollutants 非溫室氣體排放 空氣污染物	Disturbances (e.g. noise, light) 干擾（例如噪音、光線）
Very low 非常低	Very low 非常低	low 低

Generation and release of solid waste 固體廢物與排放	Volume of water use 用水	Area of land use 土地用途
low 低	low 低	Medium 中



OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

Assess and Prepare

Given the office-based nature of our consulting operations, our direct reliance on ecosystem services is generally categorized as very low. Management of physical risks associated with dependency on local climate regulation, including extreme weather disruptions, are fully discussed in the above climate-related disclosure sections.

We have mapped our four identified low-to-medium materiality nature impacts directly into the core TNFD nature-related transition risk categories. The potential financial or operational impacts and our response strategy are outlined as follows:

評量及準備

鑑於本集團以辦公室為主的諮詢業務性質，我們對生態系統服務的直接依賴程度普遍被評定為非常低。與依賴本地氣候調節相關的實體風險管理，包括極端天氣干擾，已於上文氣候相關披露章節中作全面討論。

我們已將識別出的四項低至中等重要性的自然影響，直接對應至TNFD的核心自然相關過渡風險類別。其潛在的財務或營運影響以及我們的應對策略概述如下：

Nature-related Risks and Opportunities 自然相關風險和機遇		Potential Impact 潛在影響	Our Strategy 我們的策略
Transition Risks 過渡風險	Policy risks: Emerging local regulations on solid waste disposal and resource management 政策風險： 本地日益嚴格的固體廢物處置及資源管理法規	Higher operational costs due to stricter compliance requirements 因需符合更嚴格的合規要求而導致營運成本上升	Enforce recycling programs and adopt paperless initiatives across office operations to minimize waste generation 在辦公室推行回收計劃及無紙化辦公，以減少廢物產生
	Market risks: Indirect influence on land use decisions through our green building and environmental consultancy services to clients in real estate and infrastructure sectors 市場風險： 透過為房地產及基建行業客戶提供綠色建築及環境諮詢服務而對土地使用決策產生間接影響	Failing to proactively address these indirect land-use impacts within our services can weaken our competitive edge or lower success rates in complex sustainability tenders 若未能在此類諮詢服務中全面應對間接土地使用影響，可能會削弱競爭優勢，或降低在可持續發展相關招標中的成功率	Proactively integrate advanced nature-positive metrics (such as urban biodiversity and sustainable development) into our core green building and ESG consultancy frameworks to strengthen our market leadership 積極將先進的自然正向指標（包括城市生物多樣性及可持續發展）融入我們的核心綠色建築及ESG諮詢框架，以鞏固市場領導地位
	Reputational risks: Lagging environmental stewardship, particularly in areas such as resource efficiency and localized ecological disturbances 聲譽風險： 在資源使用效率或局部生態干擾方面環境管理表現不理想	Decrease in stakeholder trust and weaken alignment with partner and client expectations 導致持份者信任下降，以及與合作伙伴和客戶的期望出現落差	Enhance water efficiency by installing water-saving fixtures and optimizing automated lighting schedules 安裝節水裝置以提升水資源使用效率，並優化自動照明時間表



OUR APPROACH TO SUSTAINABILITY
我們的可持續發展方針

Metrics and Targets

The table below presents key metrics related to the impact of GHG emissions, energy, green building projects and ESG projects on the financial aspects related to revenue and expenditure.

指標和目標

下表列出了與溫室氣體排放、能源、綠色建築項目和ESG項目對與收入和支出相關的財務方面的影響相關的關鍵指標。

Financial Category 財務類別	Climate-related Category 氣候相關類別	Metric 指標	Unit of Measure 單位	2025/26	2024/25
Revenue 收入	Risk Adaptation & Mitigation 風險應對與緩解	Percentage of Revenue From Green Building Consultancy Projects 綠色建築顧問項目收入百分比	%	**66.4**	63.5
Revenue 收入	Risk Adaptation & Mitigation 風險應對與緩解	Percentage of Revenue From ESG Reporting and Consultancy Projects ESG報告與顧問項目收入百分比	%	**9.9**	11.8
Expenditure 支出	Energy/Fuel 能源／燃料	Total Energy Consumption 總能源耗量	kWh 千瓦時	**126,614.10**	144,932.90
Expenditure 支出	GHG Emissions 溫室氣體排放	Total GHG Emission (Scope 1 and 2) 總溫室氣體排放量（範圍1及2）	tCO_2e 噸二氧化碳當量	**75.58**	78.59
Expenditure 支出	GHG Emissions 溫室氣體排放	GHG Emission (Scope 1 and 2) Intensity 溫室氣體排放（範圍1及2）密度	tCO_2e/Employee 噸二氧化碳當量／員工	**1.01**	1.02

We maintain a steadfast commitment to elevating industry standards. Building on our established monitoring of waste generation, we will actively explore appropriate metrics to effectively assess and monitor broader nature-related risks and opportunities.

我們堅守提升行業標準的承諾。在現有廢棄物產生量監測的基礎上，我們將積極探索合適的自然相關風險指標，以有效評估和監測更廣泛的自然相關風險及機會。



OUR COMMITMENTS TO SUSTAINABILITY
我們對可持續發展的承諾

OUR SCIENCE-BASED TARGETS AND PARTICIPATION IN RACE TO ZERO

The Group recognizes the severe impact of climate change and understands that humanity is facing an unprecedented crisis. As such, AEC strives to lead as a role model and has set decarbonization targets validated by the SBTi. AEC's near-term target is reducing scope 1 and scope 2 GHG emissions by 42% compared to the base year (2023) by no later than 2030 and to measure and reduce its scope 3 emissions. Moreover, AEC has also set its net-zero target validated by SBTi, in which AEC is committed to reducing scope 1, 2, and 3 emissions by 90% by no later than 2044 as compared to the base year (2023). Meanwhile, to better demonstrate the Group's decarbonization ambition, it commits to achieve carbon neutrality within its own operations and along the value chain by 2030.

我們的科學基礎目標和參與「奔向零碳」

本集團意識到氣候變化的嚴重影響，並理解人類正面臨前所未有的危機。因此，沛然環保努力以身作則，並制定了經過SBTi驗證的減排目標。沛然環保短期目標為與基準年（二零二三年）相比，不遲於二零三零年將範圍1和範圍2溫室氣體排放量減少42%，並測量和減少其範圍3排放量。此外，沛然環保也設立了經SBTi驗證的淨零目標，承諾與基準年（二零二三年）相比，不遲於二零四四年將範圍1、2及3溫室氣體排放量減少90%。同時，為更好展現本集團的減碳決心，本集團承諾於二零三零年前實現自身營運及價值鏈碳中和。

BUSINESS AMBITION FOR 1.5°C

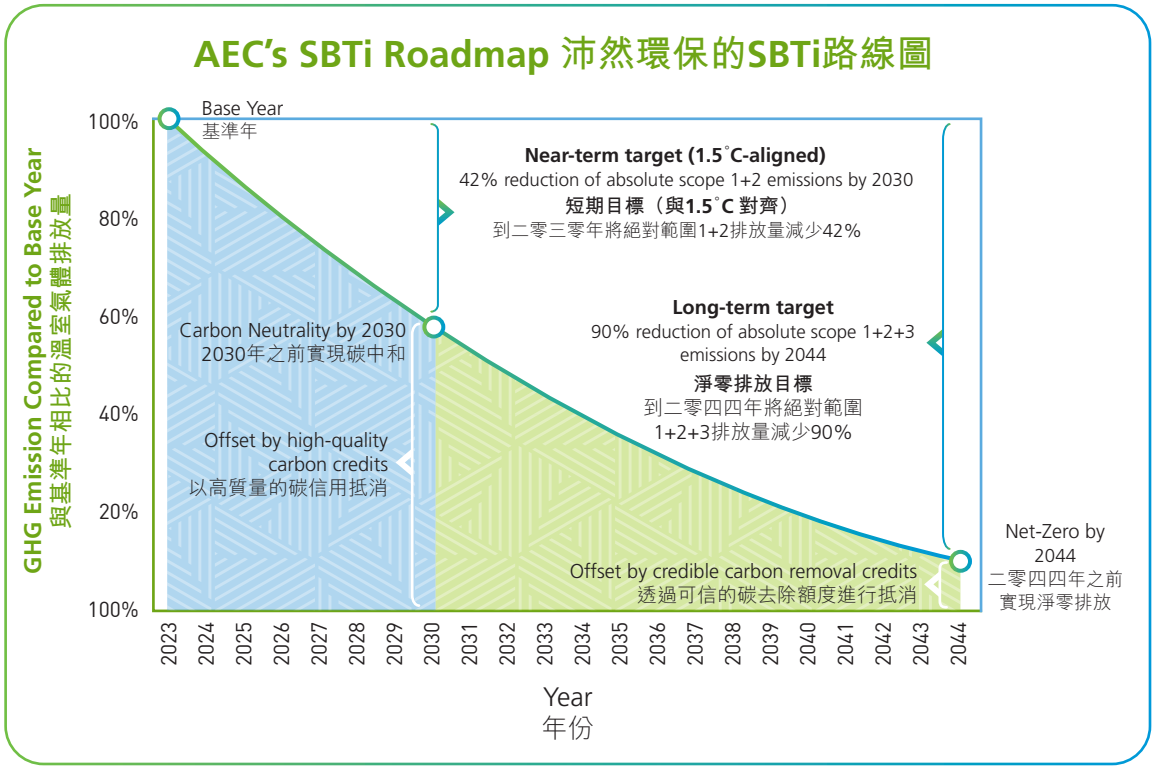
SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

THE NET ZERO STANDARD
APPROVED NET-ZERO TARGETS

OUR COMMITMENTS TO SUSTAINABILITY
我們對可持續發展的承諾

Beyond the current science-based target, the Group is also a part of the UN-backed Race to Zero campaign. The campaign aims to halve global emissions by 2030 and achieve net-zero carbon emissions by 2050 at the latest.

除了目前的科學基礎目標之外本集團也是聯合國支持的奔向零碳運動的成員之一。該運動旨在到二零三零年將全球碳排放量減半，最遲到二零五零年實現淨零排放。





OUR COMMITMENTS TO SUSTAINABILITY
我們對可持續發展的承諾

In alignment with our long-term net-zero ambition, AEC has formulated a comprehensive roadmap to transition our operations toward a low-carbon economy. The details of roadmap are as follows:

為了實現長期淨零排放目標，沛然環保制定了全面的路線圖，以推動業務營運向低碳經濟轉型。詳細信息如下所示：

Reduction of GHGs **減少溫室氣體排放**	
Scope 1: 範圍1：	• Convert face-to-face meetings to online virtual meetings whenever possible 盡可能將面對面會議轉為網上會議 • Purchase an electric car for company business use 購置電動車作為公司商務用車
Scope 2: 範圍2：	• Smart lighting 智能照明 • Room temperature control 室溫控制 • Enhance energy efficiency 提高能源效益
Scope 3: 範圍3：	• Smart water tap 智能水龍頭 • Dual water flushing 雙鈕式沖水 • Waste recycling 廢物回收 • EPD waste recycle scheme 環保署廢物回收計劃 • Green procurement 綠色採購 • Waste measurement 廢棄物統計 • Reverse vending machine 智能回收機 • Carbon Neutral Carpet 碳中和地毯 • Coffee ground recycling 咖啡渣回收

OUR COMMITMENTS TO SUSTAINABILITY
我們對可持續發展的承諾

RECs 可再生能源證書	
Scope 2: 範圍2：	• Purchase renewable energy certificates (RECs) from local electric companies, China's Green Electricity Certificate (GECs) or reputable International Renewable Energy Certificates (I-RECs) 購買本地電力公司的可再生能源證書、中國綠色電力證書或認受性高的國際可再生能源證書

Offsetting Any Remaining GHG Emissions 抵消任何剩餘的溫室氣體排放	
Scope 1, 2 and 3: 範圍1、2和3：	• Purchase carbon offset credits 購買碳抵消信用

COMMITMENT TO CARBON NEUTRALITY WITH WORLDGBC AND GBACNA

To achieve carbon neutrality targets established in the Mainland China and Hong Kong, AEC is proud to join ranks of WorldGBC Asia Pacific Net Zero Collaborators and become a founding member of GBACNA, which strengthens our international exchanges and collaborations, drives optimal governance towards climate change and works together to protect the earth.

As one of the WorldGBC Asia Pacific Net Zero Collaborators, AEC works closely with WorldGBC in the Asia Pacific region to build confidence and momentum toward a net-zero built environment. Representing diverse perspectives across the buildings value chain, AEC provides further insights, as well as resourcing the roll out of WorldGBC's Advancing Net Zero program, a global project working towards all sector decarbonization by 2050, in the Asia Pacific region.

Carbon neutrality is the only option to promote the systematic change of economy and society in line with the trend of global ecological management change. The missions and objectives of GBACNA are to facilitate the country's dual carbon reduction targets under climate change and meet international commitments, promote green carbon neutrality and industry transformation in the Greater Bay Area, utilize the expertise of the Greater Bay Area to foster the growth of green technology, as well as developing green finance and carbon trading market in the Greater Bay Area, etc. As a member of the WorldGBC Asia Pacific Net Zero Collaborators and a founding member of the GBACNA, AEC will continue to assist and play a key part in promoting carbon neutrality of the Greater Bay Area.

承諾與世界綠色建築委員會和大灣區碳中和協會一同實現碳中和

為實現中國大陸和香港所設立的碳中和目標，沛然環保很榮幸能列入世界綠色建築委員會亞太地區淨零合作夥伴之一，並成為大灣區碳中和協會的創始成員，這不僅強化了我們的國際交流與協作，也推動了針對氣候變化的最佳治理，共同致力於保護地球。

作為世界綠色建築委員會亞太地區的淨零合作夥伴之一，沛然環保與亞太地區的世界綠色建築委員會緊密合作，以加強實現在建築行業碳淨零的決心和行動力。沛然環保代表建築價值鏈不同界別的觀點，提供進一步的見解，並為世界綠色建築委員會致力於二零五零年前在亞太地區實現整體行業脫碳的全球項目淨零計劃之推進提供資源。

碳中和是應對全球生態管理變化的趨勢下，推動經濟社會系統性變革的唯一選擇。為此，大灣區碳中和協會的使命和目標是促進國家在氣候變化下的雙重碳減排目標、履行國際間的承諾、促進大灣區的綠色碳中和及產業轉型、利用大灣區的專業知識促進綠色科技的發展、以及發展綠色金融和大灣區碳交易市場等。作為世界綠色建築委員會亞太地區淨零合作組織的一員和大灣區碳中和協會的創始成員，沛然環保將繼續努力，加速實現大灣區碳中和。

OUR COMMITMENTS TO SUSTAINABILITY
我們對可持續發展的承諾

COMMITMENT TO WELLNESS

One of our most important goals is to maintain a safe and harmonious working environment for our employees. We continuously enhance health and safety measures in our workplace. We monitor our office's indoor air and water quality strictly by conducting air quality and water quality assessment on a regular basis to ensure compliance with strict environmental standards. Besides physical wellness, we are expanding our attention to mental wellness and have participated in the "Mental Health Workplace Charter" promoted by the Department of Health, the Labour Department, and the Occupational Safety and Health Council.

我們對健康的承諾

我們最重要的目標之一是為我們的員工維護一個安全和諧的工作環境。我們不斷加強我們的工作場所健康和安全措施。我們嚴格監控辦公室的室內空氣和水質，定期進行空氣質量和水質評估，確保符合嚴格的環境標準。除了身體健康，我們也在擴大對心理健康的關注，並已參與由衛生署、勞工處和職業安全健康局的推行的《精神健康職場約章》。



OUR COMMITMENTS TO SUSTAINABILITY
我們對可持續發展的承諾

PROGRESS REPORT AGAINST UNGC 10 PRINCIPLES

AEC is a signatory to the UNGC which outlines 10 Principles for responsible business activities that endeavor to do no harm and advance positive impacts on our environment and society. The following is our progress in advancing the 10 Principles during the Year.

聯合國全球契約十項原則進度報告

沛然環保是UNGC的簽署方，該契約概述了作為負責任的商業活動的十項原則，這些活動致力於不傷害並促進為我們的環境和社會帶來積極正面影響。以下是我們於本年度推進十項原則的進展。

Principle 原則	AEC's Approach 沛然環保的方法	Sections 章節
Human rights 人權		
1. Businesses should support and respect the protection of internationally proclaimed human rights 企業應該尊重和維護國際公認的各項人權 2. Businesses should make sure that they are not complicit in human rights abuses 企業決不參與任何漠視與踐踏人權的行為	AEC values human rights and creates a healthy and safe working environment for our staff. Our office has installed air purifiers to improve IAQ. Regarding the acoustics comfort, acoustic foam was installed on the ceiling to reduce the noise from the surroundings, which provides a comfortable and quiet environment for our employees. 沛然環保重視人權，為我們的員工創造一個健康安全的工作環境。我們的辦公室內安裝了空氣淨化器並改善了室內空氣質量。在聲學舒適度方面，我們在天花板上安裝了吸音棉，以減少周圍的噪音，為我們的員工提供舒適安靜的環境。 Besides, AEC focuses on the staff's mental health. A human resources advisor who provides counseling services is available. We also promise to protect employees' privacy and ensure proper handling and management of confidential personal information. 此外，沛然環保關注員工的心理健康。人力資源顧問提供心理諮詢服務。我們還承諾保護員工的隱私，並確保妥善處理和管理機密的個人信息。	Our Commitment to Wellness 我們對健康的承諾 Innovation Drives Team Vitality 創新賦能團隊力



OUR COMMITMENTS TO SUSTAINABILITY
我們對可持續發展的承諾

Principle 原則	AEC's Approach 沛然環保的方法	Sections 章節
Labor 勞工標準		
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining 企業應該維護結社自由，承認勞資集體談判的權利	A range of recruitment standards and policies are stipulated. To prevent child labor, forced labor and any forms of illegal labor, the validity of identity documentation, age and working permit of the candidates are verified by the administrative/human resources department. 沛然環保規定了一系列招聘標準和政策。為防止童工、強迫勞動和任何形式的非法勞工，申請人的身份證件、年齡和工作許可證的有效性由行政／人力資源部門核實。	Boosting Diversity, Equality and Inclusion 推動多元化、平等及共融
4. Elimination of all forms of forced and compulsory labor 該消除各種形式的強迫性勞動	We endeavor to respect the uniqueness of our staff and create an inclusive and diverse working environment, and uphold the principles of equal opportunities regardless of race, ethnic background, sexual orientation, and gender. We organize team building activities regularly to cultivate a harmonious working culture among the company. 我們努力尊重員工的獨特性，並創造一個包容和多元化的工作環境，不分種族、民族背景、性取向和性別，給予平等機會。我們定期組織團隊建設活動，在公司內部營造和諧的工作文化。	Safeguarding Workforce's Wellness 保障員工健康
5. Effective abolition of child labor 有效廢除童工制度		
6. Elimination of discrimination in respect of employment and occupation 消除就業和職業方面的歧視	We cherish our staff's opinions. Therefore, we conduct an open and transparent dialog with our colleagues annually. Through conducting surveys, we can obtain our employees' feedback on different aspects, including compensation packages, workplace, benefits, corporate image, training and development and team building. This "bottom-up" approach allows AEC to receive opinions from the employees and fulfill their contentment. 我們珍惜員工的意見。因此，我們每年都會與同事進行公開透明的對話。通過調查，我們可以獲得員工對薪酬方案、工作場所、福利、企業形象、培訓和發展以及團隊建設等不同方面的反饋。這種「由下而上」的方法使沛然環保能夠接收員工的意見並滿足他們的需求。	
	In addition, to communicate with our staff and exchange ideas among departments and top management, staff meetings are conducted on a regular basis. AEC also provides feedback to our staff members annually. This two-way communication allows employees and their seniors to discuss and improve performance. 此外，為了與員工溝通，部門和高層管理人員之間交換意見，我們定期召開員工會議。沛然環保還每年向我們的員工提供反饋。這種雙向溝通允許員工和他們的上級討論和提高績效。	

OUR COMMITMENTS TO SUSTAINABILITY
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Principle 原則	AEC's Approach 沛然環保的方法	Sections 章節
Environment **環境**		
7. Businesses should support a precautionary approach to environmental challenges 企業應支持對環境挑戰未雨綢繆 8. Undertake initiatives to promote greater environmental responsibility 主動增加對環保所承擔的責任 9. Encourage the development and diffusion of environmentally friendly technologies 鼓勵開發和推廣環境友好型技術	AEC adopts a precautionary approach to climate action. Climate projections encompass a level of uncertainty. However, it has not deterred AEC from driving proactive climate action given the potential climate impacts of catastrophic scale. As such, AEC has pledged to the SBTi, the worldwide initiative that helps companies set targets to reduce GHG emissions in line with global temperature goals. AEC's goal to reduce its scope 1 and 2 emissions before 2030 by 42%. In addition, AEC has cooperated with the WorldGBC to offer net-zero solutions in the property development and management sectors. Since AEC is one of the members agreeing to attain net-zero emission by 2030, a net-zero roadmap navigating to the target was initiated. 沛然環保對氣候行動採取預防措施。氣候預測包含一定程度的不確定性，但考慮到災難性規模的潛在氣候影響，它並沒有阻止我們積極推動的氣候行動。因此，沛然環保已向SBTi作出承諾，這是一項全球倡議，協助企業以與全球氣溫目標一致的方式，制定減少溫室氣體排放的目標。AEC 的目標是在二零三零年之前將其範圍1和2排放量減少42%。此外，沛然環保與世界綠色建築委員會合作，在房地產開發和管理領域提供淨零解決方案。由於沛然環保是承諾到二零三零年實現淨零排放的成員之一，因此制定了目標的淨零排放路線圖。 Enhancing energy efficiency is one of the fundamental steps toward achieving the target. As we are aware that using resources efficiently can reduce the environmental impacts, expand the resilience on business continuity and minimize our operation cost, we keep monitoring and managing our energy usage pattern with smart devices. 加強能源效率是實現目標的基本步驟之一。我們深感了解到有效利用資源可以減少對環境的影響，擴大業務連續性的彈性並最大限度地降低我們的運營成本，我們通過智能設備持續監控和管理營運上的能源使用模式。 Our core business is to provide environmental solutions to our clients. We motivate our clients to take up more environmental responsibility in their building projects. For example, selecting sustainable building materials and installing high efficiency facilities. Also, to extend the environmental responsibility to our business value and community, we share sustainability ideas among our suppliers and the public by organizing career talks, symposiums, webinars and other community participation activities. 我們的核心業務是為客戶提供環境解決方案。我們鼓勵客戶在他們的建築項目中承擔更多的環境責任。例如，選擇可持續建築材料和安裝高效設施。此外，為了將環境責任延伸到我們的商業價值和社區，我們通過組織職業講座、研討會、網絡研討會和其他社區參與活動，在供應商和公眾之間分享可持續發展理念。	Our Commitments to Sustainability 我們對可持續發展的承諾 Accelerating Decarbonization 促進減碳 Partnerships Towards Net-Zero 邁向淨零的夥伴關係



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Principle 原則	AEC's Approach 沛然環保的方法	Sections 章節
Anti-corruption 反貪污		
10. Businesses should work against corruption in all its forms, including extortion and bribery 企業應反對各種形式的貪污，包括敲詐勒索和行賄受賄	AEC prohibits any form of corruption and bribery. Our staff received a staff handbook that includes the section of Code of Conduct. The staff is informed that soliciting or accepting any advantage in connection with his/her work without consent from AEC is strictly prohibited. In order to allow our employees to report any misconduct and malpractice anonymously to the administrative/human resources department, whistleblowing mechanisms have been established. The legal department shall then conduct investigation promptly. Regarding anti-corruption and bribery, no major non-compliance with the laws and regulations nor whistleblowing incidents were reported during the Year. 沛然環保禁止任何形式的貪污和賄賂。我們的員工收到了包含行為準則的員工手冊。沛然環保嚴禁員工在未經公司許可的情況下索取或接受與其工作有關的任何利益。為了讓員工能夠匿名向行政／人力資源部門舉報任何不當行為和瀆職行為，我們建立了舉報機制。法務部門應及時進行調查。在反貪污賄賂方面，本年度未發生重大違法違規和舉報事件。	Corporate Governance 企業管治

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ADVANCING ENVIRONMENTAL PROFESSIONALISM — AEC'S COMMITMENT TO ESG LEADERSHIP HKIQEP

The enactment of the Hong Kong Institute of Qualified Environmental Professionals ("HKIQEP") Ordinance on 8 November 2024 marked a pivotal milestone in Hong Kong's sustainability journey, establishing a statutory framework to recognize environmental professionals. This initiative, championed by HKIQEP with cross-sector support, addresses a critical gap by providing a formal pathway for aspiring environmental practitioners to attain accredited qualifications, strengthening the scientific rigor and credibility of the profession. Ms. Grace Kwok, Chairman and Executive Director of AEC, serves as an Honorary Treasurer and founding member of the HKIQEP. Our CEO and Executive Director, Mr. Dennis Wu, has also been admitted as a Professional Member of HKIQEP.

AEC's involvement underscores its commitment to embedding ESG principles into industry practices. By supporting HKIQEP's mission to elevate professional standards, AEC advocates science-based environmental governance, equipping talent to tackle challenges such as climate change and resource scarcity. This also reflects AEC's broader vision: fostering collaboration between policymakers, businesses, and experts to drive scalable solutions — from carbon reduction strategies to green finance — while aligning with global benchmarks such as the Paris Agreement. Through such leadership, AEC reinforces its pledge to advance sustainable development and inspire the next generation of environmental innovators.

推動環保專業化 — 沛然環保對ESG領導力的承諾 — 香港合資格環保專業人員學會

二零二四年十一月八日，《香港合資格環保專業人員學會（「HKIQEP」）條例》正式刊憲生效，標誌著香港環保進程的重要里程碑。該條例為環保從業者建立了法定認證框架，解決了過往專業資格認可的缺口，不僅為青年人才開拓綠色職業道路，更強化了環保工作的科學基礎與公信力。沛然環保主席兼執行董事郭美珩女士為HKIQEP的榮譽司庫及創會成員，而行政總裁兼執行董事胡伯杰先生亦已成為HKIQEP的專業會員。

沛然環保的參與，彰顯了其將ESG原則融入行業實踐的決心。通過支持HKIQEP提升專業標準，沛然環保倡導以科學為本的環境治理，培育人才應對氣候變化及資源短缺等挑戰。此亦呼應沛然環保的宏觀願景：促進政府、企業與專業人士的協作，推動從碳減排策略到綠色金融等可擴展方案，並對接《巴黎協定》等國際標準。藉此領導角色，沛然環保重申其對可持續發展的承諾，致力啟迪新一代環保創新者。



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ESG CERTIFIED PROFESSIONAL (ESGCP®) EXAMINATION

As a pioneer in the field of sustainable development, AEC consistently adheres to continue to provide independent and professional sustainability advisory services while systematically advancing the construction and practical application of ESG knowledge systems. Committed to cultivating ESG professionals and strengthening market mechanisms, we drive collaborative efforts across sectors to build a low-carbon future through innovative solutions.

AEC has established a strategic partnership with the Chamber of Hong Kong Listed Companies (CHKLC) as a knowledge collaborator to co-develop the ESG Certified Professional (ESGCP®) Examination. This certification mechanism is distinguished by three core attributes. Firstly, as Hong Kong's first ESG professional assessment system deeply anchored in exchange regulations, it closely aligns with the Stock Exchange's latest ESG Reporting Code, effectively addressing critical market demand for compliance-focused talent. Secondly, the framework integrates internationally recognized standards, including the ISSB climate disclosure standard and the SBTi, complemented by in-depth analysis of ESG disclosure practices from Hong Kong-listed companies. Thirdly, it emphasizes practical application through a multi-dimensional assessment mechanism that evaluates professionals' ability to translate regulatory requirements and global standards into actionable strategies, empowering ESG teams in Hong Kong-listed companies to enhance compliance capabilities and strategic thinking while accelerating alignment with global sustainable development trends.

To amplify the dissemination of ESG knowledge, AEC's ESG Academy launched a series of specialized training programs in the Year comprising 3 intensive workshops totaling 18 training hours. These sessions attracted professionals from diverse industries. The curriculum was structured around key themes, including deconstructing key ESG concepts and topics, analyzing regulatory developments, sharing industry best practices, and exploring corporate climate risk management strategies, significantly enhancing participants' strategic decision-making and risk management competencies.

ESG認證專業人員(ESGCP®)考試

作為可持續發展領域的先驅機構,沛然環保始終秉持雙軌並進的策略:一方面持續提供獨立專業的可持續諮詢服務,另一方面系統性推進ESG知識體系的構建與應用轉化。我們致力於以培育ESG專業人才、健全市場機制,透過創新型解決方案驅動社會各界共建低碳未來。

沛然環保與香港上市公司協會達成戰略協作,以知識合作夥伴身份共同開發ESG認證專業人員(ESGCP®)考試。此認證機制有三大核心特質:其一,作為香港首個深度錨定交易所規章的ESG專業評核系統,它緊密對接聯交所最新版ESG報告守則,有效回應市場對合規性人才的關鍵需求;其二,其整合ISSB氣候披露標準、SBTi等國際權威準則,並結合香港上市公司ESG披露實例進行深度解析;其三,其強調實務應用導向,透過多維度考核機制系統評估從業人員將監管規範與國際標準轉化為可落地策略的能力,助力香港上市公司ESG團隊提升合規水準與策略思維,同時加速接軌全球可持續發展趨勢。

為強化ESG知識傳播效能,沛然環保旗下環社治學院於本年度開展共計3場的系列專題培訓課程,總培訓時數達18小時,吸引來自不同行業的專業人士參與。課程設計涵蓋ESG議題含義解構、監管政策動態解析、產業最佳實踐分享及企業氣候風險管理與策略等主題,顯著提升從業人員的戰略決策與風險管理能力。

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These efforts underscore AEC's multifaceted role in advancing the ESG ecosystem, not only as a key contributor to professional standard-setting, but also as a catalyst for industry capacity-building. Through a dual-driven approach combining authoritative certification systems with practical training mechanisms, we continue to energize Hong Kong's ESG talent pool. By equipping enterprises to transform sustainability blueprints into impactful business practices, we collectively propel the region's transition toward a greener future.

此系列舉措體現沛然環保在ESG生態建設中的多重角色，既是專業標準制定的重要參與者，亦是產業能力建設的核心推動者。我們透過創建權威認證體系與實務培訓機制雙輪驅動，持續為香港ESG專業人才庫注入動能，助力企業將可持續發展藍圖轉化為具實質影響力的商業實踐，共同推進地區綠色轉型進程。



ACCELERATING DECARBONIZATION
促進低碳

CORE VALUES: WELLNESS AND ENVIRONMENT

EXPANDING SUSTAINABILITY FOOTPRINTS

AEC has been pioneering and expanding its services in the sustainability field, actively contributing to the construction of sustainable cities and spearheading efforts toward a decarbonized world. With our headquarters based in Hong Kong, we have established a strong operational presence not only in Hong Kong itself but also across the extensive regions of Mainland China and the Asia Pacific.

AEC promises to provide our clients with high-quality and satisfactory services and products. We uphold this commitment by rigorously overseeing the quality of our services and products in alignment with the ISO 9001:2015 QMS to ensure that our clients receive professional and reliable service throughout every phase of project planning, management, execution, and monitoring.

AEC has always been at the forefront of sustainable development, and is committed to advancing towards the latest net-zero targets. In the quest of achieving our shared goal of advancing net-zero alongside with our clients, AEC strives to provide a one-stop solution-based service that covers environmental and sustainable services:

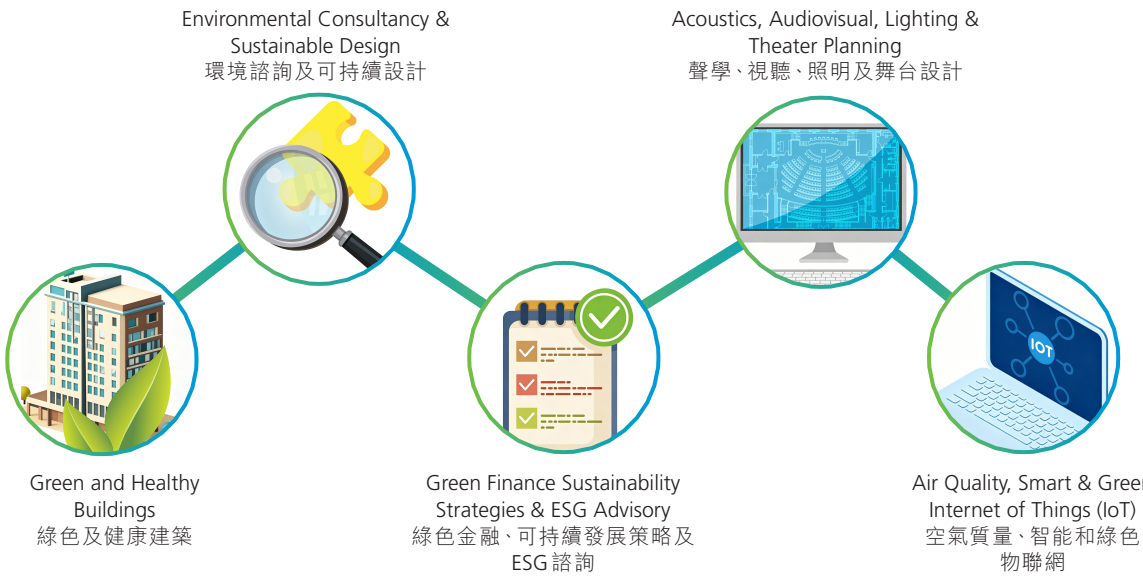
核心價值觀：福祉和環境

擴展我們的可持續發展足跡

沛然環保一直在可持續發展領域開創先河，不斷擴展其服務範圍，積極促進可持續城市的建設，引導邁向一個低碳的世界。作為總部位於香港的企業，我們不僅在香港本身建立了強大的運營基礎，還在中國大陸和亞太地區的廣闊地區建立了極具影響力的業務網絡。

沛然環保承諾為我們的客戶提供高質量及令人滿意的服務和產品。我們通過嚴格監督我們的服務和產品的質量，符合ISO 9001:2015 QMS的要求，以確保我們的客戶在項目計劃、管理、執行和監控的每個階段都能收到專業可靠的服務。

沛然環保一直處於可持續發展的最前線，並且為向最新的淨零目標邁進。為了實現我們與客戶一起推進淨零排放的共同目標，沛然環保致力於提供涵蓋環保和可持續發展服務的一站式解決方案服務：





ACCELERATING DECARBONIZATION
促進低碳

Green and Healthy Buildings

The green building certification consulting services at AEC provide environmental design and one-stop certification application services to attain greater sustainability for the new and existing structures. Through leveraging our expertise in the Building Environmental Assessment Method ("BEAM Plus"), Leadership in Energy and Environmental Design ("LEED"), Building Research Establishment Environmental Assessment Method ("BREEAM"), China Green Building Label ("China GBL"), EDGE Green Building Certification ("Excellence in Design for Greater Efficiencies"), WELL Building Standard ("WELL") and Fitwel, our clients can fulfill the local and international green building standards.

綠色健康建築

沛然環保的綠色建築認證顧問服務提供環境設計和一站式認證申請服務，以幫助新建築和現有建築實現更高的可持續性表現。我們運用綠建環評（「BEAM Plus」）、領先能源與環境設計（「LEED」）、英國建築研究院環境評估方法（「BREEAM」）、中國綠色建築評價標識（「China GBL」）、EDGE綠色建築認證（「卓越設計，提高效率」）、健康建築標準（「WELL」）及Fitwel方面的專業知識，幫助不同客戶達到本地及全球綠色建築標準。

Environmental Consultancy & Sustainable Design

AEC's sustainability and environmental consulting services offer architects with sustainable designs solutions for urban renewal, integrated planning and sustainable development since we emphasize on the health and well-being of those who live in and around the built environment. The sustainable solutions consist of environmental impact assessment, air quality impact assessment, air ventilation impact assessment, noise impact assessment, environmental monitoring and audit, carbon and energy audit and building environment research.

環境諮詢與可持續設計

沛然環保重視居住在建築環境中和周圍居民的健康和福祉，其可持續發展和環境諮詢服務為建築師提供城市更新、綜合規劃和可持續發展的可持續設計解決方案。可持續解決方案包括環境影響評估、空氣質量影響評估、通風影響評估、噪音影響評估、環境監測和審計、碳與能源審計和建築環境研究。

Green Finance, Sustainability Strategies & ESG Advisory

AEC's ESG reporting and consulting services have grown consistently to assist businesses in enhancing their sustainability strategies. We continuously optimize our one-stop online ESG management platform, "Sustainature", which simplifies ESG data processing, enables data analytics and management within a single interface, and generates ESG reports that comply with various reporting frameworks, helping enterprises track their progress toward sustainability targets and enhance ESG performance. In addition to sustainability reporting, we also offer auxiliary value-added services, including stakeholder engagement, materiality assessment, target setting, sustainability assessments such as Global Real Estate Sustainability Benchmark ("GRESB") consulting, and sustainable strategy development. Our mission is to guide our clients toward a sustainable future through solutions that exceed regulatory standards. In light of the increasingly stringent sustainability disclosure requirements, we aspire to advise clients on up-to-date industry trends and assist them in building capacity for long-term sustainable development.

綠色金融、可持續發展策略和ESG諮詢

沛然環保持續發展其ESG報告和諮詢服務，旨在協助企業完善其可持續發展策略。我們持續優化我們的一站式線上ESG管理平台「Sustainature」，簡化ESG數據處理程序、在同一界面實現數據分析和管理並生成符合各報告框架要求的ESG報告，以幫助企業追蹤可持續發展目標進度並提高ESG績效。除了可持續發展報告，我們還提供輔助增值服務，包括持份者參與、重要性評估、目標設定、全球房地產可持續發展標準（「GRESB」）諮詢等可持續發展評估，以及可持續策略制定。我們的使命是透過超越監管標準的解決方案，引領客戶邁向可持續的未來。鑑於可持續發展披露要求越趨嚴格，我們致力為客戶提供最新行業趨勢建議，並協助他們提高長期可持續發展能力。



ACCELERATING DECARBONIZATION
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In addition to ESG reporting and consulting services, responsible investment is also one of the core business segments of AEC. When providing professional consulting, we comprehensively assess the impact of ESG factors on long-term investment returns and optimize investment strategies for clients based on sustainability principles. At the same time, AEC is committed to making responsible investments in key sustainable development areas such as climate adaptation and resource circularity, and has strategically invested in climate risk management-related projects in recent years.

除了ESG報告與諮詢服務，責任投資亦是沛然環保的核心業務板塊之一。我們在提供專業諮詢時，會綜合評估ESG因素對長期投資回報的影響，並基於可持續性原則為客戶優化投資策略。與此同時，沛然環保致力於對氣候適應、資源循環等可持續發展關鍵領域開展責任投資，近年來已戰略性布局氣候風險管理相關項目。

Acoustics, Audiovisual, Lighting & Theatre Planning

AEC provides professional acoustic, audio-visual, lighting, and stage design consulting services to assist engineers and architects in systematically evaluating the environmental performance of various building materials and products, ensuring that acoustic and lighting environments meet comfort standards. The services cover multiple technical areas, including architectural acoustics optimization, building structure acoustic analysis, public address system design, indoor and outdoor building lighting system planning, exterior wall lighting energy efficiency optimization, mechanical equipment and aerodynamic noise control solutions, as well as professional stage design and integration of stage mechanical equipment systems. Through cross-disciplinary technical integration, the Group helps clients proactively incorporating sustainable design concepts at the project planning stage, enhancing spatial environmental quality while supporting the achievement of green building certification goals (such as LEED and BEAM), and promoting the transformation of the construction industry toward a low-carbon, high-comfort sustainable development model.

聲學、視聽、照明及舞台設計

沛然環保提供專業聲學、視聽、照明及舞台設計諮詢服務，協助工程師與建築師系統評估各類建築材料及產品的環境性能，確保聲學與照明環境達到舒適標準。服務涵蓋建築聲學優化、樓宇結構聲學分析、擴聲系統與公共廣播系統設計、建築室內外照明系統規劃、外墻照明能效優化、機械設備與空氣動力噪聲控制方案，以及專業舞台設計與舞台機械設備系統整合等多個技術領域。通過跨領域技術整合，本集團幫助客戶在項目規劃階段前瞻性融入可持續設計理念，提升空間環境品質的同時助力達成綠色建築認證目標（如LEED、BEAM等），推動建築行業向低能耗、高舒適度的可持續發展模式轉型。



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Air Quality, Smart & Green IoT

In addition to our core services, AEC also provides a number of enhancement services for our clients to further their sustainable development aspirations. To enhance properties' overall indoor environmental quality, AEC has been providing real-time air quality monitoring solutions to our clients, to aid them to monitor and improve indoor air quality of their properties. Moreover, to improve clients' environmental data management capabilities, AEC has also been providing our clients with IoT solutions, enabling real-time management of energy, indoor air quality, water, and waste across locations, facilitating trend analysis for predictive maintenance and carbon reduction optimization, and supporting integration with third-party platforms like weather data, building management system (BMS), and remote control automation.

空氣質量、智能和綠色物聯網

除了我們的核心服務外，沛然環保還為我們的客戶提供多項提升服務，以進一步實現他們的可持續發展願景。為了提高物業的整體室內環境質素，沛然環保一直在向我們的客戶提供實時空氣質量監測解決方案，以幫助他們監測和改善其物業的室內空氣質量。此外，為提升客戶環境數據管理能力，沛然環保持續為客戶提供物聯網解決方案，實現跨區域能源、室內空氣品質、水資源及廢棄物的即時監控，支援預測性維護與碳減排優化的趨勢分析，並可整合第三方平台如氣象數據、樓宇管理系統(BMS)、遠端控制及自動化系統。

ACCELERATING DECARBONIZATION
促進低碳

01
CASE STUDY
個案分析

AEC Led Casa Sierra In Achieving Hong Kong's First BEAM Plus Elderly-friendly Building ("EFB") Certificate
沛然環保引領樂嶺都匯榮獲香港首個BEAM PLUS長者友善樓宇(「EFB」)證書

Background

Casa Sierra is a landmark residential development by the Hong Kong Housing Society, located at 72 Pak Wo Road, Fanling. The project marks a significant milestone as Hong Kong's first development accredited under the BEAM Plus EFB Certification Scheme, demonstrating a strong commitment to inclusive and age-friendly design.

背景

樂嶺都匯是香港房屋協會的標誌性住宅發展項目,位於粉嶺百和路72號。該項目榮獲香港首個BEAM Plus EFB證書,標誌著重要里程碑,充分展現對共融及長者友善設計的堅定承諾。



The EFB Certification Scheme, launched on 22 July 2025, aims to recognize developments that prioritize accessibility, safety, comfort, independence, and dignity for elderly occupants. To achieve certification, projects must comply with a combination of core and best-practice requirements derived from the Design Manual: Barrier Free Access 2008 (2025 Edition), ensuring a holistic approach to elderly-centric building design.

Casa Sierra is a large-scale, mixed-use residential development with the following key characteristics:

- Site Area: 11,498 m²
- Total GFA: Approximately 87,313 m²
- Number of Units: 1,467 units

EFB認證計劃於二零二五年七月二十二日推出,旨在嘉許優先考慮長者住戶無障礙通行、安全、舒適、獨立性及尊嚴的發展項目。為取得認證,項目必須符合源自《設計手冊:暢通無阻的通道2008(2025年版本)》的核心要求及最佳實務要求,從而確保建築設計採取以長者為中心的全面整體方針。

樂嶺都匯是一個大型綜合住宅發展項目,其主要特點如下:

- 地盤面積:11,498平方米
- 總樓面面積:約87,313平方米
- 單位總數:1,467個

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- Building Composition:
  - o 3 residential towers (up to 30 storeys)
  - o Podium levels, basement, retail, recreational and care facilities
- Accommodation Mix: Public rental housing (PRH), Senior Citizen Residences (SEN), Subsidized Sale Flats (SSF), retail spaces, and elderly care facilities (RCHE)

The project reflects a forward-thinking design philosophy that integrates universal design principles with smart technologies, creating a safe, supportive, and independent living environment for an ageing population.

AEC Consultancy Services

In this project, AEC acts as the green building and environmental assessment consultant, offering professional services in the following areas:

- BEAM Plus New Buildings v1.2 certification
- Environmental Assessment

Key Project Highlights

Casa Sierra achieved certification by complying with 15 elderly-friendly design items, exceeding the minimum requirement of 10, across multiple categories including accessibility, mobility, safety, and smart living.

1. Enhanced vertical mobility and lift design

- Lift control panels positioned at accessible height (1,050 mm) with high-contrast design for visibility
- Provision of lift car seating in selected lifts to support elderly users
- Installation of back-lit control buttons and audio systems to aid users with visual or hearing impairments

- 建築組成:
  - o 三座住宅塔樓(最高30層)
  - o 基座、地庫、商舖、康樂設施及護理服務
- 住宿類型:公共租住屋邨、長者屋邨、資助出售單位、商舖,以及安老院舍

該項目體現前瞻性的設計理念,融合通用設計原則與智能科技,為人口老化的社會創造安全、支援性強且能促進獨立生活的居住環境。

沛然環保的顧問服務

在本項目中,沛然環保擔任綠色建築及環境評估顧問,為以下範疇提供專業顧問服務:

- BEAM Plus新建建築v1.2認證
- 環境評估

項目亮點

樂嶺都匯符合15項長者友善設計項目,超越最低要求的10項,成功取得認證。這些項目涵蓋無障礙通行、移動、安全及智能生活等多個範疇。

1. 提升垂直移動及升降機設計

- 升降機控制面板設置於易達高度(1,050毫米),並採用高對比設計以提升能見度
- 部分升降機設有轎廂座椅,方便長者使用
- 安裝背光控制按鈕及語音系統,協助視力或聽力受損的使用者

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CASE STUDY
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AEC Led Casa Sierra In Achieving Hong Kong's First BEAM Plus Elderly-friendly Building ("EFB") Certificate
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2. Barrier-free and accessible circulation

- Major access routes designed to be step-free, minimizing level differences
- Use of luminous color contrast between floors and walls to enhance spatial awareness
- Adoption of lever-type door handles to improve usability for users with limited dexterity

3. Clear wayfinding and signage design

- Comprehensive signage system with:
  - o High color contrast for enhanced legibility
  - o Large font sizes tailored to viewing distances
  - o Clear pictograms and intuitive layouts
- Wayfinding supports easy navigation to essential facilities such as lifts, toilets, and entrances

4. Elderly-friendly recreational features

- Provision of adequate seating in outdoor spaces with a maximum walking distance of 50 meters
- Installation of elderly-friendly fitness equipment to promote active ageing and wellbeing

5. Improved sanitary and residential features

- Common toilets equipped with:
  - o Easy-to-operate locks and outward/sliding doors
  - o Lever-type faucets for ease of use
- 100% of residential units equipped with:
  - o Lever-type door handles and faucets
  - o Slip-resistant bathroom flooring (R10 or above standard)

2. 無障礙及暢通通行設計

- 主要通道設計為無台階，盡量減少高低差
- 使用地板與牆身之間的明亮色彩對比，提升空間感知
- 採用槓桿式門柄，提升手部靈活性較弱使用者的方便性

3. 清晰導向及標誌設計

- 全面的標誌系統，具備以下特點：
  - o 高色彩對比以提升易讀性
  - o 根據觀看距離而設的大字體
  - o 清晰的象形圖及直觀佈局
- 導向設計方便住戶前往升降機、洗手間及出入口等主要設施

4. 長者友善康樂設施

- 戶外空間設置充足座椅，最長步行距離為50米
- 設置長者友善健身設備，促進活躍老化及身心健康

5. 改善衞生及住宅設施

- 公共洗手間設有：
  - o 易操作門鎖及外開／趟門
  - o 槓桿式水龍頭
- 100%住宅單位均設有：
  - o 槓桿式門柄及水龍頭
  - o 防滑浴室地板（R10或以上標準）

ACCELERATING DECARBONIZATION
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AEC Led Casa Sierra In Achieving Hong Kong's First BEAM Plus Elderly-friendly Building ("EFB") Certificate
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6. Optimized residential design

- Light switches installed at accessible heights (1.0–1.3m)
- Bedroom switches positioned conveniently near bed locations
- Ensures ease of operation for elderly residents in daily activities

7. Smart and assistive technology integration

- Integration of IoT-enabled systems across residential units and common areas, including:
  - o Emergency call panels and bathroom panic buttons
  - o Sensors monitoring activity (e.g. door movement, water usage)
  - o Smart cards functioning as portable emergency alert devices
- These technologies enhance safety monitoring and rapid response capabilities

Casa Sierra sets a new benchmark for elderly-friendly housing in Hong Kong by combining thoughtful architectural design, barrier-free access, and smart living solutions. As the first project accredited under the BEAM Plus EFB scheme, it demonstrates how large-scale residential developments can successfully address the evolving needs of an ageing population. The project not only enhances quality of life for elderly residents but also provides a replicable model for future developments seeking to achieve inclusive, sustainable, and human-centric design excellence.

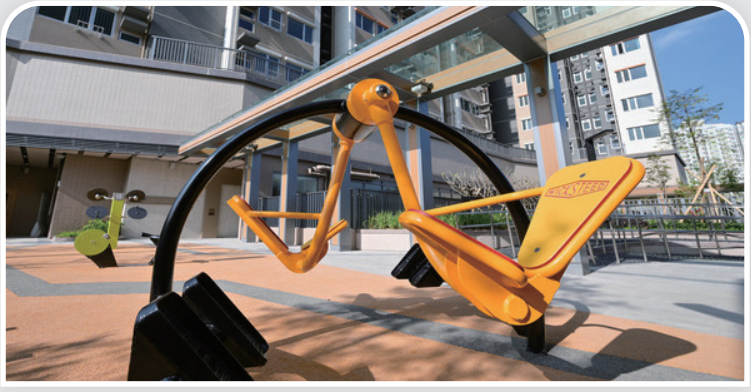
6. 優化住宅設計

- 燈掣安裝於易達高度(1.0–1.3米)
- 睡房燈掣設置於床邊方便位置
- 確保長者日常活動操作方便

7. 智能及輔助科技整合

- 在住宅單位及公共區域整合物聯網(IoT)系統,包括:
  - o 緊急呼叫面板及浴室緊急按鈕
  - o 活動監測感應器(例如門開關、水用量)
  - o 智能卡作為便攜式緊急示警裝置
- 以科技提升安全監察及快速應變能力

樂嶺都匯透過結合周全的建築設計、無障礙通道及智能生活解決方案,為香港長者友善房屋設定了新標杆。作為首個獲得BEAM Plus EFB認證的項目,它展示了大規模住宅發展如何成功回應人口老化帶來的不斷演變的需求。該項目不僅大幅提升長者住戶的生活質素,更為未來追求共融、可持續及以人為本設計卓越的發展項目提供了一個可複製的典範。



ACCELERATING DECARBONIZATION
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02
CASE STUDY
個案分析

Shui On Centre — Advancing Sustainable Building Performance through Green Building Certifications
瑞安中心 — 透過綠色建築認證推動可持續建築性能提升

AEC Consultancy Services

As part of our commitment to accelerating decarbonisation within the built environment, AEC supported the sustainability-driven retrofit and fit-out enhancement of Shui On Centre, the principal asset of a Shui On Group member company. Through a comprehensive programme of building performance upgrades, operational optimisation, and sustainability initiatives, the project achieved multiple internationally recognised green building certifications, including:

- ✓ LEED O+M v4.1 — Gold Certified
- ✓ WELL v2 — Gold Certified
- ✓ BEAM Plus EB v2.0 — Gold Certified
- ✓ EDGE Certification — 2025 & 2026

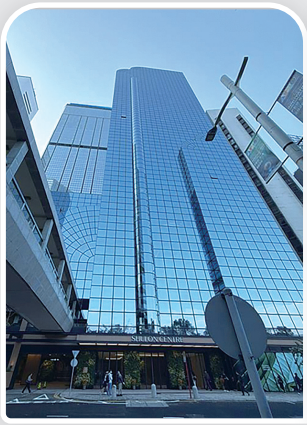
These achievements strengthened the building's sustainability credentials and alignment with global ESG and decarbonisation goals, demonstrating how strategic retrofit and fit-out interventions can transform existing commercial buildings into higher-performing, low-carbon assets.

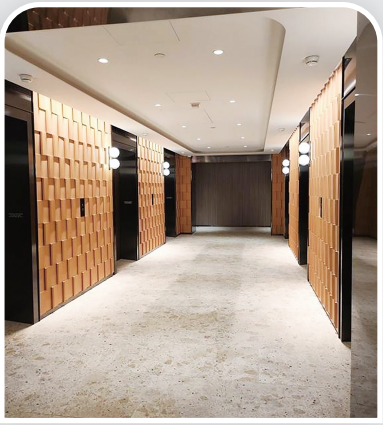
沛然環保的顧問服務

作為我們推動建築環境加速減碳的承諾之一，沛然環保協助位於香港灣仔的甲級商業大廈 — 瑞安中心可持續發展驅動型改造及室內裝修提升工程，該項目為一間瑞安集團成員公司的主要資產。透過一項涵蓋建築性能提升、營運優化及可持續發展措施的全面計劃，該項目成功獲得多項國際認可的綠色建築認證，包括：

- ✓ LEED O+M v4.1 — 金級認證
- ✓ WELL v2 — 金級認證
- ✓ BEAM Plus EB v2.0 — 金級認證
- ✓ EDGE 認證 — 2025&2026

這些成果進一步鞏固了建築的可持續發展實力，並與全球ESG及減碳目標保持一致，同時展示了如何透過策略性改造及室內裝修優化，將現有商業建築轉型為更高效能、低碳資產。





ACCELERATING DECARBONIZATION
促進低碳

02
CASE STUDY
個案分析

Shui On Centre — Advancing Sustainable Building Performance through Green Building Certifications
瑞安中心 — 透過綠色建築認證推動可持續建築性能提升

A Retrofit Journey Enabled by Sustainability-Linked Finance

In 2022, the building raised a HK$5.75 billion Sustainability-Linked Loan ("SLL") from Standard Chartered. The financing structure provides tiered interest rate reductions linked to performance improvements exceeding the EDGE certification baseline with a target of 20% energy efficiency improvement during the loan tenure of five year.

Since then, Shui On Centre has undertaken a phased retrofit programme to continuously enhance building performance. In the last two years of progressive improvement, AEC has supported the delivery of retrofit measures that helped the project achieve its annual performance targets.

In 2024, the building achieved 24% energy savings, 40% water savings, and a 93% reduction in embodied carbon in materials, with ongoing optimisation to further improve EDGE outcomes. Key upgrades supported by AEC include chiller plant and roof enhancements in 2025, achieving 26% energy savings, followed by lighting system retrofits in 2026, including LED replacements, increasing total energy savings to 30%.

In addition, the building incorporates several green features, including variable speed drives for AHUs, chillers, condenser and chilled water pumps, timer-controlled lighting systems, high-efficiency water fixtures, and indoor air quality (IAQ) sensors providing real-time performance data.

These continuous improvements, exceeding the 20% EDGE baseline requirement, directly support the SLL sustainability KPIs. AEC's ongoing retrofit support has therefore delivered measurable decarbonisation outcomes and strengthened alignment with green financing objectives.

由可持續發展掛鈎金融支持的改造之旅

於二零二二年，該建築從渣打銀行取得一筆港幣57.5億元的可持續發展掛鈎貸款（「SLL」）。該融資結構設有分級利率優惠機制，與超越EDGE認證基準的表現提升掛鈎，其目標為於五年貸款期內實現20%的能源效益提升。

自此之後，瑞安中心展開分階段的改造計劃，以持續提升建築性能。在過去兩年的持續優化過程中，沛然環保支持實施多項改造措施，協助項目達成年度績效目標。

於二零二四年，該建築達成24%節能、40%節水，以及建築材料隱含碳減少93%的成果，並持續優化以進一步提升EDGE表現。沛然環保支持的主要升級措施包括二零二五年的冷水機組系統及屋頂優化工程，使節能率達至26%；以及二零二六年的照明系統改造（包括更換LED燈具），進一步將總節能率提升至30%。

此外，該建築亦設有多項綠色設施，包括變頻驅動系統（應用於空調機組AHU、冷水機組、冷卻水及冷凍水泵）、定時照明控制系統、高效用水設備，以及提供即時運行數據的室內空氣質素(IAQ)感測器。

這些持續的優化措施已超越EDGE基準要求（20%節能目標），並直接支持該SLL的可持續發展KPI。沛然環保持續提供的改造支援已帶來可量化的減碳成果，並進一步加強項目與綠色金融目標的一致性。



Chiller System
- Weighted coefficient of performance (COP) of 5.74

冷水機組系統
- 加權性能係數(COP)達5.74



Lighting System
- Minimum luminous efficacy of 90 lm/W

照明系統
- 最低燈具光效達90 lm/W



Roof Improvement
- White polyurethane roof coating (SRI 100)
- Polyurea waterproofing membrane (overall roof U value of 2.43 W/m².K)

屋頂改善工程
- 白色聚氨酯屋頂塗料 (SRI 100)
- 聚脲防水膜（屋頂整體U值為2.43 W/m².K）



ACCELERATING DECARBONIZATION
促進低碳

03
CASE STUDY
個案分析

Supporting Henderson Land's Global and Regional Leadership In Sustainability
協助恒基地產取得二零二五年GRESB全球及區域行業領導地位

Background

GRESB is the leading global ESG benchmark for the real estate sector. It provides standardized and transparent assessment of ESG performance across portfolios worldwide, enabling investors and stakeholders to evaluate and compare sustainability performance of real estate assets and companies.

Henderson Land Development Company Limited has achieved remarkable recognition in the 2025 GRESB Real Estate Assessment, demonstrating industry-leading performance in sustainability. The company was honoured as Global and Regional Sector Leader in the Development Benchmark (Diversified) category. In addition, Henderson Land received an impressive 5-Star Rating in both the Standing Investment Benchmark (Diversified) and the Development Benchmark (Diversified).

AEC's Role as GRESB Consultant

AEC played a pivotal role in supporting Henderson Land throughout the 2025 GRESB assessment process. As the appointed GRESB consultant, AEC delivered comprehensive and strategic support, including:

- **Customized Data Management:** Designed and provided tailored data collection templates to systematically gather essential information, documents, and performance data (energy, water, waste, etc.) across applicable assets.
- **Data Calculation and Evidence Consolidation:** Calculated portfolio performance metrics and consolidated all required information and supporting evidence for a robust GRESB submission.
- **GRESB Engagement:** Acted as the primary liaison with GRESB representatives, seeking clarifications and ensuring full adherence to the latest GRESB criteria and reporting standards.

背景

GRESB是全球領先的房地產行業ESG評估基準。它為全球房地產組合提供標準化及透明的ESG表現評估，讓投資者及持份者能夠評估和比較房地產資產及公司的可持續發展表現。

恒基兆業地產發展有限公司於二零二五年GRESB房地產評估中取得卓越成績，展現行業領先的可持續發展表現。恒基地產榮獲發展基準（多元化）的全球及區域行業領導者殊榮。此外，恒基地產在持有投資基準（多元化）及發展基準（多元化）均獲得5星評級。

沛然環保作為GRESB顧問的角色

沛然環保在二零二五年GRESB評估過程中為恒基地產提供全程策略支援。作為其GRESB顧問，我們提供全面及專業的服務，包括：

- **客製化資料管理**：設計並提供專屬資料收集模板，系統性地收集適用資產的必要資訊、文件及表現數據（能源、水、廢棄物等）。
- **數據計算及證據整合**：計算組合表現指標，並整理所有所需資料及證明文件，以確保提交高質素的GRESB評估。
- **GRESB溝通協調**：作為主要聯絡人與GRESB代表溝通，尋求澄清並確保完全符合最新的GRESB準則及報告要求。

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- **Strategic Enhancement:** Collaborated closely with Henderson Land and our Green Building Team to identify improvement opportunities and strengthen sustainability and wellness initiatives at the project level.
- **Gap Analysis and Advisory:** Delivered a comprehensive gap analysis presentation prior to submission, highlighting areas for improvement and recommending actionable measures to optimize the final score.
- **Submission and Post-Assessment Support:** Submitted the assessment on behalf of the client upon approval and provided expert guidance on addressing any amendments following the release of preliminary results.

Through this structured and proactive approach, AEC successfully assisted Henderson Land in achieving global and regional sector leadership in the highly competitive GRESB Real Estate Assessment. We fully support our client's unwavering commitment to sustainable development and will continue to work hand-in-hand with them to build a greener, more resilient, and more responsible future.

- **策略提升支援**：與恒基地產及我們的綠色建築團隊緊密合作，識別改善機會，並加強項目層面的可持續發展及健康福祉措施。
- **差距分析及建議**：在提交前提供全面的差距分析報告，指出有待提升的範疇，並提出可行建議以優化最終得分。
- **提交及後續支援**：在客戶書面批准後代表提交評估，並於初步結果公布後提供專業指導，協助處理任何修正事項。

透過這套系統化且具前瞻性的方法，沛然環保成功協助恒基地產在競爭激烈的GRESB房地產評估中，取得全球及區域行業領導地位。我們全力支持客戶對可持續發展的堅定承諾，並將繼續與客戶攜手共建更綠色、更具韌性及更負責任的未來。



04
CASE STUDY
個案分析

Acoustic Design For Cheung Kong Center II
長江中心二期聲學設計

The development of Cheung Kong Center II represents a significant architectural and urban milestone in the evolution of Hong Kong's Central District. Occupying the site of the former Hutchison House, this redeveloped landmark serves as a critical expansion of the city's Grade-A office supply. By occupying such a prominent position in the skyline, the tower does more than provide commercial space; it defines the standards for contemporary workplace environments in one of the most competitive real estate markets in the world.

長江中心二期的重建項目是香港中環發展歷程中重要的建築與城市里程碑。這座重建的地標建築坐落於原和記大廈舊址，大大擴充了香港甲級辦公大樓的供應。憑藉其在天際線上的顯要位置，該大廈不僅提供商業空間，更在競爭最激烈的房地產市場之一中，樹立了現代辦公環境的新標竿。

In a city characterized by the constant cacophony of heavy traffic, public transit systems, and dense pedestrian flow, the ability to maintain a controlled auditory environment is a technical necessity. Acoustic engineering for such a project involves a sophisticated strategy of vibration isolation, sound absorption, and sound insulation to ensure that the external urban noise does not penetrate the façade and acoustic comfort is maintained in the interior. This ensures that the building functions as a sanctuary of clarity, where complex business operations can be conducted without the interference of environmental distractions.

在交通繁忙、公共交通系統擁擠、人流熙攘的城市中，營造可控的聲學環境至關重要。此類項目的聲學工程採用複雜的隔振、吸音和隔音策略，確保外部城市噪音無法穿透建築立面，從而確保室內聲學環境的舒適性。這使得大樓成為一個清晰的辦公空間，讓複雜的業務運作不受環境干擾。

The focus on acoustic quality is intrinsically linked to the "Social" pillar of ESG criteria. By prioritizing the auditory comfort of its occupants, the project acknowledges the profound impact that sound has on human health and cognitive ergonomics. Effective acoustic management reduces the physiological stress associated with noise pollution and prevents the mental fatigue that often occurs in poorly designed office environments. This commitment to the well-being of the workforce demonstrates a corporate responsibility toward creating inclusive and healthy spaces, which in turn enhances long-term tenant retention and operational productivity.

對聲學品質的關注與ESG標準中的「社會」支柱密切相關。此計畫優先考慮使用者的聽覺舒適度，充分認識到聲音對人類健康和認知人體工學的深遠影響。有效的聲學管理能夠降低噪音污染帶來的生理壓力，並預防設計不良的辦公環境中常見的精神疲勞。這種對員工福祉的承諾反映了企業致力於創造包容健康空間的責任感，進而提升租戶的長期留存率和營運效率。

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Acoustic Design For Cheung Kong Center II
長江中心二期聲學設計

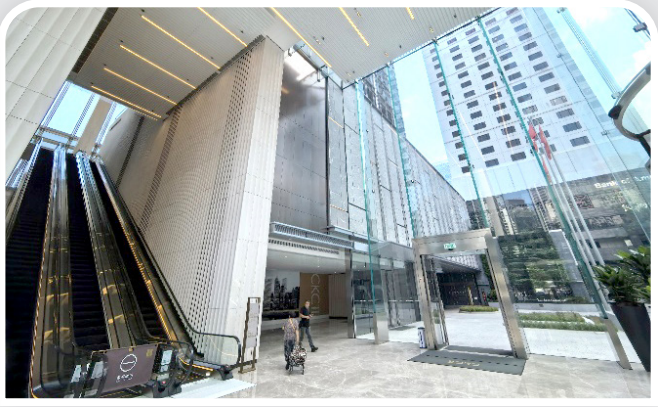
Furthermore, these acoustic strategies align directly with several UNSDGs, most notably SDG 3 regarding Good Health and Well-being and SDG 8 concerning Decent Work and Economic Growth. A workspace that minimizes harmful noise levels contributes to the physical and mental health of thousands of employees, fulfilling the targets of sustainable health standards in urban settings. Simultaneously, by providing an environment optimized for focus and communication, the building supports the economic productivity and efficiency required for sustainable growth in the modern global economy.

Finally, the integration of these acoustic elements contributes to SDG 11, which focuses on making cities and human settlements inclusive, safe, resilient, and sustainable. As urban centers become increasingly dense, the ability of large-scale developments to mitigate their own environmental impact — and protect occupants from the surrounding environment — is crucial. The acoustic design of Cheung Kong Center II serves as a benchmark for how technical engineering can be leveraged to meet ethical sustainability targets.

此外，這些聲學策略與多項UNSDGs直接契合，特別是關於良好健康與福祉的SDG 3和關於體面工作和經濟成長的SDG 8。一個能夠最大限度降低有害噪音水準的工作空間，有助於數千名員工的身心健康，從而實現城市環境中可持續健康標準的各項目標。同時，透過提供一個有利於專注和溝通的環境，該建築也為現代全球經濟可持續發展所需的經濟生產力和效率提供了支持。

最後，這些聲學元素的整合有助於實現SDG 11，該目標致力於建立包容、安全、有韌性和永續的城市和人類住區。隨著城市中心人口密度日益增加，大型開發項目減輕自身環境影響並保護居民免受週邊環境影響的能力至關重要。長江中心二期的聲學設計為如何利用技術及工程實現符合倫理的可持續發展目標樹立了標竿。







ACCELERATING DECARBONIZATION
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DRIVING SUSTAINABLE OPERATIONS

AEC places significant emphasis on its own environmental performance and strives to minimize its impact on the environment. AEC has taken various green measures in the workplace to ensure robust environmental management, including improving energy efficiency, conserving water resources, optimizing resource usage, managing office waste and enhancing environmental consciousness among our employees. We are also dedicated to maintaining high standards across all internal operations, including talent attraction and retention, health and safety, and transparent communication with all stakeholders.

推動可持續營運

沛然環保非常重視我們自身的環境績效，並致力將其對環境的影響降至最低。沛然環保在工作場所採取了各種綠色措施以實現良好的環境管理，包括提高能源效益、節約水資源、優化資源使用、管理辦公室廢棄物，並提升員工對環境的意識。我們同時致力於在所有內部營運中維持高標準，包括人才吸引與留任、職業健康與安全，以及與所有持份者的透明溝通交流。

Workplace Sustainability Initiatives 工作場所可持續發展倡議	
Energy Efficiency 能源效益	• Obtain LEED for Existing Interior & Arc Platform (Target Gold) 獲得LEED現有室內認證和Arc平台（目標金級） • Reduce 42% of absolute scope 1 and scope 2 GHG emissions by 2030 from base year 2023 二零三零年範圍1及範圍2的絕對溫室氣體排放量較二零二三基準年減少42%
Water Conservation 節約用水	• Provide water dispensers to minimize the use of disposable plastic water bottles 提供飲水機，降低即棄塑膠水瓶的使用 • Display water saving logos to raise staff awareness 張貼節水標籤，以提高員工意識
Resources Management 資源管理	• Provide recycling bins to separate recyclable waste from source 提供回收箱從源頭分類可回收廢棄物 • Control the use of raw materials such as packaging to minimize waste generation 控制包裝等原材料的使用，以盡量減少廢物的產生 • Adopt green products, such as printing the Annual Report with soy ink 採用綠色產品，例如使用大豆油墨印刷年報 • Adopt the "paperless office" practice with digital publications, newsletters and provide e-statements and e-trade platform to customers 電子化刊物和通訊以實踐「無紙化辦公室」，為客戶提供電子結賬單和電子貿易平台 • Update the Human Resources System to require all staff to apply for annual leave through the HR-Lite, thereby reducing paper usage 更新人力資源系統，員工需通過HR-Lite申請假期，從而減少紙張使用 • Reuse containers and utensils 重複使用容器和餐具

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Workplace Sustainability Initiatives 工作場所可持續發展倡議	
Office Waste Management 辦公室廢棄物管理	• Set up baseline using 3-month data 使用三個月的數據設立廢棄物基準線 • Measure general wastes once a week 每週測量一次普通廢棄物
Awareness Raising and Education 提高意識及教育	• At least 6 trainings/activities per person 每人至少6次培訓／活動 • Organize green-themed activities such as ESG, green building, and other sustainability-related talks and seminars 舉辦以綠色為主題的活動，例如關於ESG、綠色建築和其他可持續發展相關主題的講座及研討會 • Establish and implement Environmental Policy 訂立和執行環境政策
Talent Attraction and Retention 吸引與保留人才	• Reduce overall turnover rate to below 20% 將整體離職率降至20%以下
Health and Safety 健康及安全	• Maintain zero injury rate 保持零工傷率
Communication 交流	• Quarterly update/sharing (all staff meeting) 季度更新／分享（全員會議） • Social bonding sessions (every month) 社交聯繫會議（每月）



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Achievements in Green Building Projects

The following graph illustrates the overall savings in resources associated with BEAM Plus and LEED-certified projects from 2016/17 to 2025/26 in comparison to their respective baseline standards:

綠色建築項目的研究成果

下圖說明了於二零一六／一七年至二零二五／二六年期間，BEAM Plus和LEED認證項目與各自的基線標準相比的總節約量：

tCO_2e GHG emissions reduction (estimate)
噸二氧化碳當量預計減排量

504,384.18 = **21,929,746.85** **trees planted**
樹木栽種

MWh electricity reduction (estimate)
兆瓦時預計減電量

301,336.69 = **65,365.88** **households' average electricity consumption**
個家庭的平均用電量

million liter water reduction (estimate)
百萬升預計減水量

4,479.05 = **1,791.62** **Olympic-sized swimming pools**
奧運會規模游泳池

MWh solar energy generated (estimate)
兆瓦時預計太陽能產電量

1,562.62 = **338.96** **households' average electricity consumption**
個家庭的平均用電量

tonnes waste recycled (estimate)
噸預計廢棄物回收量

87,842.57 = **159,380.51** **Hong Kong people's yearly disposal rate of municipal solid waste**
香港人每年的都市固體廢物棄置量



ACCELERATING DECARBONIZATION
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Environmental Performance Review　　環境表現概況

Energy 能源	Unit 單位	2025/26 二零二五／二六	2024/25 二零二四／二五
Electricity Consumption 耗電量	kWh 千瓦時	**126,614.10**	115,770.03
Fuel Consumption 燃料耗量	kWh 千瓦時	**0**	29,162.87
Total Energy Consumption 總能源耗量	kWh 千瓦時	**126,614.10**	144,932.90
Energy Intensity 能源消耗密度	kWh/Employee 千瓦時／員工	**1,688.19**	1,882.25

Scope 1 and 2 GHG Emissions 範圍1及範圍2溫室氣體排放	Unit 單位	2025/26 二零二五／二六	2024/25 二零二四／二五
Scope 1 GHG Emissions 範圍1溫室氣體排放	tCO_2e 噸二氧化碳當量	**0**	8.03
Scope 2 GHG Emissions 範圍2溫室氣體排放	tCO_2e 噸二氧化碳當量	**75.58**	70.56
Total GHG Emissions (Scope 1 and 2) 總溫室氣體排放（範圍1及範圍2）	tCO_2e 噸二氧化碳當量	**75.58**	78.59
GHG Emissions (Scope 1 and 2) Intensity 溫室氣體排放（範圍1及範圍2）密度	tCO_2e/Employee 噸二氧化碳當量／員工	**1.01**	1.02

Scope 3 GHG Emissions 範圍3溫室氣體排放	Unit 單位	2025/26 二零二五／二六	2024/25 二零二四／二五
Category 3: Fuel- and energy-related activities 類別 3：與燃料及能源相關活動	tCO_2e 噸二氧化碳當量	**20.82**	20.96
Category 5: Waste generated in operations 類別 5：營運中產生之廢棄物	tCO_2e 噸二氧化碳當量	**1.44**	1.46
Category 6: Business travel 類別 6：商務旅行	tCO_2e 噸二氧化碳當量	**18.33**	24.43



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Materials and Waste 材料和廢棄物	Unit 單位	2025/26 二零二五／二六	2024/25 二零二四／二五
Landfilled General Waste 棄置於堆填區的一般廢棄物	tonnes 噸	**2.77**	2.80
Recycled General Waste 已回收的一般廢棄物	tonnes 噸	**0.19**	0.23
Total Non-hazardous Waste Generated 總無害廢棄物產生量	tonnes 噸	**2.96**	3.03
Non-hazardous Waste Generation Intensity 無害廢棄物產生密度	tonnes/Employee 噸／員工	**0.04**	0.04
Recycled Batteries 已回收的廢電池	tonnes 噸	**0.0003**	0

Note(s):

1. AEC's Scope 1 GHG emissions represent energy direct emissions arising from the consumption of fuel for company-owned private cars. This Year, we fully replaced our petrol vehicles with electric vehicles. Scope 2 GHG emissions represent energy indirect emissions from the consumption of purchased electricity.

2. Scope 1 and 2 GHG emissions have been calculated with reference to The GHG Protocol: A Corporate Accounting and Reporting Standard published by the World Business Council for Sustainable Development ("WBCSD") and the World Resources Institute ("WRI"). We have determined the GHG accounting boundaries using the operational control method. The relevant emission factors are sourced from the Guidelines to Account for and Report on GHG Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition) published by the Environmental Protection Department (EPD), and the latest grid emission factors published by local power company in Hong Kong, Malaysia national energy database and the Ministry of Ecology and Environment of China.

3. The Group has initiated data collection for Scope 3 emissions. During the Year, we have calculated Categories 3, 5 and 6 emissions based on available data. We are actively collecting data for other material categories and aim to expand disclosure in future reporting cycles. Scope 3 GHG emissions have been calculated with reference to The GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard and its associated technical guidance published by WBCSD and WRI. Category 3 emissions were calculated using the average-data method. Category 5 emissions were calculated using the waste-type-specific method, covering all waste generated by the Group. Category 6 emissions were calculated using the distance-based method, with the calculation scope limited exclusively to air travel. Relevant emission factors were sourced from the UK Government and the International Energy Agency (IEA).

備註：

1. 沛然環保的範圍1溫室氣體排放為公司私家車消耗燃料所引致的直接排放。本年度，我們已將汽油車全面更換為電動車。範圍2溫室氣體排放則來自於外購電力消耗所產生的能源間接排放。

2. 範圍1和範圍2的溫室氣體排放計算已參考世界可持續發展工商理事會（「WBCSD」）和世界資源研究所（「WRI」）發布的《溫室氣體核算體系：企業核算與報告標準》。我們採用營運控制法確定了溫室氣體會計邊界。相關排放因子來自香港環保署發布的《香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的核算和報告指引》（2010年版），以及香港當地電力公司、馬來西亞國家能源數據庫和中國生態環境部發布的最新電網排放因子。

3. 本集團已啟動範圍3排放數據的收集工作。於本年度，我們根據現有數據計算了類別3、5及6的排放量。我們正積極收集其他重要類別的數據，並計劃在未來的報告週期中擴大披露範圍。範圍3溫室氣體排放乃參考WBCSD及WRI發布的《溫室氣體核算體系：企業價值鏈（範圍3）核算與報告標準》及其相關技術指南進行計算。類別3排放採用平均數據法計算。類別5排放採用特定廢棄物類別法計算，覆蓋本集團所產生的所有廢棄物。類別6排放採用基於距離的方法計算，計算範圍僅包含航空旅行。相關排放因子來自英國政府和國際能源總署。



ACCELERATING DECARBONIZATION
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Sustainable Operation Initiatives

Over the years, AEC has remained steadfast in its commitment to enhancing environmental performance by continuously refining and streamlining its operations. We have implemented various sustainable operational measures aimed at minimizing our environmental impact, reflecting our commitment to decarbonization and environmental protection.

Continuous Real-Time Indoor Environmental Monitoring

To improve the indoor environmental condition of the office, AEC continues to monitor indoor air quality with the use of real-time system. The system utilizes sensors installed at different areas of the office for real-time data collection of indoor air quality data. The gathered data is used for strategy setting for improving indoor air quality condition of the office in the future.

Smart Meter for Air Conditioning System

To better control the indoor environment of the office and improve energy management of the air-conditioning system of the office, AEC has upgraded the air conditioning control system to an advanced computer-controlled smart control and metering system. This upgrade enhances energy management capabilities while simultaneously improving thermal comfort for our employees.

Real-time Energy Consumption Monitoring System

In line with our SBTi 2030 commitments, AEC has upgraded its energy monitoring system with new smart energy meters available for real-time energy data collection and data analysis. AEC aims to use the data collected from the new monitoring system to devise strategies and initiatives to further reduce energy consumption.

Waste Management

To actively implement environmental protection goals, we strategically place recycling bins to guide employees in responsible waste disposal. Simultaneously, we utilize the real-time monitoring function of waste scales to accurately track waste generation, establishing a closed-loop management system of "behavior guidance — data tracking — goal optimization" to ensure the scientific rigor and enforceability of our waste reduction targets.

可持續營運倡議

多年來，沛然環保一直堅定致力於通過不斷完善和精簡其運營來提高環境表現。我們推行了多項可持續營運措施，旨在最大限度地減少對環境的影響，充分體現了我們在減碳及環保方面的決心。

連續實時室內環境監測

為了改善辦公室的室內環境，沛然環保繼續使用實時系統監測室內空氣質量。該系統利用安裝在辦公室不同區域的傳感器，實時收集室內空氣質量數據。所收集的數據用於未來改善辦公室室內空氣質量的策略制定。

空調系統智能電錶

為了更好地控制辦公室的室內環境，提高辦公室空調系統的能源管理，沛然環保將空調控制系統升級為更新的計算機控制的智能控制和計量系統。這不僅可提升能源管理效率，更能夠提高員工的室內舒適度。

實時耗能監測系統

為兑現我們對二零三零年SBTi的承諾，沛然環保已升級其能源監控系統，新的智能電錶可用於實時能源數據收集和數據分析。我們旨在利用新監測系統收集的數據來制定進一步降低能源消耗的戰略和措施。

廢物管理

為積極落實環境保護目標，我們通過策略性設置回收桶引導員工踐行責任廢物處置，同時藉由廢物稱重秤的實時監測功能精準追蹤廢物產生量，形成「行為引導 — 數據跟蹤 — 目標優化」的閉環管理體系，確保廢物減量目標的科學性與可執行性。



ACCELERATING DECARBONIZATION
促進低碳

Coffee Grounds Recycling

To address food waste generated from coffee consumptions in the office, AEC is participating in Eco-Greenergy's Zero Ground Coffee Campaign, for the recycling and upcycling of coffee grounds generated during our operation. We collect and transfer the used coffee grounds consumed at the office to Eco-Greenergy for upcycling, transforming them into products such as soaps, compost and handwash. The proceeds from our participation in the initiative also support research conducted by the City University of Hong Kong on the valorization of food waste for sustainable production of chemicals and materials. During the Year, AEC has recycled 60.31 kg of coffee grounds.

咖啡渣回收

為了處理辦公室咖啡消耗所產生的廚餘，沛然環保正在參與Eco-Greenergy的「全城咖啡渣回收運動」，以回收和升級其運營中產生的咖啡渣。我們收集辦公室消耗的所有咖啡渣並將其運送到Eco-Greenergy，以進一步升級回收咖啡渣，用於製造肥皂、堆肥和洗手液等產品。參與該計劃的收益亦用於支持香港城市大學關於廚餘作可持續生產化學品和材料的價值研究。於本年度，沛然環保已回收咖啡渣達60.31公斤。

INNOVATION DRIVES TEAM VITALITY
創新賦能團隊力

CORE VALUES: WELLNESS AND SYMBIOTIC

As a professional consultancy, our employees are the core competitiveness of AEC. The Group strictly safeguards employees' fundamental rights, fosters a diverse and inclusive workplace environment, and provides systematic career development opportunities to promote the mutual realization of employees' talents and enterprise value, achieving a sustainable development ecosystem of win-win cooperation.

核心價值觀：福祉和共贏

作為專業顧問公司，員工是沛然環保的核心競爭力。本集團嚴格保障員工基本權益，構建多元平等的職場環境，並提供系統化職業發展機會，推動員工才華與企業價值的雙重實現，達成合作共贏的可持續發展生態。

BOOSTING DIVERSITY, EQUALITY AND INCLUSION

AEC is committed to building a diverse and inclusive workplace environment, providing a foundation for employees to explore their unlimited potential. The Group strictly adheres to the principle of nondiscrimination in recruitment and employment decisions, resolutely excluding considerations of gender, age, race, religious belief, and disability status. By continuously optimizing fair employment policies and anti-discrimination mechanisms, we strive to create an equal and diverse professional platform based on competence and value, ensuring that every talent can achieve their career aspirations in an obstacle-free workplace environment. We also encourage each employee to express their curiosity, creativity and ideas to lead the Group to new vitality.

推動多元化、平等及共融

沛然環保以構建多元共融的職場生態為目標，致力於為員工開闢釋放潛能的廣闊空間。本集團在招聘與僱傭決策中嚴格遵循非歧視原則，堅決摒棄性別、年齡、種族、宗教信仰及殘疾狀況等因素的影響，通過不斷優化公平就業政策與反歧視機制，打造基於能力與價值的平等競爭平台，確保每一位人才均能在無障礙的職場環境中實現職業理想。我們還鼓勵每位員工展示自己的好奇心、創意和想法，引領本集團煥發新活力。

Besides, AEC sustains a corporate culture which esteems human rights, protects female rights and safeguards the vulnerable. We respond promptly to issues related to human rights with the provision of targeted solutions to minimize the risk of human rights violations. During the recruitment process, our administrative/human resources department is appointed to verify candidates' valid identity documentation, age, and working permit to prevent child labor, forced labor and other forms of illegal labor.

此外，沛然環保秉持尊重人權、保護女性權利和保護弱勢群體的企業文化。我們通過提供針對性的解決方案及時應對與人權相關的問題，將侵害人權的風險降至最低。在招聘過程中，我們的行政／人力資源部門將會核實候選人的有效身份證件、年齡和工作許可，以防止童工、強迫勞動和其他形式的非法勞工。

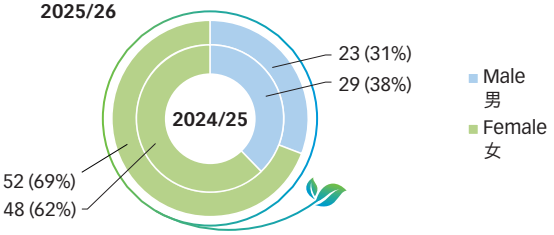
Beyond the workplace, we have long been actively promoting diversity and inclusive development in the community. AEC is regularly invited by GRESB Insights to share insights on a wide range of topics including gender diversity. The article exemplifies the apparent correlation between a gender-diverse workforce and workplace effectiveness. It puts along with our suggestions on a multi-faceted strategy to shaping gender-balanced human resources.

於職場以外，我們長期以來積極推動社區多元化及共融發展。沛然環保定期受「GRESB Insights」邀約，在該平台上就包括性別多元化在內的廣泛主題分享見解。有關文章舉例說明了性別多元化工作團隊與職場工作效率之間密不可分的關係，並就如何以多管齊下的方針，建立性別平衡的人力資源提出建議。

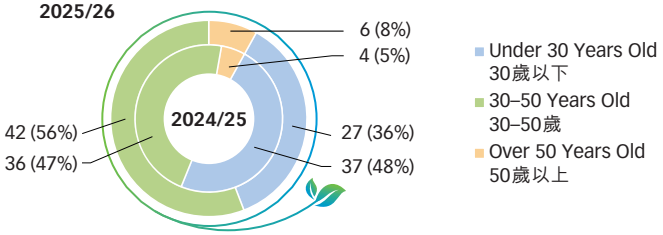
INNOVATION DRIVES TEAM VITALITY
創新賦能團隊力

Breakdown of Employees
員工組成

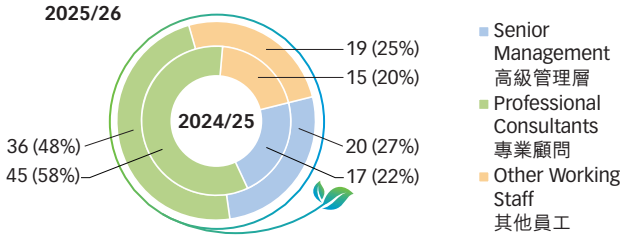
By Gender
按性別劃分



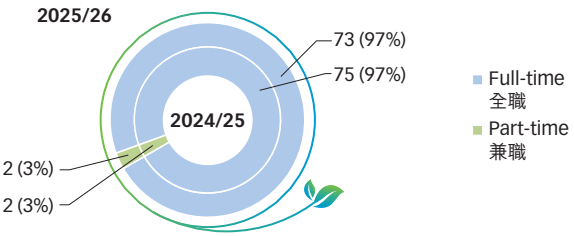
By Age Group
按年齡組別劃分



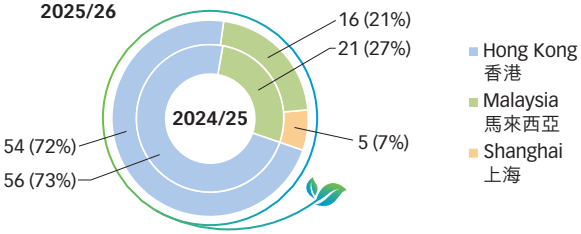
By Employee Category
按僱員類別劃分



By Employment Type
按僱傭類別劃分



By Geographical Region
按地區劃分



Note(s):

1. The senior management includes our managing directors, directors, associate directors, and principal consultants.

2. Other staff include our technicians and employees from the administrative/human resources department, marketing and communications team, and finance and accounting team.

備註：

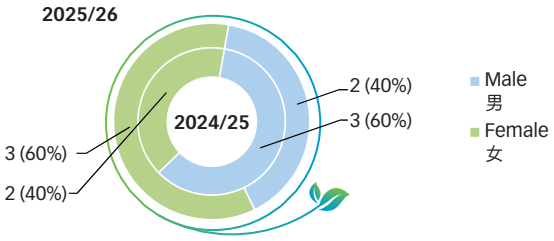
1. 高級管理層包括我們的董事總經理、董事、副董事和首席顧問。

2. 其他員工包括我們的技術人員、行政／人力資源部門、市場推廣及傳訊部門，以及財務和會計部門的員工。

INNOVATION DRIVES TEAM VITALITY
創新賦能團隊力

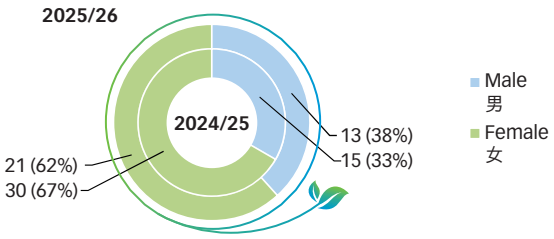
Breakdown of Board Members
董事會成員組成

By Gender
按性別劃分

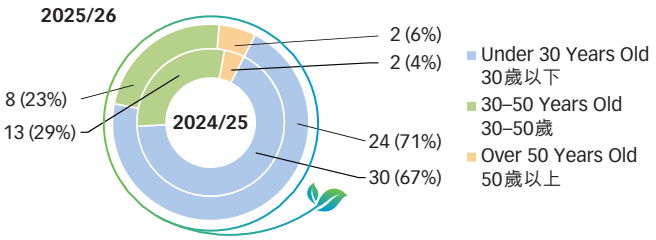


Breakdown of Employee Turnover
離職員工組成

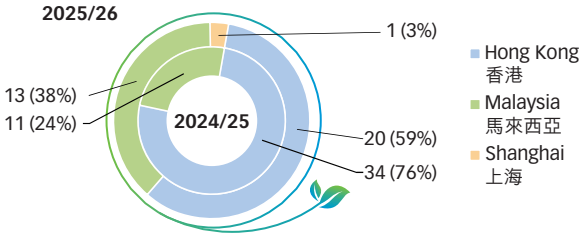
By Gender
按性別劃分



By Age Group
按年齡組別劃分



By Geographical Region
按地區劃分



Note(s):

1. Turnover rate = Number of employees leaving employment during the year ÷ Number of employees at the end of the year × 100%. During the Year, the overall turnover rate is 45% and the turnover rate for male and female are 57% and 40% respectively (58%, 52% and 63% in prior year).

2. For employees under 30, between 30–50, and above 51, the turnover rates are 89%, 19% and 33% respectively (81%, 36% and 50% in prior year).

3. The turnover rate is 37% for the Hong Kong office, 81% for the Malaysia office (61% and 52% in prior year), and 20% for the Shanghai office.

備註：

1. 離職率＝年內離職員工人數÷年底員工人數×100%。本年度整體離職率為45%，男性和女性離職率分別為57%及40%（上年度為58%、52%及63%）。

2. 30歲以下、30–50歲、51歲以上員工的離職率分別為89%、19%及33%（上年度為81%、36%及50%）。

3. 香港辦公室的離職率為37%，馬來西亞辦公室為81%（上年度為61%及52%），上海辦公室為20%。



INNOVATION DRIVES TEAM VITALITY
創新賦能團隊力

FOSTERING WORKFORCE'S DEVELOPMENT

AEC deeply acknowledges that training and education serve as the core driving force for creating opportunities and unlocking innovative potential. They not only inspire critical thinking and expand career possibilities but also effectively boost employee motivation and value-creation capabilities. The Group prioritizes talent development as a strategic focus, establishing a comprehensive training and development framework that designs and implements multi-dimensional training programs centered on sustainability principles and professional skill enhancement, empowering employees to refine their expertise and strengthen their comprehensive competitiveness. To further promote lifelong learning, the Group has introduced a study leave policy and established professional qualification exam subsidies, providing tangible support for employees' self-advancement. Additionally, senior management and department heads conduct annual performance evaluations, integrating business strategic objectives with employees' career plans to accurately identify personalized training needs and maximize the value of human capital.

In order to cultivate more relevant professional talents and allow them to develop their personal potential and leadership, AEC launched the Management Trainee Program ("MT Program") in 2024, aiming to provide high-quality graduates with a solid foundation and help them to reasonably and clearly plan their career. In the future, we will continue to provide the best resources and opportunities to cultivate more outstanding talents for sustainable business development.

促進員工發展

沛然環保深刻認知培訓與教育是開創機遇、激發創新潛能的核心驅動力，不僅能夠啟迪思維、拓展職業可能，更有效提升員工工作積極性與價值創造力。本集團將人才培育視為戰略重點，構建全方位培訓發展體系，圍繞可持續發展理念與專業技能提升，設計並實施多維度培訓項目，助力員工精進專業素養、增強綜合競爭力。為進一步鼓勵終身學習，本集團推出學習假期制度，並設立專業資格考試津貼，為員工自我提升提供實質性支持。此外，高級管理人員及部門負責人定期開展年度績效評估，結合業務戰略目標與員工職業規劃，精準識別個性化培訓需求實現人力資本價值最大化。

為了培養更多相關專業人才，讓其發揮個人潛能和領導力，沛然環保於二零二四年推出了管理培訓生計劃（「MT計劃」），旨在為高素質的畢業生提供穩固的基礎，幫助他們合理清晰地規劃其職業生涯。在未來，我們將會繼續提供最好的資源和機會，培育更多可持續發展業務的卓越人才。

INNOVATION DRIVES TEAM VITALITY
創新賦能團隊力

Training 培訓	Percentage of employee trained 員工受訓比率		Average training hour 平均受訓小時數	
	2025/26 二零二五/二六	2024/25 二零二四/二五	**2025/26 二零二五/二六**	2024/25 二零二四/二五
Total 總數	**35%**	73%	**7.12**	4.44
By Gender 按性別劃分				
Male 男性	**38%**	36%	**10.45**	3.55
Female 女性	**62%**	64%	**5.03**	4.93
By Employee Category 按僱員類別劃分				
Senior management 高級管理層	**46%**	7%	**8.54**	5.50
Professional consultants 專業顧問	**50%**	73%	**5.88**	4.38
Other staff 其他員工	**4%**	20%	**6.00**	4.27

Note(s):

1. Overall percentage of employees trained = Total number of employees trained during the year ÷ Total number of employees at the end of the year × 100%.
2. Percentage of employees trained by category = Number of employees trained in the category during the year ÷ Total number of employees trained during the year × 100%.
3. Average training hours = Number of training hours in the category during the year ÷ Number of employees trained in the category during the year.

備註：

1. 總員工受訓比率＝年內總員工受訓人數 ÷ 年底總員工人數 × 100%。
2. 按類別員工受訓比率＝年內該類別員工受訓人數 ÷ 年內總員工受訓人數 × 100%。
3. 平均受訓小時＝年內該類別受訓小時 ÷ 年內該類別員工受訓人數。

SAFEGUARDING WORKFORCE'S WELLNESS

AEC recognizes that our employees' health and wellbeing are essential to the long-term sustainable development of the Group. AEC strictly adheres to the relevant health and safety regulations. Employees that are required to work and operate at construction sites are required to undergo mandatory safety training courses under Construction Workers Registration Ordinance (Cap. 583 of the Laws of Hong Kong) prior to site-based works. This ensures that our site-based staff are well-equipped and properly trained for high-risk works (i.e. on-site audits).

保障員工健康

沛然環保深知員工的健康和福祉對本集團的長期可持續發展至關重要。沛然環保嚴格遵守相關的健康和安全規例，對於需在建築工地工作和進行操作的員工，沛然環保要求員工在開展現場工作前，接受第583章《建造業工人註冊條例》（香港法例第583章）下的強制性安全訓練課程，以確保我們的工地人員通過高風險工作（如現場審核）的培訓。



INNOVATION DRIVES TEAM VITALITY
創新賦能團隊力

To ensure a healthy workplace, AEC implements relevant safety policies to regulate the management system and control measures regarding the employees' safety and health at work. Employees are required to report any working methods and facilities in workplaces that may lead to accidents to their supervisors and human resources department, so that appropriate follow-up actions can be taken to prevent accidents.

為確保工作場所健康，沛然環保實施相關的安全政策，以規範員工有關工作安全和健康的管理制度和控制措施。僱員須向主管及人力資源部報告工作場所任何可能導致意外的工作方法及設施，以通過採取適當的跟進程序避免意外發生。

To ensure the safety of employees who are required to work and operate on the construction sites, all site activities must be logged and reported to supervisors and managers for record keeping prior to commencement. Employees undertaking on-site work activities are required to maintain a clear communication channel with their supervisors throughout site work, and to promptly report any incidents. AEC supplies the relevant personal protective equipment (PPE) (i.e. safety helmets, reflective vests, safety work boots, life vests, etc.) to employees to ensure complete protection against work-related accidents on site.

為確保需在建築工地工作和進行操作的員工安全，員工必須在開始工作前進行記錄，並向其主管和經理進行報告。從事現場工作的員工亦必須在整個工作期間，與其主管保持清晰的溝通渠道，並在必要時報告任何事項。為進一步保障員工在現場工作的安全，沛然環保為員工提供相關的個人防護裝備(PEE)（即安全帽、反光背心、安全工作靴、救生衣等），以確保員工在現場事故中得到全面保護。

Health and Safety 健康和安全	Unit 單位	2025/26 二零二五／二六	2024/25 二零二四／二五
Total number of work-related fatalities 與工作相關的總死亡人數	No. of people 人數	0	0
Work-related injury 與工作相關的受傷事件	Cases 個例	0	0
Lost days due to work-related injury 工傷引致的損失工作天數	Days 天數	0	0

Note(s):

1. No work-related fatalities were recorded in the past three reporting years.

備註：

1. 過去三個報告年度均沒有與工作相關的死亡事件的記錄。

INNOVATION DRIVES TEAM VITALITY
創新賦能團隊力

AEC continues to improve and develop more wellbeing initiatives for our employees. In compliance with local employment laws and standards, we ensure reasonable working hours and paid leave. We also encourage work-life balance and a pro-family culture, which has earned us recognition as a "Family-Friendly" Employer by the Home Affairs Bureau and the Family Council. We also offer extra staff benefits such as performance bonuses, special paid leave, corporate fitness discount, and medical insurance plan to boost employees' happiness. Our measures implemented include:

沛然環保持續為我們的員工優化和制定更多的福利計劃。根據本地勞工法律和標準，我們為合理的工作時間和有薪假期提供保障。我們鼓勵工作與生活的平衡和親家庭文化，已被民政事務局和家庭議會認可為「家庭友善僱主」。我們還提供額外的員工福利，例如花紅、特殊有薪假期企業健身折扣和醫療保險計劃，以提升員工幸福感。我們實施的措施包括：

- Fruit Distribution 派發水果
- Refreshment 茶點
- Fitness center corporate discount 健身中心公司折扣
- Ergonomic workstation 符合人體工程學的工作間
- Regular office cleaning 定期辦公室清潔
- Relaxation area 休息區
- Prayer room 祈禱室
- Wellness coupon 健康津貼
- "Health and Wellbeing Study" 「健康與福祉研究」

Relevant Key Measures on Mental Health

The physical and mental health of our employees is the top concern of the Group. We have taken measures to ensure the physical and mental health of our employees, including the installation of soundproofing facilities and mental health counseling. These initiatives enable our employees to work in a healthy and sustainable work environment. To further enhance employee mental health and well-being, we have signed the "Mental Health Workplace Charter" launched by the Department of Health, Labour Department, and Occupational Safety and Health Council, fostering a corporate culture that prioritizes work-life balance and collectively creates a healthy workplace ecosystem. The Group will continue to monitor its employees' mental health status for the upcoming reporting year and provide more mental health related activities.

精神健康相關重點措施

本集團優先重視員工的身心健康。我們已採取安裝隔音設施及心理健康輔導等措施確保員工的身心健康，使我們的員工能夠在健康和可持續的工作環境中工作。為了進一步改善員工的心理健康和福祉，我們簽署了由衛生署、勞工處和職業安全健康局的推行的《精神健康職場約章》，推動形成「關注身心平衡、共創健康職場」的企業文化生態。本集團將在往後的報告年度繼續監察其僱員的心理健康狀況，並提供更多與心理健康相關的活動。

INNOVATION DRIVES TEAM VITALITY
創新賦能團隊力

MAINTAINING TEAM COHESION

AEC attaches great importance to the work experience of employees, advocates happy work and healthy life, and is committed to helping employees achieve a reasonable balance between work and life. At the same time, AEC creates a harmonious and friendly working atmosphere and carries out diverse employee activities to promote mutual understanding and common progress among employees.

保持團隊凝聚力

沛然環保重視員工的工作體驗，倡導快樂工作和健康生活，致力於幫助員工合理平衡工作與生活。同時，沛然環保營造和諧友好的工作氛圍，開展多樣的員工活動，促進員工相互了解，共同進步。

Team Bonding Activity — Badminton
團建活動 — 羽毛球活動

Malaysia AEC organizes a monthly badminton team bonding activity to promote employee well-being, teamwork, and work-life balance. The initiative provides employees with opportunities to strengthen interpersonal relationships, encourage active lifestyles, and foster a positive and collaborative workplace culture outside of the office environment. Through such engagement activities, Malaysia AEC continues to support employee wellness and cultivate a healthy and inclusive working environment.
馬來西亞沛然環保每月舉辦羽毛球團隊聯誼活動，以促進員工福祉、團隊合作及工作與生活平衡。該活動為員工提供了加強人際關係、鼓勵健康生活方式，以及在工作以外建立積極和協作職場文化的機會。透過此類員工參與活動，馬來西亞沛然環保持續支持員工身心健康，並致力營造健康及共融的工作環境。





INNOVATION DRIVES TEAM VITALITY
創新賦能團隊力

Holiday Gatherings
節日員工聚餐

AEC hosted a Christmas Party at its Hong Kong office, bringing together team members, their children, and their pets for an afternoon of festive food and celebration. In addition, Malaysia AEC also held gatherings during the New Year, Mid-Autumn Festival, and Christmas. Through these activities, we aim to strengthen organizational bonds and enhance team cohesion across the company.

沛然環保於香港辦公室舉辦了聖誕派對，邀請員工攜同子女及寵物齊聚一堂，共度充滿節日美食與歡樂氣氛的午後時光。此外，馬來西亞沛然環保亦分別於新年、中秋與聖誕佳節舉辦聚會。透過這些活動，我們旨在加深公司上下內部的聯繫，並提升整體的團隊凝聚力。

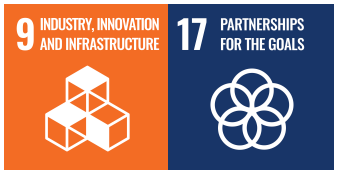


Christmas Party at Hong Kong Office
香港辦公室聖誕派對



Mid-Autumn Festival Gathering at Malaysia Office
馬來西亞辦公室中秋節聚會

PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係



CORE VALUES: COLLABORATION

As one of the most professional sustainability and environmental consulting companies in Hong Kong, AEC is not only committed to promoting the sustainable development of corporates, but also strives to integrate sustainable development into the company's development strategy and throughout our value chain. Therefore, creating value with our employees, customers, suppliers, contractors and other stakeholders is part of our sustainability commitment.

EMBOLDENING CLIENTS

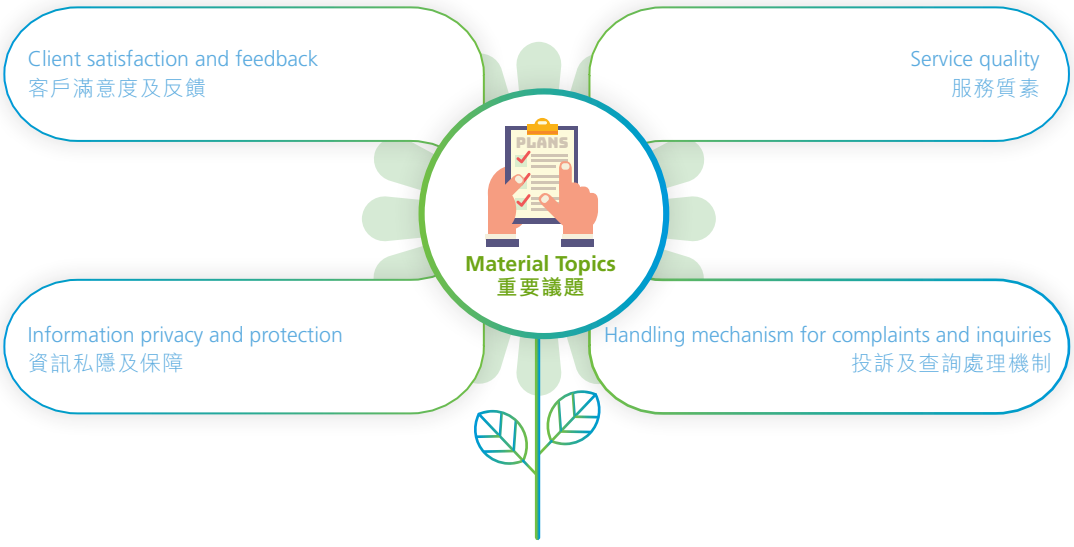
At AEC, we are committed to serving clients from different fields, including property developers and owners, architects and designers, professional firms and property management offices, as well as Government authorities and public bodies, contractors, and the Stock Exchange listed companies, providing them with targeted, meticulous and sustainable solutions. We constantly communicate with our clients to understand their sustainability needs and provide them with professional and feasible advice.

核心價值觀：合作

作為香港最專業的可持續發展及環境顧問公司之一，沛然環保不僅致力推動企業的可持續發展，更致力於將可持續發展融入公司的發展策略及貫穿我們的價值鏈。因此，與我們的員工、客戶、供應商、承包商以及其他持份者共同創造價值是我們的可持續發展承諾之一。

鼓勵我們的客戶

在沛然環保，我們致力於服務來自不同領域的客戶，包括房地產開發商和業主、建築師和設計師、專業公司和物業管理辦公室、以及政府機關和公共機構、承建商以及聯交所上市公司，為他們提供有針對性、細緻且可持續的解決方案。我們通過持續的溝通來了解客戶的可持續發展需求，並為他們提供專業可行的建議。





PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

Maintaining Ongoing Communication

We maintain constant contact with our clients. Our corporate website and various social media including Facebook, YouTube, LinkedIn and WeChat are important mediums for interacting with clients and building long-term relationships. We look forward to sharing our latest industry news and sustainability journey with our customers through our diversified networking platform and promoting their awareness of environmental protection and sustainable development.

Privacy Protection

Protecting clients' personal data and privacy serves as the cornerstone of the trust we build with clients and other stakeholders. We strictly comply with data privacy laws and regulations, and establish confidentiality policies to govern employees' conduct, providing institutional safeguards for clients' rights and interests. To mitigate the risks of confidential data leakage and misuse, the Group implements preventive measures such as requiring employees to verify all documents before transmission, and strictly prohibits the unauthorized use of client information. During the Year, no incidents with significant impacts on the Group's operations occurred due to violations of laws and regulations related to customer privacy.

Protecting Intellectual Property Rights

AEC has established policies and guidelines in accordance with all applicable legal requirements to prevent infringement of intellectual property rights and is committed to maintaining the confidentiality of all proprietary technology and privileged information in our day-to-day business activities. Throughout the Year, we did not receive any customer complaints or material breaches of relevant laws and regulations relating to privacy and intellectual property rights that had a significant impact on the Group's operations.

持續溝通

沛然環保定期與客戶溝通。我們的公司網站和各種社交平台，包括Facebook、YouTube、LinkedIn和WeChat，都是我們與客戶互動和建立長期關係的重要媒介。我們期待通過多元化的網絡平台，與客戶分享我們的最新行業動態和可持續發展之旅，促進客戶的環境保護和可持續發展的意識。

保障私隱

保護客戶個人數據與私隱是沛然環保構建信任關係的基石。我們嚴格遵循數據私隱法律法規，通過制定保密制度規範員工行為，為客戶權益提供制度保障。為降低機密數據洩露與濫用風險，本集團落實文件發送檢核等預防措施，嚴禁未經授權的客戶信息使用。本年度，本集團未發生因違反客戶隱私相關法規且對運營產生重大影響的事件。

保護知識產權

沛然環保已根據所有適用的法律和法規要求而制定政策和指導方針，以禁止侵犯知識產權，並在日常業務活動中致力於維持一切專有技術和特權信息的機密性。本年度，我們沒有收到任何客戶投訴或重大違反與私隱和知識產權有關的相關法律和規例並對本集團運營有重大影響的事件。

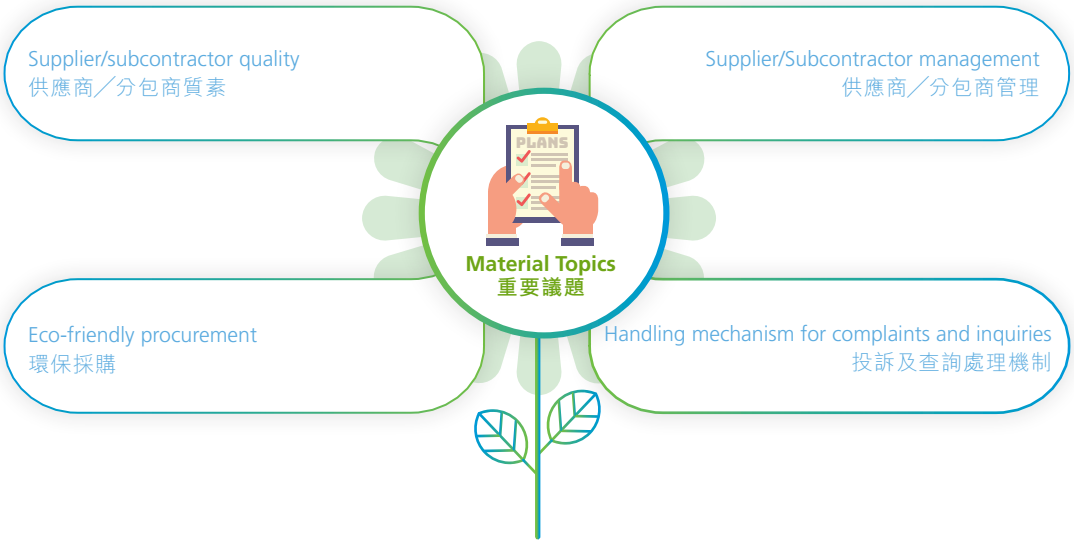
PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

ENGAGING VALUE CHAIN

For the sake of ensuring the competitive edge and maintain daily operations, AEC strives to maintain good relationships with suppliers who also need to follow the requirement on business ethics, ethical conduct, labor practices, environmental conservation, human rights and legal compliance to guarantee quality standards and sustainability performance.

參與我們的價值鏈

為了確保競爭優勢和維持日常運營，沛然環保努力與供應商保持良好關係，這些供應商也需要遵守商業道德、道德行為、勞工實踐、環境保護、人權和法律合規等要求，以保證質量標準和可持續性表現。



Green Supply Chain

A green and sustainable supply chain has a significant impact in encouraging environmental, social and economic progress. We incorporated green and sustainable management concepts into our procurement policies and practices. The Group continuously updates its sustainable supply chain management strategies in accordance with the development needs of society to monitor and mitigate the risks associated with the supply chain.

綠色供應鏈

綠色可持續的供應鏈在鼓勵環境、社會和經濟進步方面有著重大影響。我們將綠色可持續的管理理念融入採購政策和實踐中，本集團根據社會的發展需求不斷更新可持續的供應鏈管理戰略，以監督和減輕與供應鏈相關的風險。

01	Selection criteria 選擇標準	Select based on their previous work experience and performance, and service/ production capability 根據以往的工作經驗和表現，以及服務／生產能力進行選擇
02	Compliance monitoring 合規監控	Oversee the entire project cycle to ensure their regulatory compliance to minimize potential risk 監督整個項目週期，以確保其合規性以最大程度地降低潛在風險
03	Communication channel 溝通渠道	Host regular meetings with them to convey our expectations such as project schedule and quality requirement 與他們定期召開會議，傳達我們的期望，例如項目進度和質量要求

PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

With the aim of environmental and social responsibility along with supply chain, local suppliers are preferred whenever possible to minimize the carbon emissions from transportation and to support local economy. During the Year, we cooperated with 28 local suppliers that form that majority of our total supply base.

沛然環保以環境和社會責任為供應鏈目標，盡可能首選本地供應商，以盡量減少運輸中的碳排放並支持當地經濟。本年度，我們與28家本地供應商合作，這些供應商構成了我們供應商總數的大多數。

Sustainable Procurement

We have been a member of the Green Council's "Sustainable Procurement Charter" since 2018 to ensure consistency with business commitments. We also promised to carry out sustainable procurement practices. As a member of the Charter, we must meet the requirements stated in the ISO 20400 Sustainable Procurement — Guidance. Also, we are a Sustainable Consumption Enterprise under the "Fostering Sustainable Consumption for Hong Kong Business and the Community" program of BEC. During the Year, we have followed our Sustainable Procurement Policy and implemented sustainable procurement in our day-to-day operations, aiming to minimize the environmental impact of our procurement processes.

可持續採購

自二零一八年以來，我們一直是環保促進會可持續採購約章的成員，以確保與業務承諾的一致性。我們還承諾開展可持續採購實踐。作為章程的成員，我們必須滿足ISO 20400可持續採購指南中的要求。此外，我們是商界環保協會的「推動香港商界及社區可持續消費」計劃中支持可持續消費行為企業之一。本年度，我們遵循可持續採購政策，在日常營運中推行可持續採購，力求在採購過程中將環境影響減至最低。

可持續採購約章
SUSTAINABLE PROCUREMENT CHARTER

Sustainable Procurement 可持續採購	
Objective 目的	Establish, implement and convey a green procurement policy to staff members 建立、實施並向員工傳達綠色採購政策
Goal 目標	Organize at least one sharing session for employees once a green procurement policy is established 建立綠色採購政策後，為員工舉辦至少一次分享會



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

Responsible Investment

The Group has established the Responsible Investment Committee to integrate responsible investment principles into investment planning, which takes into account the impact of ESG, sustainability, climate resilience, biodiversity, and carbon neutrality on the long-term investment returns and their respective positive impacts. The Group actively expanded its business footprint and adhered to building a diversified portfolio, including Building Information Modeling ("BIM") project life cycle, green business and consumer goods.

責任投資

本集團成立責任投資委員會，將責任投資原則納入投資規劃，考慮ESG、可持續發展、氣候適應力、生物多樣性和碳中和對長期投資回報的影響及其各自的積極影響。本集團積極拓展業務版圖，堅持構建多元化的產品組合，包括建築信息模型（「BIM」）項目生命週期、綠色商業和消費品。

Carbon Market Technology

AEC continues to be an active participant on Core Climate, Stock Exchange's international carbon marketplace, utilizing the platform to source, trade, and retire carbon credits on behalf of the Group and clients. Our Verra General Account, held since January 2024, also continues to underpin our project development and carbon credit advisory capabilities. Through this registry, AEC supports clients in registering emissions reduction projects, issuing and transferring Verified Carbon Units (VCUs), and meeting their environmental goals in alignment with leading international standards for climate action and sustainable development.

During the Year, AEC remained active in carbon credit transactions, applying credits towards offsetting carbon emissions for our clients' operations and engagements, as well as and carbon-neutral events. All carbon credits utilized were nature-based, certified under the Verified Carbon Standard (VCS-VCU) and registered on the Verra registry, under the Agriculture, Forestry and Other Land Use (AFOLU) category. A total of 31 tCO_2e was offset across transactions during the Year, applied on behalf of clients including Fingertips/Standard Chartered, Lee Kum Kee Hong Kong, and HKIQEP. All credits were retired upon use to prevent double-counting.

碳市場科技

沛然環保持續積極參與聯交所旗下國際碳市場Core Climate，透過平台為客戶採購、交易及註銷碳信用額。自二零二四年一月起持有的Verra綜合帳戶亦持續支撐我們的碳項目開發及碳信用顧問服務能力。透過該登記冊，沛然環保協助客戶登記減排項目、發行及轉讓核證碳減排單位(VCU)，並按照國際領先的氣候行動及可持續發展標準，支持客戶實現其環境目標。

於本年度，沛然環保在碳信用交易方面保持活躍，將碳信用額用於抵消客戶營運、參與項目及碳中和活動的碳排放。所有已使用的碳信用額均屬自然碳匯類型，經核證碳標準（VCS-VCU）認證，並在Verra登記冊的農業、林業及其他土地利用(AFOLU)類別下登記。本年度我們代表Fingertips／渣打銀行、李錦記（香港）及HKIQEP在內的客戶進行抵銷，各項交易共抵銷了31噸二氧化碳當量。所有碳信用額於使用後即予以註銷，以防止重複計算。

PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

AEC's carbon market capabilities also extend into the development of carbon credit products. During the Year, we secured service provider status at the China Guizhou Green Finance and Emissions Exchange (GGEEX), enabling us to deliver professional services, including carbon market advisory, verification, and auditing, to participants operating within the exchange. We have also entered into a Strategic Cooperation Memorandum with Greenland Financial Technology Group to explore innovative applications for building carbon credit solutions across the Guangdong-Hong Kong-Macao Greater Bay Area, driving low-carbon development through green finance.

Together, our active presence on Core Climate, along with this Year's collaboration with GGEEX and Greenland Financial Technology Group on developing carbon credit solutions across the Greater Bay Area, reflects AEC's deepening commitment to building a comprehensive, end-to-end carbon market service platform for our clients across Hong Kong, the Greater Bay Area, and Greater China.

To further strengthen our carbon management capabilities, AEC has established a joint venture with Carbon Next Sdn Bhd, a Malaysian carbon technology company. Through this partnership, AEC leverages Carbon Next's carbon compliance Software-as-a-Service (SaaS) platform to create verification-ready GHG inventories and deliver carbon reporting solutions for our clients, extending our service offering beyond advisory into technology-enabled carbon compliance and data management.

Green Building Decarbonization

Beyond carbon markets, the built environment represents one of the most significant opportunities for emissions reduction, as buildings accounting for a substantial share of Hong Kong's total energy consumption and carbon footprint. AEC has therefore strategically expanded our green technology partnerships into smart building decarbonization and sustainable building materials, enabling us to address the full spectrum of our clients' ESG needs, from carbon accounting and reporting through to the physical reduction of energy use and emissions at the asset level.

沛然環保的碳市場業務能力亦延伸至碳信用產品的開發。於本年度，我們取得中國貴州省綠金低碳交易中心(GGEEX)服務商資格，具備在該交易中心場所內開展包括為碳市場主體提供諮詢、審定、核查等專業服務的能力。同時，我們與綠地金創科技集團（綠地金創）簽署《大灣區建築碳信用戰略合作諒解備忘錄》，共同探索建築碳信用產品在粵港澳大灣區的創新應用，推動碳市場服務場景延伸，以綠色金融賦能區域低碳發展。

沛然環保在Core Climate及Verra的積極參與，加上與貴州綠金低碳交易中心(GGEEX)及綠地金創科技集團就大灣區碳信用解決方案所建立的合作關係，充分體現了沛然環保致力為客戶構建全面、端對端碳市場服務平台的深遠承諾。

為進一步強化碳管理能力，沛然環保與馬來西亞碳科技企業Carbon Next Sdn Bhd成立合資企業。透過此合作夥伴關係，沛然環保借助Carbon Next的碳合規軟件即服務(SaaS)平台，為客戶建立符合核查標準的溫室氣體清單及提供碳匯報解決方案，將我們的服務範疇從顧問諮詢延伸至以科技驅動的碳合規及數據管理領域。

智能建築脱碳

除碳市場外，建築環境是實現減排的最重要領域之，由於建築物佔香港整體能源消耗及碳排放的相當大比重。因此，沛然環保已策略性地將綠色科技合作夥伴關係拓展至智能建築脱碳及可持續建材領域，使我們能夠全面覆蓋客戶在ESG方面的各類需求，從碳核算與匯報，延伸至資產層面能源使用及碳排放的實質削減。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

In the area of sustainable building materials, AEC has established partnerships with two complementary technology partners to broaden our green building retrofit offering. Through our strategic joint venture with RHODETEC GmbH, a German manufacturer of high-performance sun-protection films and solar control systems, AEC is positioned to bring proven, energy-efficient passive cooling solutions to commercial and institutional properties across Hong Kong and the Asia Pacific region, supporting green building certifications including LEED, WELL, BREEAM, and DGNB. Complementing this, our joint venture with Houseboat International New Material Technology Co., Limited supports the commercialization of their proprietary Pastecool inorganic cooling coating — a lithium-silicate based, non-VOC, fire-resistant solution designed to significantly reduce air-conditioning loads and building surface temperatures across rooftops and external façades. Together, these partnerships expand AEC's sustainable building materials portfolio and strengthen our ability to deliver tangible, measurable energy savings for clients across a wide range of building typologies.

在可持續建材及被動式降溫領域，沛然環保已與兩家互補的技術合作夥伴建立合作關係，拓闊我們的綠色建築改造服務範疇。透過與德國高性能遮陽薄膜及太陽能控制系統製造商RHODETEC GmbH成立策略合資企業，沛然環保得以將經驗證的節能被動式降溫解決方案引入香港及亞太地區的商業及機構物業，支持LEED、WELL、BREEAM及DGNB等綠色建築認證。與此同時，我們與華葆國際新材料有限公司的合資企業支持其專有Pastecool無機降溫塗層的商業化推廣 — 這是一種以矽酸鋰為基礎的無VOC、防火節能方案，旨在顯著降低屋頂及建築外牆的空調負荷及表面溫度。兩項合作夥伴關係共同拓展了沛然環保的可持續建材產品組合，強化了我們為多種建築類型的客戶創造切實、可量化節能成效的能力。

Recognizing that the built environment requires both operational energy optimization and intelligent data management to achieve meaningful decarbonization, AEC has established strategic partnerships with two complementary smart building technology companies. AEC has partnered with AltoTech Global Co., Ltd, an AIoT technology company, to integrate their AI-powered building energy management platform Alto CERO with our green building certification, carbon auditing, measurement and verification, and ESG advisory services, delivering comprehensive, verifiable energy and carbon reduction solutions for commercial building clients across Hong Kong, the Greater Bay Area, and Greater China. In parallel, AEC has entered into a strategic collaboration with Akila Information Systems Pte. Ltd, a Singapore-based digital twin technology company specializing in smart building operations and ESG data integration. Through this partnership, AEC aims to co-develop and promote digital twin-powered ESG and decarbonization solutions for real estate and industrial clients across the Asia Pacific region, combining Akila's real-time building data visualization and performance optimization capabilities with AEC's deep expertise in ESG strategy, decarbonization roadmaps, and green building certifications including LEED, WELL, BREEAM, and GRESB.

認識到建築環境需要同時兼顧運營能源優化與智能數據管理，方能實現有意義的脱碳目標，沛然環保已與兩家互補的智能建築科技企業建立策略夥伴關係。沛然環保與AIoT科技企業AltoTech Global Co., Ltd合作，將其人工智能建築能源管理平台Alto CERO與我們的綠色建築認證、碳審計、計量及核實及ESG顧問服務相融合，為香港、大灣區及大中華地區的商業建築客戶提供全面、可量化的節能減碳解決方案。與此同時，沛然環保與新加坡數字孿生科技企業Akila Information Systems Pte. Ltd建立策略合作，Akila專注於智能建築運營及ESG數據整合。透過此合作，沛然環保致力為亞太地區的房地產及工業客戶共同開發及推廣以數字孿生技術驅動的ESG及脱碳解決方案，將Akila的實時建築數據可視化及性能優化能力，與沛然環保在ESG策略、脱碳路線圖及LEED、WELL、BREEAM、GRESB等綠色建築認證方面的深厚專業知識相結合。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

Green Hydrogen and Renewable Energy

While smart built environment and energy management solutions address the demand side of decarbonization, transitioning to clean energy sources is equally critical to achieving net-zero targets. Hydrogen and renewable energy are increasingly recognized as foundational pillars of the global energy transition. This transition is essential not only for decarbonizing power generation, but also for hard-to-abate sectors such as transportation, manufacturing, and industrial processes. For organizations navigating increasingly stringent ESG disclosure requirements and science-based emissions reduction targets, access to credible clean energy solutions and advisory expertise has never been more important. AEC is therefore actively expanding into the hydrogen and renewable energy sector, reflecting our conviction that clean energy transition will be a defining global megatrend. Leveraging our established expertise in environmental consultancy and sustainability advisory, we are developing capabilities across hydrogen and renewable energy consultancy, technical research, and the commercialization of related technologies and equipment.

To accelerate this expansion, AEC has established a strategic partnership with Co-Build Hydrogen Energy, a Shenzhen-based hydrogen energy technology company with an integrated full-value-chain platform spanning core materials, catalysts, membrane electrodes, electrolysers, fuel cell systems, research and development, manufacturing, and sales. Through this collaboration, AEC aims to bring Co-Build's proven hydrogen energy solutions, including PEM electrolysers and hydrogen fuel cell systems for commercial vehicles and equipment, to clients across Hong Kong and the Greater Bay Area, supporting the region's transition to a clean hydrogen economy. We see this as a natural and strategically important extension of AEC's mission, positioning the Group as a trusted partner for clients navigating the broader energy transition.

綠色氫能及可再生能源

智能建築及被動式降溫解決方案應對的是脱碳的需求端，而向清潔能源的轉型同樣是實現淨零目標不可或缺的一環。氫能及可再生能源日益被視為全球能源轉型的核心支柱，不僅對電力生產脱碳至關重要，對交通運輸、製造業及工業生產等難以減排的行業同樣不可或缺。對於需要應對日趨嚴格的ESG披露要求及科學碳目標的企業而言，獲取可信賴的清潔能源解決方案及專業顧問支援的重要性前所未有。因此，沛然環保正積極拓展氫能及可再生能源業務，體現了我們對清潔能源轉型將成為全球重大趨勢的堅定判斷。憑藉我們在環保顧問及可持續發展顧問領域的深厚積累，我們正在氫能及可再生能源諮詢、技術研究及相關技術與設備商業化等方面發展新能力。

為加速這一業務擴展，沛然環保與共建新能源（深圳）集團有限公司建立策略夥伴關係。共建新能源是一家總部位於深圳的氫能科技企業，擁有涵蓋核心材料、催化劑、膜電極、電解槽、燃料電池系統、研發、生產及銷售的完整全產業鏈平台。透過此合作，沛然環保致力將共建新能源經驗證的氫能解決方案，包括PEM電解槽及適用於商用車輛及設備的氫燃料電池系統，從而引入香港及大灣區的客戶，支持區域向清潔氫能經濟轉型。我們深信這是沛然環保使命的自然延伸，具重要策略意義，有助將本集團定位為協助客戶應對更廣泛能源轉型的可信賴夥伴。

PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

CORE VALUES: AWARENESS

EMPOWERING COMMUNITY

核心價值觀：意識

賦權於我們的社區



AEC's diversified businesses are closely related to the long-term development of the communities and societies in which we operate. Since our establishment, we have been committed to being a responsible member of the community by raising awareness of sustainability amongst our stakeholders, actively engaging in multiple external activities and developing shared values in the communities in which we operate. We are committed to connecting with the community to meet ESG requirements, advance sustainability efforts and work together to build a more sustainable city.

沛然環保多元化的業務與所在社區和社會的長遠發展息息相關。自成立以來，我們秉持提高持份者可持續性的意識，積極參與多個外界活動，並在我們營運的社區中發展共同價值觀的理念，希望成為社區中負責任的一員。我們致力於與社區建立聯繫，以滿足ESG要求，推進可持續發展工作，並共同建設一個更為可持續的城市。

PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

Industry Engagement

During the Year, AEC continued growing with our industry partners in challenging times. We have participated in and organized sustainability workshops and seminars to facilitate knowledge exchanges.

行業參與

本年度，沛然環保與其行業合作夥伴在充滿挑戰的時代中繼續前行。我們參與並組織了多個可持續發展工作坊和研討會，以促進各行業之間的知識交流。

Asia Cultural Co-operation Forum+ 2025
二零二五年亞洲文化合作論壇+

On 23 April 2025, AEC attended the Asia Cultural Co-operation Forum+ 2025, organized by the Culture, Sports and Tourism Bureau of the Hong Kong SAR Government. With the theme "Connect, Create, Engage: Bridging Cultures for All", the forum brought together cultural leaders from 17 countries and regions, including first-time participation from 5 Belt and Road countries. More than 20 bilateral meetings and meaningful exchanges took place, reinforcing Hong Kong's role as a vital center for cultural exchange between China and the world.

二零二五年四月二十三日，沛然環保出席由香港文化體育及旅遊局舉辦的「亞洲文化合作論壇+2025」。論壇以「連繫、共創、參與：搭建跨文化橋樑」為主題，成功匯聚來自17個國家及地區的文化領袖，包括5個首次參與的「一帶一路」國家代表，創下歷屆最大規模，成果豐碩。論壇期間促成的超過20場雙邊會議及深度交流，正是香港作為「中外文化交流中心」的生動實踐。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

2025 United Nations World Environment Day — Hong Kong Action cum Net Zero School Project Certification Ceremony
二零二五年世界環境日 — 香港行動 暨 碳中和學校計劃嘉許典禮

Since 2022, the Net Zero School Project has guided over ten Hong Kong schools through their first carbon audits. The 2024–2025 program expands on this by integrating carbon neutrality into school management and curricula through comprehensive training for students, teachers and administrators. To honor these achievements and align with the "Hong Kong Climate Action Plan 2050" and UN World Environment Day, the Hong Kong Institute of Education for Sustainable Development and UNESCO Hong Kong Association co-organized the "2025 World Environment Day — Hong Kong Action cum Net Zero School Project Certification Ceremony" on 5 June 2025. Ms. Grace Kwok, Chairman and Executive Director of AEC and Chairman of the Environmental Campaign Committee, served as the officiating guest, marking a pivotal moment in the advancement of environmental education and climate action within the local community.

自二零二二年起，「碳中和學校計劃」已引領逾十所香港學校完成其首個碳審計項目。二零二四至二零二五年度計劃在此基礎上進一步擴展，透過為學生、教師及行政人員提供全面培訓，將碳中和理念融入學校管理與課程之中。為表彰相關成就，並響應「聯合國世界環境日」及《香港氣候行動藍圖2050》，香港可持續發展教育學院與聯合國教科文組織香港協會於二零二五年六月五日共同主辦「二零二五年世界環境日 — 香港行動暨碳中和學校計劃嘉許典禮」。沛然環保主席兼執行董事、環境運動委員會主席郭美珩女士應邀擔任主禮嘉賓，見證了本地社區在推動環境教育與氣候行動方面的重要里程碑。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

International Conference on Solid Waste 2025 (ICSWDG2025)
二零二五年固體廢棄物國際會議

AEC has consistently fostered collaboration in sustainable development at local, regional, and international levels. From 9 to 12 June 2025, Ms. Grace Kwok, Chairman and Executive Director, and Mr. Dennis Wu, Chief Executive Officer and Executive Director, were invited to attend the International Conference on Solid Waste 2025 (ICSWDG2025), held in Dongguan. The conference brought together distinguished scholars, financial experts, and industry leaders to explore the latest developments in waste management and the circular economy as key enablers of carbon neutrality.

沛然環保一直致力在本地、區域及國際層面上可持續發展的合作。二零二五年六月九日至十二日，沛然環保主席及執行董事郭美珩女士和行政總裁兼執行董事胡伯杰先生應邀出席在東莞隆重舉行的固體廢棄物國際會議，與眾多知名學者、金融專家及行業代領袖共襄盛宴，深入探討「廢物管理與循環經濟助力碳中和」的前沿議題。



"Decoding LEED v5: System Overview and Pioneer Practices" Thematic Seminar
「解碼LEED v5：體系概覽與先鋒實踐」主題研討會

The Greater Bay Area Carbon Neutrality Association (GBACNA), in collaboration with the U.S. Green Building Council (USGBC) LEED North Asia office and the Shenzhen Property Management Institute, successfully hosted the "Decoding LEED v5: System Overview and Pioneer Practices" thematic seminar in Shenzhen on 11 June 2025. The event brought together green building experts and corporate leaders from Mainland China, Hong Kong, and Taiwan to explore how the new LEED v5 standard can lead the decarbonization transformation of buildings in the Greater Bay Area. As a leader in sustainable development, AEC shared its successful experience in helping corporates align with international green building standards and called for enhanced collaboration across sectors to collectively build a greener, more resilient, and zero-carbon future.

大灣區碳中和協會聯合美國綠色建築委員會LEED北亞區辦公室、深圳市物業經理人學會，於二零二五年六月十一日在深圳成功舉辦「解碼LEED v5：體系概覽與先鋒實踐」主題研討會，匯聚兩岸三地綠色建築專家、企業領袖，共同探討LEED v5新標準如何引領大灣區建築脫碳轉型。作為可持續發展的領航者，沛然環保分享了其在協助企業接軌國際綠建築標準的成功經驗，並號召各界加強協作，共同構建更綠色、韌性及零碳的未來。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

AEC Joined the Hong Kong Delegation to Indonesia & Malaysia to boost Belt and Road Cooperation
沛然環保隨香港基礎建設及建築代表團出訪印尼及馬來西亞 共築「一帶一路」綠色發展新格局

The Commissioner for Belt and Road, Mr. Nicholas Ho, led a delegation to Indonesia and Malaysia to promote Hong Kong's professional services in infrastructure and construction and to explore opportunities for cooperation. Ms. Grace Kwok, Chairman and Executive Director of AEC, and Mr. Dennis Wu, Chief Executive Officer and Executive Director of AEC, actively explored the potential for green infrastructure development in Southeast Asia, partnering with local stakeholders to chart a sustainable path forward.

香港「一帶一路」專員何力治率領香港基礎建設及建築代表團於二零二五年六月二十三日至二十六日成功訪問印尼及馬來西亞，推廣香港基礎建設和建築領域的專業服務優勢，為開拓區域合作開創嶄新契機。沛然環保主席及執行董事郭美珩女士與行政總裁兼執行董事胡伯杰先生隨團全程參與，積極探索東南亞綠色基建發展潛力，攜手當地夥伴共謀可持續發展之路。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

15th Malaysia-China Entrepreneurs Conference
第十五屆馬中企業家大會

On 12 August 2025, the 15th Malaysia-China Entrepreneurs Conference grandly opened at the Guiyang International Ecological Conference Center. Under the theme "Walking into Colorful Guizhou, Creating a New Chapter of China-Malaysia Cooperation", the conference convened over 150 overseas guests, representatives from more than 150 enterprises outside the province, and nearly 100 representatives from local companies. Ms. Grace Kwok, Chairman and Executive Director, and Mr. Dennis Wu, Chief Executive Officer and Executive Director of AEC, were invited by the organizers to attend the conference. They shared AEC's cutting-edge practices and successful case studies in green building, ESG consulting, and carbon neutrality. Furthermore, they provided a deep analysis of global sustainable development trends and policies, explored potential cooperation opportunities between Chinese and Malaysian enterprises in the environmental sector, and expressed a shared green vision for deepening collaboration to jointly advance sustainable development.

二零二五年八月十二日，「第十五屆馬中企業家大會」在貴陽國際生態會議中心隆重開幕。本屆大會以「走進多彩貴州共創中馬新篇章」為主題，吸引了150餘位境外嘉賓、150餘家省外企業代表及近100家省內企業代表參加。沛然環保主席及執行董事郭美珩女士和行政總裁兼執行董事胡伯杰先生應主辦方隆重邀請出席會議，分享沛然環保在綠色建築、ESG諮詢及碳中和等領域的前沿實踐與成功案例，深度解析全球可持續發展趨勢與政策，探討中馬企業在環保領域的合作契機，並表達深化協作、共推可持續發展的綠色願景。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

National Ecology Day 2025
二零二五年全國生態日啓動禮暨研討會

On 15 August 2025, the Government of the Hong Kong Special Administrative Region held the "National Ecology Day 2025 Launching Ceremony cum Symposium" to kick off a series of environmental protection and ecological conservation activities and initiatives. The event brought together more than 100 government officials from the Mainland and Hong Kong, academics, representatives of environmental organizations and industry leaders to explore ecological civilization development and innovative conservation strategies. Ms. Grace Kwok, Chairman and Executive Director of AEC and Chairman of the Environmental Campaign Committee, was honored to serve as an officiating guest at the launching ceremony and to witness this important milestone.
香港特區政府於二零二五年八月十五日隆重舉行「二零二五年全國生態日啓動禮暨研討會」，為一系列環保及生態保育活動和優惠揭開序幕。活動匯聚逾百名內地與香港的政府官員、學者、環保機構代表及業界領袖，共同探討生態文明建設與創新保育策略。沛然環保主席及執行董事及環境運動委員會主席郭美珩女士榮幸受邀擔任是次盛會啓動禮嘉賓，共同見證這一重要時刻。



GRESB Regional Insights 2025: Hong Kong
二零二五年GRESB區域洞察：香港活動

On 14 November 2025, AEC once again partnered with GRESB to successfully host "GRESB Regional Insights 2025: Hong Kong" at Taikoo Place. The event marked the fourth consecutive year of collaboration on this series and attracted over one hundred leaders and experts from the finance, investment, real estate and sustainability sectors to discuss net-zero transition pathways for real estate and future market trends.
二零二五年十一月十四日，沛然環保與GRESB再度合作，在太古坊成功舉辦「二零二五年GRESB 區域洞察：香港活動」。這是雙方連續第四年合辦該系列活動，吸引逾百位來自金融、投資、房地產及可持續發展等領域的領袖與專家，共同探討房地產淨零轉型與未來趨勢。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

Building the Belt and Road for Energy Transition and Green Development to Promote Global Sustainable Development
「共建『一帶一路』能源轉型與綠色發展，推動全球可持續發展」專題研討會

On 15 December 2025, Ms. Grace Kwok, Chairman and Executive Director of AEC and Director of the Hong Kong Green Building Council, participated in a panel discussion titled "Building the Belt and Road for Energy Transition and Green Development to Promote Global Sustainable Development". She engaged alongside three distinguished experts to address critical issues around energy transition and green development.
沛然環保主席及執行董事、香港綠色建築議會董事郭美珩女士於二零二五年十二月十五日應邀出席「共建『一帶一路』能源轉型與綠色發展，推動全球可持續發展」為主題的專題討論。她與三位專家學者共同就能源轉型與綠色發展等關鍵議題進行交流。



LEED North Asia Year-End Appreciation Dinner
LEED北亞區年終答謝晚宴

On 18 December 2025, AEC was honored to participate in the "LEED North Asia Year-End Appreciation Dinner" hosted by the U.S. Green Building Council (USGBC) North Asia office in Shanghai, with Ms. Grace Kwok, Chairman and Executive Director, and Mr. Dennis Wu, Chief Executive Officer and Executive Director of AEC, in attendance. Under the theme "Rising with the Tide, Moving Forward with Conviction", this highly anticipated annual flagship event brought together industry elites to drive regional green building and sustainable development, marking a significant milestone for the sector.
二零二五年十二月十八日，沛然環保主席兼執行董事郭美珩女士和行政總裁兼執行董事胡伯杰先生榮幸應邀，共同出席於美國綠色建築委員會北亞區辦公室在上海舉辦的「LEED北亞區年終答謝晚宴」。此年度盛會以「潮起同鳴 篤信同行」為主題，匯聚業界菁英，致力於推動區域的綠色建築與可持續發展，意義深遠，備受矚目。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

"The Future of Sustainability Finance and Investment — Scaling the Transition Beyond COP30" Conference
「共創未來可持續金融新里程：探索COP30後的可執行路徑」會議

On 27 January 2026, AEC was pleased to support the high-level conference, "The Future of Sustainability Finance and Investment — Scaling the Transition Beyond COP30". The event was jointly organized by the Capacity-building Alliance of Sustainable Investment (CASI), Civic Exchange, and the Greater Bay Area Carbon Neutrality Association (GBACNA) at HKU iCube. This conference convened leaders from the financial, policy, and industrial sectors to pioneer forward-looking strategies for scaling green investment across Asia and the Global South.

二零二六年一月二十七日，沛然環保欣然支持由可持續投資能力建設聯盟、思匯政策研究所及大灣區碳中和協會聯合於香港大學iCube主辦的「共創未來可持續金融新里程：探索COP30後的可執行路徑」會議。是次會議匯聚了金融、政策及業界領袖，共同為亞洲及全球南方地區擴展綠色投資開拓具前瞻性的策略。



GreenBiz HK Forum 2026 in Bangkok
二零二六年度曼谷GreenBiz HK論壇

Ms. Grace Kwok, Chairman and Executive Director, and Mr. Dennis Wu, Chief Executive Officer and Executive Director of AEC, attended the "GreenBiz HK Forum 2026" held in Bangkok, Thailand, on 18 March 2026. During the panel discussion themed "Building Smarter, Greener, and Healthier Cities", Ms. Grace Kwok shared AEC's professional insights into driving green construction and sustainable development. She also engaged in in-depth discussions with various regional leaders regarding the prospects for cooperation between Hong Kong and Thailand, as well as collaborative opportunities for green supply chains within the region.

沛然環保主席兼執行董事郭美珩女士與行政總裁兼執行董事胡伯杰先生於二零二六年三月十八日出席在泰國曼谷舉行的「GreenBiz HK論壇」。在以「打造智慧、綠色、健康城市」為主題的專題研討會上，郭美珩女士分享了沛然環保在推動綠色建設與可持續發展方面的專業見解，並與多位區域領袖深入探討香港與泰國的合作前景，以及綠色供應鏈在區域內的協作機遇。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

The unveiling of the PolyU Shenzhen Technology and Innovation Research Institute (Futian)
香港理工大學深圳技術創新研究院（福田）揭牌儀式

On 23 March 2026, Mr. Dennis Wu, Chief Executive Officer and Executive Director of AEC, attended the unveiling ceremony of the PolyU Shenzhen Technology and Innovation Research Institute (Futian). This event marked a significant milestone in driving innovation and industry-academia-research collaboration within the Greater Bay Area. His presence also exemplified AEC's long-standing commitment to partnering with academic and research institutions to advance low-carbon, green, and healthy development across Shenzhen and Hong Kong.
二零二六年三月二十三日，沛然環保行政總裁兼執行董事胡伯杰先生出席香港理工大學深圳技術創新研究院（福田）揭牌儀式，共同見證這一推動大灣區創新及產學研協作的重要里程碑，亦體現了沛然環保長期致力與學術及科研機構合作，推動深港兩地低碳、綠色及健康發展的堅定承諾。



2025 Carbon Credit Alliance Sustainable Development Conference
二零二五年碳信用聯盟可持續發展生態合作大會

On 22 September 2025, Mr. Dennis Wu, Chief Executive Officer and Executive Director of AEC, and Yvonne Lin, Associate Director of AEC, were invited to Shanghai to attend the 2025 Carbon Credit Alliance Sustainable Development Ecological Cooperation Conference, in celebration of the fifth anniversary of China's proposal of the Dual Carbon goals. During the conference, AEC officially signed the Memorandum of Understanding on Strategic Cooperation for Building Carbon Credits in the Greater Bay Area with Greenland FinTech. The two parties will jointly advance cross-border cooperation in building carbon credit trading, accelerate the green transition of the Greater Bay Area, and jointly build a low-carbon future for the region.
二零二五年九月二十二日，沛然環保行政總裁兼執行董事胡伯杰先生和副董事林宇應邀赴上海出席「二零二五年碳信用聯盟可持續發展生態合作大會」，獻禮國家「雙碳」目標提出五周年。會上，沛然環保與綠地金創正式簽署《大灣區建築碳信用戰略合作諒解備忘錄》，雙方將共同推動跨境建築碳信用交易合作，加速大灣區綠色轉型，共築大灣區低碳未來。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

The 5th Boao Carbon Neutrality Conference
第五届碳中和博鰲大會

From 18 to 20 December 2025, the 5th Boao Carbon Neutrality Conference was successfully held in Boao, Hainan. Kelsey Chen, a member of the ESG team from Shanghai AEC, attended the conference. She exchanged insights and engaged in learning with experts, scholars and enterprise representatives from government departments, industrial institutions, research institutes and financial institutions, gaining in-depth understanding of policy trends, technical pathways and practical experience under the carbon neutrality goal.

二零二五年十二月十八日至二十日，第五届碳中和博鰲大會在海南博鰲成功舉辦。上海沛然ESG團隊成員陳易辛出席本次大會，與來自政府部門、產業機構、科研院所及金融機構的專家學者和企業代表開展交流與學習，深入瞭解碳中和目標下的政策趨勢、技術路徑與實踐經驗。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

Hainan Free Trade Port Global Supply Chain Development Forum
海南自由貿易港賦能企業全球供應鏈大會

On 15 January 2026, the Hainan Free Trade Port Global Supply Chain Development Forum was held in Hainan. Mr. Dennis Wu, Founding President of the Greater Bay Area Carbon Neutrality Association and Chief Executive Officer and Executive Director of AEC, was invited to attend the conference. He participated as a guest speaker in the roundtable discussion themed "Pathways, Models and Coordination Mechanisms for Hainan to Build a Global Supply Chain Hub". Marking the first large-scale thematic conference in the inaugural year of Hainan's island-wide customs closure, this event focused on new trends, opportunities and approaches for enterprises' global supply chain layout against the backdrop of the Hainan Free Trade Port development. The conference gathered more than 300 distinguished guests from government authorities, industrial sectors, financial institutions and professional services. Participants jointly explored how the Hainan Free Trade Port can evolve into a new hub for enterprises to deploy global supply chains, build an efficient bridge linking domestic enterprises to the international market, and deliver solid support for companies to expand their global supply chain layout.

二零二六年一月十五日，「海南自由貿易港賦能企業全球供應鏈建設大會」在海南舉行。大灣區碳中和協會創會會長、沛然環保行政總裁兼執行董事胡伯杰先生應邀出席大會，並作為演講嘉賓參與以「海南打造全球供應鏈樞紐的路徑、模式與協同機制」為主題的圓桌討論。作為海南全島封關運作開局之年的首次大型主題會議，本次大會聚焦海南自貿港建設背景下，企業全球供應鏈布局的新趨勢、新機遇與新路徑，匯聚來自政府、產業、金融及專業服務領域的300餘位嘉賓，共同探討海南自貿港如何成為企業全球供應鏈布局的新樞紐，搭建國內企業對接國際市場的高效橋梁，為企業拓展全球化供應鏈提供有力支撐。



PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

WiredScore Mainland China Launch Ceremony
WiredScore 中國大陸啟航儀式

On 12 March 2026, Yvonne Lin, Associate Director of AEC, together with the Shanghai AEC team, was invited to attend "Smart Connectivity, Resilient Foundation • WiredScore Mainland China Launch Ceremony" hosted by WiredScore. AEC attended as a professional partner institution of WiredScore in Mainland China. Held in Shanghai, the event marked WiredScore's official entry into the Mainland China market and opened a significant new phase for its strategic expansion in the Asia-Pacific region, providing an international benchmarking framework for the smart and resilient development of buildings in China. AEC joined multiple developers and professional institutions to witness this important moment.

二零二六年三月十二日，沛然環保副董事林宇攜上海沛然團隊，作為WiredScore在中國大陸合作的專業機構，受邀出席WiredScore舉辦的「智慧連接，韌性底座 · WiredScore中國大陸啓航儀式」。本次活動在上海舉行，標志著WiredScore正式進入中國大陸市場，並開啓其在亞太地區布局的重要新階段，為中國建築的智能化與韌性發展提供國際化評估參考。沛然環保與多家開發商及專業機構共同見證這一關鍵時刻。



UTAR CEO Talk Series: Innovation & Entrepreneurship: Lessons from Building and Scaling a Successful Business
拉曼大學行政總裁講座系列：創新與創業 — 從成功企業的打造與規模化中學習

On 23 July 2025, Malaysia AEC, represented by Dennis Wu, CEO and Executive Director of AEC, participated in a CEO Talk hosted by Universiti Tunku Abdul Rahman at the UTAR Sungai Long Campus. Organised by the Centre for Corporate and Community Development (CCCD), the session focused on innovation, entrepreneurship, and sustainability, providing students and staff with insights into integrating sustainable practices into business strategy and leadership. The engagement reflects AEC's commitment to industry-academia collaboration, knowledge sharing, and promoting sustainability awareness among future professionals.

二零二五年七月二十三日，馬來西亞沛然環保由行政總裁兼執行董事胡伯杰先生代表參加了拉曼大學在雙溪龍校區舉辦的行政總裁講座。該講座由企業與社區發展中心(CCCD)主辦，主題聚焦於創新、創業與可持續發展，為學生及教職員提供了將可持續實踐融入商業策略與領導力的寶貴見解。此次參與體現了沛然環保致力於推動產學合作、知識分享，以及提升未來專業人才對可持續發展意識的承諾。





PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

Strengthening Regional Green Building Collaboration with USGBC and GBCI
與美國綠色建築委員會及綠色企業認證公司(GBCI)攜手強化區域綠色建築合作

On 10 July 2025, Malaysia AEC engaged in a strategic sustainability dialogue with representatives from the U.S. Green Building Council (USGBC) and Green Business Certification Inc. (GBCI) to discuss the future of green building development and LEED v5 implementation in Southeast Asia. The discussion focused on key developments under LEED v5, including carbon reduction strategies, health and resilience measures, social equity considerations, professional credentialing pathways, and sustainability education initiatives. Malaysia AEC also shared local market insights and technical expertise on supporting clients in adopting advanced green building standards. The engagement reinforces Malaysia AEC's commitment to ESG integration, regenerative design, and cross-sector collaboration in supporting the region's sustainability and decarbonization goals.

二零二五年年七月十日，馬來西亞沛然環保與美國綠色建築委員會及綠色企業認證公司(GBCI)的代表進行了一場策略性可持續發展對話，共同探討東南亞地區綠色建築發展的未來及LEED v5的實施。討論聚焦於LEED v5的多項關鍵發展，包括碳減排策略、健康與韌性措施、社會公平考量、專業認證途徑，以及可持續發展教育計劃。馬來西亞沛然環保亦分享了本地市場洞察及協助客戶採納先進綠色建築標準的技術專業知識。此次交流強化了AEC馬來西亞在ESG整合、再生設計及跨領域合作方面的承諾，致力於支持區域的可持續發展及脫碳目標。



Giving Back to the Community

The Group recognizes the importance of making a positive contribution to the regions in which it operates and regards the interests of the community as one of its social responsibilities. All walks of life matter to AEC. With the use of our knowledge and power, AEC has undertaken various activities to help and give back to the community. AEC actively participates in public welfare activities to raise public awareness of environmental protection and public service initiatives. During the Year, we donated a total of HK$14,100 (2024/25: HK$26,700).

回饋社區

本集團深知對其所在地區做出積極貢獻的重要性，將社區的利益視為其社會責任之一。沛然環保與各行業同心同行，利用了我們的知識和力量，開展了多個活動來幫助和回饋社區。沛然環保積極參與公益活動，致力於增強公眾對環境保護和公益行動的意識。於本年度內，共計捐款14,100港元（二零二四/二五年：26,700港元）。

PARTNERSHIPS TOWARDS NET-ZERO
邁向淨零的夥伴關係

IGB Blood Donation Drive
IGB 捐血活動

Malaysia AEC collaborated with IGB to organize a two-day Blood Donation Drive on 23 and 24 September 2025 at Cititel Hotel as part of its ongoing Corporate Social Responsibility (CSR) initiatives and commitment to community well-being. The initiative encouraged employees, volunteers, and members of the public to contribute to a life-saving cause, with each blood donation potentially saving up to three lives. The event reflects AEC's dedication to fostering community engagement, promoting social responsibility, and creating a positive impact on society.

馬來西亞沛然環保與 IGB 合作，於二零二五年九月二十三日至四日在Cititel酒店舉辦了為期兩天的捐血活動，作為其持續推行的企業社會責任倡議及對社區福祉承諾的一部分。該活動鼓勵員工、義工及公眾人士共同參與這項拯救生命的善舉，每次捐血最多可挽救三人的生命。此次活動體現了沛然環保致力於促進社區參與、推動社會責任，並為社會帶來正面影響的承諾。





LOOKING FORWARD
展望將來

As a leading sustainability and environmental consulting firm, AEC leverages its deep professional expertise and tracking of emerging technologies to deliver environmental solutions that are both forward-thinking and highly practical. Our approach involves close collaboration with diverse stakeholders to design comprehensive action plans covering carbon reduction and resource circularity. In addition, we actively advance the popularization and practice of environmental awareness through corporate culture cultivation and community education. Leveraging advanced technologies such as digital twin and IoT monitoring, we provide end-to-end sustainability strategies, from assessment to implementation, ensuring the scientific validity and feasibility of our solutions. In our operations, we adhere to the principles of transparency and accountability, upholding ethical standards and maintaining open dialogue with stakeholders. By continuously enhancing service quality and innovative solutions, we strive to set industry benchmarks, catalyze positive environmental change, and inspire a collective movement toward a more resilient and sustainable planet.

作為領先的可持續發展及環境顧問公司，沛然環保憑藉深厚的專業知識儲備，並追蹤前沿技術趨勢，提供兼具前瞻性與高度實踐性的環境解決方案。我們與多方持份者緊密合作，制定涵蓋碳減排、資源循環的全面行動計劃。同時，我們通過企業文化培育與社區教育，推動環保意識的普及與踐行。運用數字孿生、IoT監測等先進技術，我們提供從評估到實施的全流程可持續發展策略，確保方案的科學性與可行性。在運營過程中，我們恪守透明度與問責制原則，嚴守道德底線，並與持份者保持坦誠溝通。通過持續提升服務品質與創新解決方案，我們力爭成為行業典範，推動積極的環境變革，並激勵各界共同參與，為建設更具韌性的可持續地球貢獻力量。



MEMBERSHIPS AND CHARTERS
會籍和憲章

Membership Logo 會籍標誌	Membership Name 會籍名稱
WORLD GREEN BUILDING COUNCIL	World Green Building Council (WorldGBC) Asia Pacific Net Zero Collaborators 世界綠色建築委員會亞太地區淨零合作夥伴
USGBC MEMBER SILVER	Silver Member of U.S. Green Building Council (USGBC) 美國綠色建築委員會銀級會員
EDUCATION PARTNER	Education Partner of U.S. Green Building Council (USGBC) 美國綠色建築委員會教育合作夥伴
BRE ACADEMY BREEAM MEMBER	Member of Building Research Establishment (BRE) Academy 英國建築研究院會員
HKGBC 香港綠色建築議會 SILVER PATRON	Silver Patron of Hong Kong Green Building Council (HKGBC) 香港綠色建築議會銀牌贊助
China Green Building (HK) Council	Corporate Member of China Green Building (Hong Kong) Council (CGBC(HK)) 中國綠色建築與節能（香港）委員會公司會員
INTERNATIONAL WELL BUILDING INSTITUTE MEMBER CORNERSTONE	Cornerstone Member of International WELL Building Institute (IWBI) 國際WELL建築健康研究院基石級會員
GRI	Member of Global Reporting Initiative (GRI) Community 全球報告倡議組織社群會員
GRESB REAL ESTATE Partner	GRESB Partner 全球房地產可持續標準夥伴

MEMBERSHIPS AND CHARTERS
會籍和憲章

Membership Logo 會籍標誌	Membership Name 會籍名稱
CRREM	Global Scientific & Investor Committee of Carbon Risk Real Estate Monitor (CRREM) 碳風險房地產監測 — 全球科學與投資者委員會
HKGFA 香港綠色金融協會 Hong Kong Green Finance Association	Member of Hong Kong Green Finance Association (HKGFA) 香港綠色金融協會會員
BUSINESS ENVIRONMENT COUNCIL 商界環保協會 GENERAL MEMBER 2020	General Member of Business Environment Council (BEC) 商界環保協會企業會員
HKGCC Hong Kong General Chamber of Commerce 香港總商會1861	Member of Hong Kong General Chamber of Commerce (HKGCC) 香港總商會會員
香港工業總會 FHKI Federation of Hong Kong Industries	Member of Federation of Hong Kong Industries (FHKI) 香港工業總會會員
CHKLC 香港上市公司商會 THE CHAMBER OF HONG KONG LISTED COMPANIES	Member of Chamber of Hong Kong Listed Companies (CHKLC) 香港上市公司商會會員
hkira 香港投資者關係協會 Hong Kong Investor Relations Association	Member of Hong Kong Investors Relations Association (HKIRA) 香港投資者關係協會會員
Hong Kong Alliance of Built Asset & Environment Information Management Associations 香港建設資產及環境信息管理聯盟	Member of Hong Kong Alliance of Built Asset & Environment Information Management Associations 香港建設資產及環境信息管理聯盟會員
全國工商聯房地產商會 香港及國際分會有限公司 China Real Estate Chamber of Commerce Hong Kong and International Chapter Limited CRECCHKI	Corporate Member of China Real Estate Chamber of Commerce Hong Kong and International Chapter Limited 全國工商聯房地產商會香港及國際分會有限公司會員
大灣區碳中和協會 GBA Carbon Neutrality Association	Member of GBA Carbon Neutrality Association (GBACNA) 大灣區碳中和協會會員
LEED PROVEN PROVIDER	Green Business Certification Inc. — LEED Proven Provider GBCI綠色商業認證公司 — LEED卓越諮詢供應商

MEMBERSHIPS AND CHARTERS
會籍和憲章

Membership Logo 會籍標誌	Membership Name 會籍名稱
	International WELL Building Institute (IWBI) WELL Enterprise Provider 國際WELL建築研究院WELL機構服務商
	Corporate Member of Emirates Green Building Council (EmiratesGBC) 阿聯酋綠色建築委員會企業會員
	Ordinary Membership of Environmental, Social and Governance Association of Malaysia 馬來西亞ESG協會普通會員
	Associate Member of Master Builder Association Malaysia 馬來西亞建築商協會準會員
	Industry Partner of Malaysia Green Building Council (malaysiaGBC) 馬來西亞綠色建築協會行業合作夥伴
	Vietnam Green Building Council (VGBC) Industry Partner 越南綠色建築議會行業合作夥伴
贵州省绿金低碳交易中心	Qualification Certificate for Service Provider of Guizhou Green Finance & Low-Carbon Trading Center 貴州省綠金低碳交易中心服務商資格
	Corporate Member of China Green Building and Carbon Neutrality (Hong Kong) Council 中國綠色建築與碳中和(香港)委員會會員
	Member Unit of Carbon Neutrality Special Committee, China Energy Conservation Association 中國節能協會碳中和專業委員會會員單位

AWARDS AND RECOGNITIONS
獎項與榮譽

Program 計劃	Award Name 獎項名稱	Organizer 主辦方	Logo/Certificates 標誌/證書
Hong Kong Awards for Environmental Excellence 2024 香港環境卓越大獎2024	Environmental Industry — Gold Award 環境產業 — 金獎	Environmental Campaign Committee (ECC), Environment and Ecology Bureau and other nine organizations 環境運動委員會(環運會)、環境及生態局及其他九個機構	香港環境卓越大獎 Hong Kong Awards for Environmental Excellence
2025 IWBI China Consultant of the Year 2025年度國際WELL建築研究院中國區年度顧問大獎	Outstanding Practice and WELL at Scale Strategic Partner 傑出實踐獎及WELL at Scale戰略合作夥伴獎	International WELL Building Institute (IWBI) 國際WELL建築研究院	 
BOCHK Corporate Environmental Leadership Awards 中銀香港企業環保領先大獎	10 Years+ EcoPioneer 10年+環保先驅	Federation of Hong Kong Industries (FHKI) 香港工業總會	10 Years+ 環保先驅 EcoPioneer 中銀香港BOCHK 企業低碳環保領先大獎2025 Corporate Low-Carbon Environmental Leadership Awards
ListCo Excellence Awards 2025 傑出上市公司大獎2025	ListCo Excellence Award 傑出上市公司大獎	am730 and PR Asia Consultants Limited am730及亞洲公關有限公司	傑出上市公司大獎 ListCo Excellence Awards
Hong Kong Corporate Governance and ESG Excellence Awards 2025 2025年度香港公司管治與環境、社會及管治卓越獎	Awards of Excellence in ESG 環境、社會及管治卓越獎	Chamber of Hong Kong Listed Companies (CHKLC) 香港上市公司商會	HONG KONG Corporate Governance & ESG EXCELLENCE AWARDS 2025 香港公司管治與環境、社會及管治卓越獎

AWARDS AND RECOGNITIONS
獎項與榮譽

Program 計劃	Award Name 獎項名稱	Organizer 主辦方	Logo/Certificates 標誌/證書
2024 Asia Pacific Leadership in Green Buildings Awards 2024年亞太綠色建築領袖獎	Woman in Green Building Leadership Award 綠色建築女性領袖獎	World Green Building Council (WorldGBC) 世界綠色建築委員會	
EY Entrepreneurial Winning Women Asia-Pacific Class of 2026 安永亞太區成功女性企業家2026	EY Entrepreneurial Winning Women Asia-Pacific Class of 2026 安永亞太區成功女性企業家2026	EY 安永	
2025 WELL Executive Award 2025年WELL高管獎	2025 WELL Executive Award 2025年WELL高管獎	International WELL Building Institute (IWBI) 國際 WELL 建築研究院	
USGBC Leadership Awards | Kate Hurst Award 2025 2025 USGBC Kate Hurst 領導力大獎	USGBC Leadership Awards | Kate Hurst Award 2025 2025 USGBC Kate Hurst 領導力大獎	U.S. Green Building Council (USGBC) 美國綠色建築委員會	
BDO ESG Awards 2024 BDO 環境、社會及管治大獎2024	Theme Awards — Merits 主題大獎 — 優異獎	BDO 立信德豪	
TVB ESG Awards 2024 TVB ESG大獎2024	ESG Environmental Innovative Technology Award ESG環境創新科技大獎	TVB 電視廣播有限公司	

AWARDS AND RECOGNITIONS
獎項與榮譽

Program 計劃	Award Name 獎項名稱	Organizer 主辦方	Logo/Certificates 標誌/證書
2024 ABCD-GITEX HK Delegation Award 2024 ABCD-GITEX 香港代表團獎	ESG Leader Award ESG領袖獎	Association of Blockchain Development (ABCD) 區塊鏈發展協會	
HKIS Awards 2024 香港測量師學會大獎2024	Merit in Construction (Alteration and Addition) Category 建築(改動及加建)工程類別優異獎	Hong Kong Institute of Surveyors (HKIS) 香港測量師學會	
New Quality Productive Forces (NQPF) Award 2024 大灣區新質生產力企業大獎2024	NQPF Awards — Green Finance and Environmental Services 大灣區新質生產力企業大獎 — 綠色金融及環保服務	Greater Bay Area Family Office Association, Hong Kong International Family Office Association, Hong Kong International Blockchain and Financial Association, Greater Bay Area International Medical and Healthcare Industry Association, Money Leaders Club, and Family Office Magazine 大灣區家族辦公室協會、香港國際家族辦公室總會、香港國際區塊鏈金融總會、大灣區國際醫療大健康產業總會、財經周刊《金星匯》、以及家族辦公室雜誌《家辦》	NQPFA New Quality Productive Forces Enterprise Award 新質生產力企業大獎
Green Office Awards Labelling Scheme and Eco-Healthy Workplace Award Labelling Scheme (GOALS) 2024 綠色辦公室及健康工作間獎勵計劃2024	Green Office Awards label and Eco-Healthy Workplace label	World Green Organisation 世界綠色組織	Green Office Awards Labelling Scheme ECO-Healthy WORKPLACE
Hong Kong Green Organisation Certification — Energywi$e 香港綠色機構認證 — 節能證書	Energywi$e Certificate — Good Level 節能證書 — 良好級別	Environmental Campaign Committee (ECC) and the Environment and Ecology Bureau 環境運動委員會(環運會)及環境及生態局	節能證書 Energywi$e — Certificate —

AWARDS AND RECOGNITIONS
獎項與榮譽

Program 計劃	Award Name 獎項名稱	Organizer 主辦方	Logo/Certificates 標誌/證書
Mental Health Workplace Charter 精神健康職場約章	Mental Health Friendly Organisation 精神健康友善機構	Department of Health, Labour Department and Occupational Safety and Health Council 衞生署、勞工處及職業安全健康局	
CHO Appreciation Award 2024 首席快樂官欣賞大獎 2024	Company Award 企業大獎	Chief Happiness Officer Association (CHOA) 首席快樂官協會	
13th Junzi Corporation Award 第十三屆君子企業獎	Junzi Corporation Award (Small and Medium Enterprises) 君子企業獎(中小企)	The Hang Seng University of Hong Kong 香港恆生大學	
Sustainable Development Awards (SDA) 2024/2025 可持續發展獎(SDA)二零二四/二五	Best Office Interior — Malaysia AEC Office 最佳辦公室室內設計 — 馬來西亞沛然環保辦公室	GreenRE	

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Statement of use 使用聲明	Allied Sustainability and Environmental Consultants Group Limited has reported in accordance with the GRI Standards for the Year (from 1 April 2025 to 31 March 2026). 沛然環保環境評估工程顧問有限公司已依循GRI準則報導本年度(二零二五年四月一日至二零二六年三月三十一日)的內容。
GRI 1 used 使用的GRI 1	GRI 1: Foundation 2021 GRI 1：基礎 2021
Applicable GRI Sector Standard(s) 適用的GRI行業準則	N/A 不適用

Disclosure of the GRI Standard GRI準則的披露項目		Disclosure of the Stock Exchange's ESG Reporting Code 聯交所ESG報告守則的披露項目	Section/Statement 章節／陳述
GRI 2: General Disclosures 2021 GRI 2：一般披露2021			
Organizational Profile 組織概況			
2-1	Organizational details 組織詳情		Who We Are 公司簡介
2-2	Entities included in the organization's sustainability reporting 可持續發展報告中包含的實體	B — Reporting Boundary 匯報範圍	About This Report 關於本報告
2-3	Reporting period, frequency and contact point 報告期、報告頻率和聯絡人		Annual Report 2025/26 — Business Review 二零二五／二六年報 — 業務回顧
2-4	Restatements of information 信息重述		N/A 不適用
2-5	External assurance 外部鑒證		The Group has not sought external assurance for our sustainability report, but the ESG Committee shall consider it for upcoming reports. 本集團並未為我們的可持續發展報告尋求外部鑒證，但ESG委員會將在往後的報告中予以考慮。
Activities and workers 活動及員工			
2-6	Activities, value chain and other business relationships 活動、價值鏈和其他業務關係	C — KPI B5.1	Partnerships Towards Net-Zero 邁向淨零的夥伴關係
2-7	Employees 員工	C — KPI B1.1	Boosting Diversity, Equality and Inclusion 推動多元化、平等及共融
2-8	Workers who are not employees 員工以外的工作者		

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Disclosure of the GRI Standard GRI 準則的披露項目		Disclosure of the Stock Exchange's ESG Reporting Code 聯交所ESG報告守則的披露項目	Section/Statement 章節／陳述
Governance 管治			
2-9	Governance structure and composition 管治架構及組成	B — Governance Structure 管治架構 D — Governance 管治	Sustainability Governance 可持續發展管治 Corporate Governance 企業管治 Climate- and Nature-related Financial Disclosures 氣候和自然相關的財務信息披露 Annual Report 2025/2026 — Corporate Governance Report 二零二五／二六年報 — 企業管治報告
2-10	Nomination and selection of the highest governance body 最高管治機構的提名與遴選		
2-11	Chair of the highest governance body 最高管治機構主席		
2-12	Role of the highest governance body in overseeing the management of impacts 最高管治機構在監督影響管理方面的角色		
2-13	Delegation of responsibility for managing impacts 管理影響的責任授權		
2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續發展報告中的角色		
2-15	Conflicts of interest 利益衝突		
2-16	Communication of critical concerns 關鍵問題的溝通		
2-17	Collective knowledge of the highest governance body 最高管治機構的集體知識		
2-18	Evaluation of the performance of the highest governance body 最高管治機構績效評價		Annual Report 2025/2026 — Corporate Governance Report 二零二五／二六年報 — 企業管治報告
2-19	Remuneration policies 薪酬政策		Annual Report 2025/2026 — Employees and Remuneration Policies 二零二五／二六年報 — 員工及薪酬政策
2-20	Process to determine remuneration 確定薪酬的流程		
2-21	Annual total compensation ratio 年度總薪酬比例		Annual Report 2025/2026 — Notes to the Consolidated Financial Statements 二零二五／二六年報 — 合併財務報表附註

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Disclosure of the GRI Standard GRI 準則的披露項目		Disclosure of the Stock Exchange's ESG Reporting Code 聯交所ESG報告守則的披露項目	Section/Statement 章節／陳述
Strategy, policies and practices 策略、政策及實踐			
2-22	Statement on sustainable development strategy 可持續發展策略聲明		Foreword 前言 Our Approach to Sustainability 我們可持續發展的方針 Our Commitments to Sustainability 我們對可持續發展的承諾
2-23	Policy commitments 政策承諾		Our Commitments to Sustainability 我們對可持續發展的承諾
2-24	Embedding policy commitments 嵌入政策承諾		
2-25	Processes to remediate negative impacts 補救負面影響的流程		Materiality Assessment 重要性評估 Stakeholder Engagement 持份者參與
2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出疑慮的機制		
2-27	Compliance with laws and regulations 遵守法律法規	C — GD A1, GD B1, GD B2, GD B4, GD B6, GD B7	During the Year, the Group has not been subject to significant fines or non-monetary sanctions for non-compliance with such laws or regulations. 本年度內，沛然環保並未發現任何違反該等法律或法規的重大罰款或非金錢制裁。
2-28	Membership association 會員協會		Memberships and Charters 會籍和憲章
Stakeholder engagement 持份者參與			
2-29	Approach to stakeholder engagement 持份者參與的方法		Stakeholder Engagement 持份者參與
2-30	Collective bargaining agreements 集體談判協議		During the Year, there are no formal collective bargaining agreements in place. 本年度並無正式的集體談判協議。



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Disclosure of the GRI Standard GRI 準則的披露項目		Disclosure of the Stock Exchange's ESG Reporting Code 聯交所ESG報告守則的披露項目	Section/Statement 章節／陳述
GRI 3: Material Topics 2021 GRI 3：重大主題2021			
3-1	Process to determine material topics 決定重要議題的過程	B — Reporting Principles 匯報原則	Materiality Assessment 重要性評估
3-2	List of material topics 重要性議題列表		
GRI 201: Economic Performance 2016 GRI 201：經濟表現2016			
3-3	Management of material topics 重要性議題的管理		Annual Report 2025/2026 二零二五／二六年報
201-1	Direct economic value generated and distributed 直接產生和分配的經濟價值		
201-2	Financial implications and other risks and opportunities due to climate change 氣候變遷所產生的財務影響及其它風險與機會	D — Strategy, Risk Management 策略、風險管理	Climate- and Nature-related Financial Disclosures 氣候和自然相關的財務信息披露
GRI 205: Anti-corruption 2016 GRI 205：反貪污2016			
3-3	Management of material topics 重要性議題的管理	C — GD B7, KPI B7.2 and KPI B7.3	Corporate Governance 企業管治
205-3	Confirmed incidents of corruption and actions taken 已確認的貪污事件及採取的行動	C — KPI B7.1	

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Disclosure of the GRI Standard GRI 準則的披露項目		Disclosure of the Stock Exchange's ESG Reporting Code 聯交所ESG報告守則的披露項目	Section/Statement 章節／陳述
GRI 302: Energy 2016 **GRI 302：能源2016**			
3-3	Management of material topics 重要性議題的管理	C — GD A2, GD A3, KPI A3.1	Driving Sustainable Operations 推動可持續營運
302-1	Energy consumption within the organization 組織內部的能源消耗量	C — KPI A2.1	
302-2	Energy consumption outside the organization 組織外部的能源消耗量		Given the nature of our business, the Group's external energy consumption is not considered material. We are actively collecting data from our value chain activities to quantify Scope 3 emissions. 基於業務性質，本集團外部的能源消耗量並不重大。本集團正積極收集其價值鏈活動數據以統計範圍三排放。
302-3	Energy intensity 能源密度	C — KPI A2.1	Driving Sustainable Operations 推動可持續營運
302-4	Reduction of energy consumption 減少能源消耗	C — KPI A2.3	
302-5	Reductions in energy requirements of products and services 降低產品和服務的能源需求	C — KPI A2.3	It is not material to our operations, as AEC is a service-based consultancy that does not rely on energy-intensive operations. 這對我們的營運並不重要，因為沛然環保是一間顧問公司，不依賴能源密集型營運。
GRI 303: Water and Effluents 2018 **GRI 303：水資源和污水2018**			
3-3	Management of material topics 重要性議題的管理	C — GD A1, GD A2, GD A3, KPI A3.1	Driving Sustainable Operations 推動可持續營運
303-1	Interactions with water as a shared resource 共享水資源之相互影響	C — GD A2, KPI A2.4	Driving Sustainable Operations 推動可持續營運 AEC did not encounter any issues of sourcing water during the Year. The Group has disclosed the directional target of continuously reducing its water intensity, but it is in the process of developing numerical targets. 沛然環保於本年度沒有遇到任何水源問題。本集團已經披露了持續降低其用水密度的方向性目標，但正在制定數字目標。
303-2	Management of water discharge-related impacts 管理與排水相關的影響	C — GD A1	Due to the Group's business nature, the Group does not generate significant water discharge. 由於本集團的業務性質，並不會產生大量污水。



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Disclosure of the GRI Standard GRI 準則的披露項目		Disclosure of the Stock Exchange's ESG Reporting Code 聯交所ESG報告守則的披露項目	Section/Statement 章節／陳述
GRI 305: Emissions 2016 **GRI 305：排放2016**			
3-3	Management of material topics 重要性議題的管理	C — GD A1, GD A3, KPI A3.1 D — Strategy 策略	Driving Sustainable Operations 推動可持續營運
305-1	Direct (Scope 1) GHG emissions 直接（範圍一）溫室氣體排放	D — Metrics and Targets 指標及目標	
305-2	Energy indirect (Scope 2) GHG emissions 能源間接（範圍二）溫室氣體排放		
305-3	Other indirect (Scope 3) GHG emissions 其他間接（範圍三）溫室氣體排放		
305-4	GHG emissions intensity 溫室氣體排放密度		
305-5	Reduction of GHG emissions 溫室氣體排放減量	C — KPI A1.5 D — Metrics and Targets 指標及目標	
305-6	Emissions of ozone-depleting substances (ODS) 破壞臭氧層物質的排放		It is not material to our operations, as AEC is a service-based consultancy that does not rely on energy-intensive operations. 這對我們的營運並不重要，因為沛然環保是一間顧問公司，不依賴能源密集型營運。
305-7	NO_x, SO_x, and other significant air emissions 氮氧化物(NO_x)、硫氧化物(SO_x)，及其他重大的氣體排放	C — KPI A1.1	As our company-owned vehicles have been replaced with electric models, exhaust emissions are considered immaterial. 我們的公司車輛已更換為電動車，廢氣排放並不重大。

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Disclosure of the GRI Standard GRI 準則的披露項目		Disclosure of the Stock Exchange's ESG Reporting Code 聯交所ESG報告守則的披露項目	Section/Statement 章節／陳述
GRI 306: Waste 2020 GRI 306：廢棄物2020			
3-3	Management of material topics 重要性議題的管理	C — GD A1, GD A3, KPI A1.6, KPI A3.1	Driving Sustainable Operations 推動可持續營運
306-1	Waste generation and significant waste-related impacts 廢棄物的產生及廢棄物相關重大影響		
306-2	Management of significant waste-related impacts 廢棄物相關重大影響的管理		Driving Sustainable Operations 推動可持續營運 Due to the Group's business nature, the Group does not generate significant hazardous waste. The Group has disclosed the directional target of continuously reducing its waste intensity, but it is in the process of developing numerical targets. 本集團的業務性質並不會產生大量有害廢物。本集團已經披露了持續降低其用廢物密度的方向性目標，但正在制定數字目標。
306-3	Waste generated 產生的廢棄物	C — KPI A1.3, KPI A1.4	Driving Sustainable Operations 推動可持續營運
306-4	Waste diverted from disposal 從處置中轉移的廢棄物		
306-5	Waste directed to disposal 進入處置的廢棄物		



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GRI 308: Supplier Environmental Assessment 2016 **GRI 308：供應商環境評估 2016**			
3-3	Management of material topics 重要性議題的管理	C — GD B5	Engaging Value Chain 參與我們的價值鏈
308-1	New suppliers that were screened using environmental criteria 使用環境標準篩選的新供應商	C — KPI B5.2, KPI B5.3, KPI B5.4	
308-2	Negative environmental impacts in the supply chain and actions taken 供應鏈中的負面環境影響和採取的行動		
GRI 401: Employment 2016 **GRI 401：僱傭2016**			
3-3	Management of material topics 重要性議題的管理	C — GD B1	Boosting Diversity, Equality and Inclusion 推動多元化、平等及共融
401-1	New employee hires and employee turnover 新進員工和離職員工	C — KPI B1.2	
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	C — GD B1	
402-3	Parental Leave 育嬰假		

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GRI 403: Occupational Health and Safety 2018 **GRI 403：職業健康與安全2018**			
3-3	Management of material topics 重要性議題的管理	C — GD B2, KPI B2.3	Safeguarding Workforce's Wellness 保障員工健康
403-1	Occupational health and safety management system 職業健康安全管理系統		
403-2	Hazard identification, risk assessment, and incident investigation 危害辨識、風險評估、及事故調查		
403-3	Occupational health services 職業健康服務		
403-4	Worker participation, consultation, and communication on occupational health and safety 有關職業健康安全之工作者參與、諮商與溝通		
403-5	Worker training on occupational health and safety 工作者職業健康安全培訓		
403-6	Promotion of worker health 促進工作者健康		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減輕與業務關係直接相關之職業健康安全影響		
403-8	Workers covered by an occupational health and safety management system 職業健康安全管理系統所涵蓋之工作者		
403-9	Work-related injuries 工傷	C — KPI B2.1, KPI B2.2	
403-10	Work-related ill health 職業病		



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GRI 404: Training and Education 2016 **GRI 404：培訓與教育2016**			
3-3	Management of material topics 重要性議題的管理	C — GD B3	Fostering Workforce's Development 促進員工發展
404-1	Average hours of training per year per employee 每名員工每年接受培訓的平均時數	C — KPI B3.1, KPI B3.2	
404-2	Programs for upgrading employee skills and transition assistance programs 提升員工職能及過渡協助方案		
404-3	Percentage of employees receiving regular performance and career development reviews 定期接受績效及職業發展檢核的員工百分比		
GRI 405: Diversity and Equal Opportunity 2016 **GRI 405：員工多元化與平等機會2016**			
3-3	Management of material topics 重要性議題的管理	C — GD B1	Boosting Diversity, Equality and Inclusion 推動多元化、平等及共融
405-1	Diversity of governance bodies and employees 管治單位與員工的多元化	C — KPI B1.1	
GRI 406: Non-discrimination 2016 **GRI 406：反歧視2016**			
3-3	Management of material topics 重要性議題的管理	C — GD B1	Boosting Diversity, Equality and Inclusion 推動多元化、平等及共融
406-1	Incidents of discrimination and corrective actions taken 歧視事件及採取的糾正行動		
GRI 408: Child Labor 2016 **GRI 408：童工2016**			
3-3	Management of material topics 重要性議題的管理	C — GD B4	Boosting Diversity, Equality and Inclusion 推動多元化、平等及共融
408-1	Operations and suppliers at significant risk for incidents of child labor 具有童工勞動事件重大風險的營運點和供應商	C — KPI B4.1, KPI B4.2	

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SUSTAINABILITY REPORT
可持續發展報告

AEC 沛然環保

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