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**北京體育文化產業集團有限公司**

BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock code 股份代號 : 01803)

ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT **2019**  
**2019** 環境、社會及管治報告

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## I ABOUT THIS REPORT

This report is the forth environmental, social and governance report of Beijing Sports and Entertainment Industry Group Limited ("the Group", "we", "us" or "the Company"). The reporting period is from 1 January 2019 to 31 December 2019. This report is an annual report.

This report was prepared in accordance with the Listing Rules Appendix 27 Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong Limited (the "Stock Exchange") while highlighting our own corporate and industry characteristics.

In preparation for this report, we have conducted comprehensive communication with our stakeholders by engaging an independent consultant, and determined the contents after having fully considered the opinions of all parties, and in accordance with the four key principles, namely materiality, quantitative, balance and consistency, as required by the Stock Exchange. The Group will continue to strengthen its collection of information for reporting to enhance our performance and disclosure relating to our sustainable development.

### I.1 Reporting scope and period

Materials, policies, statements and data set forth in this report cover the headquarters, the subsidiaries of the Company

### I.2 Data source and reliability declaration

The data and cases set forth in this report are mainly extracted from the statistical reports and relevant internal documents of the Company. The Company undertakes that this report does not contain any false information or misleading statement, and accepts responsibility for the contents of this report as to its authenticity, accuracy and completeness.

## I 關於本報告

本報告是北京體育文化產業集團有限公司（以下稱為「北體集團」或「集團」或「我們」）發佈的第四份環境、社會及管治報告。報告的時間範圍為2019年1月1日-2019年12月31日。本報告為年度報告。

本次報告編寫參照香港聯合交易所有限公司證券上市規則附錄二十七《環境、社會及管治報告指引》，同時突出北體集團的企業特點和行業特色。

在本報告編寫過程中，我們委託外部顧問與我們的利益相關方進行了全面的溝通，在議題選擇方面充分考慮各方意見，遵循香港聯合交易所有限公司對本報告重要性、量化、平衡、一致性四大原則要求，確定了本報告的實質內容。集團將持續加強報告信息收集工作，以提高我們在可持續發展領域上的表現和披露水平。

### I.1 報告範圍及邊界

本報告中的材料、政策、聲明、數據等覆蓋本公司及其附屬公司。

### I.2 數據來源及可靠性聲明

本報告的數據和案例主要來源於公司統計報告及內部的相關文件。公司承諾本報告不存在任何虛假記載、誤導性陳述，並對其內容真實性、準確性和完整性負責。

## I ABOUT THIS REPORT (Cont'd)

### I.3 Confirmation and endorsement

This report was approved by the board of directors on 10 July 2020 upon confirmation by the management.

### I.4 Access and feedback to this report

The electronic version of this report is available on the official website of the Company.

If you have any questions or feedback about this report and its contents, please feel free to contact us at:

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Official website: <http://www.bsehk.com/c/index.php>

## I 關於本報告 (續)

### I.3 確認及批注

本報告經管理層確認後，於2020年7月10日獲董事會通過。

### I.4 獲取及回應本報告

報告電子版可在公司官方網站內獲取。

如對本報告及其內容有任何疑問或反饋意見，歡迎通過以下方式與我們聯繫：

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## 2. ABOUT US

Beijing Sports and Entertainment Industry Group Limited is a Main Board listed company in Hong Kong (Stock Code: 01803.HK) and a subsidiary of Beijing Enterprises Group. With its competitive advantages in industry technology, operation, content, investment and financing, government resources and international industry resources, the Group focuses on the investment and development of sports and cultural businesses in China and promotes popularization of fitness and cultural business, and took the lead to launch the “Plan for 1,000 Stadiums” and set up “1,000 Stadiums Construction Alliance” to integrate the entire industry chain platform such as investment development, construction and operation.

- Investment development, construction and operation of innovative sports parks and stadiums. Offering solutions for urban stadiums construction
- Layout in ice sports industry and success in the “white economy”
- Investment and operation of sports training
- Operation of sports clubs
- Investment development and operation of sports media

### 2.1 Our vision

“Sincerity, righteousness, wholesomeness, happiness”

The Group is committed to constructing new sports and leisure stadiums with clean air for the public and providing urban stadium construction solutions by introducing entertaining and cultural themes, particularly driving the development of ski industry and ice-themed amusement parks that enable us to lead the way in sports culture in the recreational era. Meanwhile, we focus on physical education and training in our efforts to facilitate workout and training of mind and body with fresh air for the well-being of millions of people nationwide. This is the mission that we have been striving for.

## 2 關於我們

北京體育文化產業集團有限公司為香港主板上市公司，股票代碼01803.HK，隸屬於北京控股集團。北體集團專注於體育及文化產業的投資與發展，推動全民健身及文化事業，率先發起「千館計劃」並成立「千館建設聯盟」，整合投資開發、建設運營等全產業鏈平台，擁有行業技術優勢、運營優勢、內容優勢、投融資優勢、政府資源以及國際化的產業資源。

- 創新型體育公園，新型場館的開發、投資、建設與運營，提供城市場館建設解決方案
- 冰雪產業佈局，成就白色經濟騰飛
- 體育培訓的投資與運營
- 體育俱樂部的運營
- 媒介的開發投資與運營

### 2.1 我們的願景

「誠心，正意，健康，快樂」

北體集團致力於為百姓大眾建造環境舒適和體驗愉悅的新型運動休閒場館，提供城市場館建設解決方案，引入娛樂文化主題，佈局冰雪產業打造冰雪主題樂園，成為娛樂時代的體育文化引領者。同時，北體集團著力發展體育教育培訓事業，讓億萬國人在清新的空氣中鍛煉體魄、強健意志、快樂身心。這就是北體人為之竭力奮鬥的使命！



## 2. ABOUT US (Cont'd)

### 2.2 Our businesses

We have four major business sectors:

#### 1. Innovative Sports Parks

We invested in, constructed and operated air dome stadiums in cities and suburbs, offering controllable air quality, thermostatic and modulated humidity with an energy-conservation feature. Such air supported dome structures and outdoor sports facilities such as fitness trails form multifunctional and all-weather innovative indoor sports parks, from which our professional operation team introduced high standard of unified management, in addition to related projects such as sports competitions, training and rehabilitation so as to build a multifunctional all-weather innovative sports park combining indoor sports stadiums and outdoor sports facilities.

## 2 關於我們（續）

### 2.2 我們的業務

我們擁有四大業務板塊：

#### 1. 創新型體育公園

我們在城市內及近郊區投資建設空氣質量可控、節能環保、恆溫恆濕的氣膜體育場館，配以健身步道等多種室外體育設施，通過專業化高標準的運營團隊，導入高標準的統一管理以及觀賞類賽事、體育培訓和運動康復等相關項目。我們希望打造結合室內運動場館、室外運動設施的多功能、全天候的創新型體育公園。

## 2. ABOUT US (Cont'd)

### 2.2 Our businesses (Cont'd)

#### 2. Ice-Themed Amusement Parks

The Group has laid out the ice and snow industry and created ice-theme amusement parks, becoming a sports culture leader in the entertainment era. To tie in with 2022 Beijing Olympic Winter Games, we have been focusing on the ice and snow industry. Via developing, investing, constructing and operating the ice-themed amusement parks with air dome as the core structure, we introduced industrial concepts, manifested and enriched the business model thereof. We hope that the establishment of a landmark would propel an advancement of the surroundings with a new lifestyle and business concept, and further change the skyline of a city by integrating ski-related creativity, cultural themed paradise, touristic experiences and lifestyles into commercially viable operation marking the opening of a new era.

## 2 關於我們 (續)

### 2.2 我們的業務 (續)

#### 2. 冰雪主題樂園

北體集團佈局冰雪產業，打造冰雪主題樂園，成為娛樂時代的體育文化引領者。為支持北京獲得2022年第二十四屆冬季奧林匹克運動會舉辦權，我們著力佈局冰雪產業，引入概念、研發、投資、建設及運營，以氣膜形式為建築主體，在建築內部打造冰雪主題樂園，豐富冰雪產業業態。我們希望通過一個地標的樹立，成就一個片區的發展，展現出一種新的生活方式、經營觀念，進而能改變一個城市的天際線，將冰雪創意、文化樂園、遊人體驗及人們的生活方式組合成可運行的商業經營模式，成為這個時代的記錄者。

## 2. ABOUT US (Cont'd)

### 2.2 Our businesses (Cont'd)

#### 3. Investment and operation of Sports Training

Through investment and operation of various sports training institutes and sports-related clubs, we established a professional and integrated operation and management platform of sports stadiums encompassing sports fitness (such as football, basketball, tennis and badminton), training, recreation and parent-child interaction. The sports stadiums of the Group and contracted stadiums paved the way for quality services, including vocational training, youth training, coach training, sports tournaments and parent-child entertainment, which significantly contributed to the core competence of the sports stadiums of the Group, and ultimately, we cultivated professional management operation team specializing in social branding.

#### 4. Operation of sports clubs

We dedicated to the operation and promotion of professional sports clubs and sports events, including the relevant operations of the Phoenix (Women's) Football Club and the Baseball Club under The BG Group, and the business promotion for matches, activities and public welfare programs organized by the government and business organizations.

## 2 關於我們 (續)

### 2.2 我們的業務 (續)

#### 3. 體育培訓的投資與運營

我們通過投資與運營各類體育培訓學校和俱樂部，打造集足球、籃球、網球、羽毛球等相關運動、健身培訓、休閒娛樂、親子互動為一體的專業化體育場館運營管理平台。集團旗下體育場館及簽約場館可以導入優質職業培訓、青少年培訓、教練員培訓、體育賽事、親子娛樂等服務，助力集團旗下體育場館提高核心競爭力，向社會品牌化發展過渡，輸出專業的管理運營團隊。

#### 4. 體育俱樂部的運營

我們致力於運營和推廣體育產業中的職業運動俱樂部和賽事項目，包括北控體系下的鳳凰女足和棒球俱樂部，以及政府、企業機構等賽事、活動、公益等項目。

## 2. ABOUT US (Cont'd)

### 2.3 Introduction of subsidiaries

The Group pursues a new sports stadium complex with health as its core to develop and operate interactive stadiums. The Group has a number of holding subsidiaries, which are located in Beijing, Shanghai, Shenzhen, Hong Kong and other places to jointly disseminate advanced sports concepts and lead the development of the sports industry. In 2019, the Group and its subsidiaries continued to promote the construction of national and regional sports venues, and created a new model of mutual integration and synergy of sports and other industries.

#### *MetaSpace Air Dome*

The subsidiary of the Group MetaSpace (Beijing) Air Dome Corp. ("MetaSpace Air Dome") is the world's leading integrated service provider of membrane structure technology application solutions. As a leading company in air dome industry in the PRC, MetaSpace Air Dome is committed to promoting green and environmental-friendly air dome building, showing a new life experience and leading the development of air dome industry of the PRC. MetaSpace Air Dome was honored the "Climate Solvers" by World Wildlife Fund (WWF) in 2014.

## 2 關於我們 (續)

### 2.3 旗下公司介紹

北體集團追求以健康為核心的新型運動場館綜合體，開發和運營互動的體育場館。集團旗下有多家控股子公司，佈局北京、上海、深圳、香港等地，共同傳播先進的體育理念，引領體育行業發展。2019年，北體集團攜手旗下子公司持續推進全國及區域體育場館的建設，開創體育與其他產業互相融合、協同發展的新型發展模式。

#### *約頓氣膜*

北京約頓氣膜建築技術股份有限公司（以下簡稱「約頓氣膜」），是北體集團旗下控股子公司，是全球領先的膜結構技術應用解決方案綜合服務商。作為中國氣膜行業的領軍企業，約頓氣膜致力於推廣綠色環保的氣膜建築，展現全新的生活體驗，引領著中國氣膜行業的發展。約頓氣膜在2014年被WWF世界自然基金會授予「氣候創行者」榮譽稱號。

## 2. ABOUT US (Cont'd)

### 2.4 Chronicle of events in 2019

#### 1. *Join forces with property giant – Help with industrial transformation and upgrading*

In March 2019, the Group reached consultant cooperation with Shanghai Zhongliang Real Estate Group Co., Ltd., according to which the Group will provide project planning, industrial resource introduction and other early planning services for Zhongliang Real Estate's cultural and sports projects. This cooperation will further realize the transformation and upgrading of the sports industry, and is also a good attempt for real estate transformation, energizing the future real estate model and sports industry cities.

## 2 關於我們 (續)

### 2.4 2019年度大事記

#### 1. 與千億級房企聯手，助力體育產業轉型升級

2019年3月，北京體育文化產業集團與上海中梁地產集團有限公司達成有償顧問合作，日後北體集團將為中梁地產旗下文體項目提供項目定位、產業資源導入等前期策劃服務。這一合作將進一步實現體育產業轉型升級，也是地產轉型的良好嘗試，為未來地產模式、體育產業城市賦能。



HK01803

北京體育文化產業集團  
BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED



中梁控股集團  
ZHONGLIANG HOLDINGS GROUP

## 2. ABOUT US (Cont'd)

### 2.4 Chronicle of events in 2019 (Cont'd)

#### 2. MetaSpace new product makes its world debut at Sports Expo 2019

During the China International Sporting Goods Expo 2019 (the "Sports Expo"), MetaSpace Air Dome has the theme of "Creating value with depth, fitting the future with technology". Through product upgrading, MetaSpace Air Dome shapes a new company image and constantly explores the advantages of air dome products. It is aiming to reawaken the potential of the space with deep customized design, and contribute more efficient and environmentally-friendly sports space to Chinese sports.



MetaSpace exhibited new products at Sports Expo  
約頓氣膜產品亮相中國國際體育用品博覽會

## 2 關於我們 (續)

### 2.4 2019年度大事記 (續)

#### 2. 約頓氣膜賦能升級，亮相體博會深度創造價值

2019中國國際體育用品博覽會期間（以下簡稱「體博會」），約頓公司以「以深度創造價值，以科技擬合未來」為主題，通過產品的賦能升級，塑造全新公司形象，不斷發掘氣膜產品的優勢，以深度的定制設計重新喚醒空間的潛能，為中國體育貢獻更多高效的環保運動空間。





## 2. ABOUT US (Cont'd)

### 2.4 Chronicle of events in 2019 (Cont'd)

#### 3. MetaSpace makes its mark at Educational Equipment Expo

In April 2019, the 76th China Educational Equipment Exhibition was held at the Chongqing International Expo Center. MetaSpace's star product – All-weather Air Dome, was successfully exhibited and became the focus of attention. At the "School Sports Equipment Development Forum" on the first day of the exhibition, Luo Yun, chairman of MetaSpace Air Dome, delivered a keynote speech on "Innovative air dome stadiums for campus", which was highly recognized and affirmed by the attendees including the heads of the guild, universities and schools. This speech had also brought new ideas and directions for the construction of campus sports venues.



MetaSpace All-weather Air Dome displayed in the 76th China Educational Equipment Exhibition  
約頓氣膜全天候健康運動館參加76屆中國教育裝備展示會

## 2 關於我們 (續)

### 2.4 2019年度大事記 (續)

#### 3. 驚艷重慶教育裝備展，創新校園體育場館建設

2019年4月，第76屆中國教育裝備展示會於重慶國際博覽中心召開，展現約頓公司明星產品的約頓氣膜全天候健康運動館成功參展，並成為全場關注焦點。在展會首日的「學校體育裝備發展論壇」，約頓公司董事長羅贊發表了「面向校園運動的創新型氣膜場館」主旨演講，得到了與會的協會領導及各高校、中小學負責人的高度關注和肯定，也為校園體育場館建設帶來了新的思路和方向。

### 3. CHAIRMAN'S STATEMENT

Upholding the values of "sincerity, righteousness, health and happiness", we always adhere to the green and low-carbon development strategy, take merged social responsibility as an important part of the enterprise development strategy. While ensuring the development of the enterprise, we are also aware of the environment and social value created by ourselves, and pursue development beyond benefits, work together with stakeholders to create a better life.

In 2019, we actively responded to the national call for "ecological advancement", vigorously promoted the construction of healthy and environmentally-friendly air film sports venues, and continued to develop new technologies for air dome products, with the theme of "creating value with depth and fitting the future with technology". We explored more advantages based on air dome products and contributed more environmentally friendly sports space to Chinese sports. Meanwhile, for purpose of a more harmonious ecosystem, we integrated the concept of sustainable development into the operation and production process, continued to strengthen environmental management, promoted the technology of environmental protection, implemented energy saving, emission reduction and ecological protection by all means. In addition, we regarded employee career development as great importance. To build a multi-level, all-round and distinctive team, we actively carried out professional and systematic training for employees, comprehensively improved their professional and management skills.

### 3 主席寄語

北體集團秉持「誠心、正意、健康、快樂」的價值觀，始終堅持綠色低碳發展戰略，將履行社會責任作為企業發展戰略的重要組成部分，在保障企業發展的同時，亦重視自身創造的環境及社會價值，追求超越利益之上的發展，致力於與利益相關方攜手共創美好生活。

2019年，我們積極響應國家「生態文明建設」號召，大力推廣健康環保的氣膜運動場館建設，不斷研發「氣膜場館」產品新技術，以「以深度創造價值，以科技擬合未來」為主題，持續發掘更多基於氣膜產品的優勢，為中國體育貢獻更多綠色的環保的運動空間。同時，我們將可持續發展理念融入企業運營生產過程中，持續加強集團環境管理，推動環保技術發展，落實節能減排、生態保護等措施，為建設綠水青山貢獻企業力量。此外，我們高度重視員工職業發展，積極開展針對不同層級、專業人才的培訓工作，全面提升員工業務及運營管理的專業水平，建設具有集團特色的多層次、全方位、立體化的人才梯隊。



### 3. CHAIRMAN'S STATEMENT (Cont'd)

Looking up to the future, we will make joint efforts to promote the integration of social responsibility and corporate culture to achieve our sustainable development. We will respond to the national and social needs of the sports industry in a timely manner starting from national strategies; create professional and comfortable sports stadiums starting from meeting the needs of the whole people to realize the diversification and refinement of the national fitness in terms of both quantity and quality of fitness venues; and strengthen the innovation and integration of the sports industry and other industries starting from promoting the upgrading of the industry to realize the structural reform of the supply side of the sports industry. In the future, the Group will listen more carefully to the voices of all stakeholders, continuously improve its ability to create value, and give back to society with gratitude.

### 4 RESPONSIBILITY MANAGEMENT

We hope to share with the public and our stakeholders about our ESG performance and obtain more feedback for creating greater results on the road to sustainable development. We have established a fulfilling environment, social and governance structure to help the Group timely and accurately identify ESG risks, properly and appropriately respond to measures, and supervise implementation and fulfill shareholder responsibilities. We are committed to actively undertaking environmental and social responsibilities while taking into account the development and operation objectives of the Company, promoting the organic integration of the economic value and social value of the enterprise, and achieving a win-win situation between the enterprise and various stakeholders.

### 3 主席寄語 (續)

展望未來，北體集團將繼續推動責任與企業文化統一融合，把握在國家政策支持及民眾自身健康意識不斷提升促進下的運動市場需求，從滿足全民需求出發，打造專業、舒適、綠色的體育場館，加強體育行業與其他產業的創新融合，實現體育產業供給側的結構改革。北體集團亦將認真地傾聽來自社會各界的意見與呼聲，不斷增強社會責任意識、深化社會責任管理、推動社會責任踐行，樹立良好公眾形象，不斷提升公司創造價值的能力，用感恩之心回饋社會，引領體育文化事業可持續長久進步。

### 4 責任管理

我們希望與社會大眾及利益相關方分享我們在環境、社會及管治方面的表現，亦希望獲得多元的反饋意見，引領我們在可持續發展的道路上創造更多成效。我們建設完善的環境、社會及管治架構，幫助集團及時準確發現ESG風險，採取有針對性的應對措施，並監督落實情況，履行股東責任。我們致力於積極承擔環境和社會責任同時，兼顧企業的發展運營目標，實現企業經濟價值與社會價值的有機統一，實現企業與各利益相關方的共贏。

## 4 RESPONSIBILITY MANAGEMENT (Cont'd)

### 4.1 Effective governance

The Group attaches great importance to ESG work and actively promotes social responsibility into its daily operations. We strictly abide by the rules and regulations of the Companies Ordinance of Hong Kong, the Listing Rules of the Hong Kong Stock Exchange and other regulatory authorities to ensure the corporate social responsibility is conducted in an orderly manner. The Group continuously to improve its corporate social responsibility governance system, each functional department actively assumes its respective corporate social responsibility roles, forms a sound ESG management structure, and effectively implements various environment and social and governance measures.

The management structure of the Group is separated into three levels: The Board is responsible for reviewing and approving the ESG decisions and strategies for applying into the development of the Company, meanwhile overseeing and reviewing the execution and performance of each strategy; the responsible persons of the investor relation division and the media division of the Group are responsible for coordinating each measure according to instructions as well as designating the personnel of the working group to perform specific work; while employees of each division are responsible for the implementation of corporate social responsibilities policies and objectives, as well as the collection of data and preparation of their respective report. The Group has a clear division of labor in ESG governance, and cooperates to promote the smooth and efficient operation of the ESG management mechanism to ensure the steady advancement of ESG work. It is the support of the Group's strong management mechanism for corporate social responsibility. At the same time, the Group has specially set up an audit committee to assist the board of directors and ensure that the work of the board of directors was strictly and independently reviewed. The Group also established a remuneration committee and nomination committee to assist in the implementation of corporate social responsibility and strengthen the depth and breadth of action.

## 4 責任管理 (續)

### 4.1 高效管治

北體集團高度重視環境、社會及管治工作，積極推進社會責任工作融入企業日常運營中。我們嚴格遵循遵守香港《公司條例》、香港聯合交易所有限公司《上市規則》及其他監管部門制定的規章制度，保證企業社會責任工作的合規有序開展。北體集團持續完善自身企業社會責任管治體系，各職能部門積極承擔各自的企業社會責任角色，形成健全的ESG管治架構，切實落實各項環境、社會及管治措施。

集團的管治架構分為三個層級，董事會負責審批ESG決策與戰略，將其貫徹融入到公司發展之中，同時監督與審視各項策略的執行與績效；集團投資者關係部和傳媒部牽頭，統籌各部門負責人根據指示統籌措施，委派工作小組人員執行具體工作；最後由各部門人員負責落實企業社會責任政策、目標，同時收集匯數據與編寫各自報告內容。集團在ESG管治方面分工明確，合作推進ESG管治機制平穩高效運行，確保ESG工作的穩步推進，是集團踐行企業社會責任有力的管治機制支撐。同時，集團特設審計委員會協助董事會的工作，並確保董事會的工作得到嚴格及獨立的審查，集團還成立薪酬委員會及提名委員會，協助社會企業責任的實施進度，加強行動的深度和廣度。

## 4 RESPONSIBILITY MANAGEMENT (Cont'd)

### 4.1 Effective governance

## 4 責任管理 (續)

### 4.1 高效管治

#### ESG Working Group Structure of the Group 北體集團ESG工作小組架構圖



## 4 RESPONSIBILITY MANAGEMENT (Cont'd)

### 4.2 Stakeholder engagement

The Group hopes to enhance the transparency of information disclosure through effective stakeholder communication and to assess its environmental, social and governance performance in an objective and comprehensive manner. We adopted diversified channels to efficiently and fully communicate with different audiences and categories and achieve a high degree of integration of information interaction. In the process of communicating with stakeholders, we identify the Company's important ESG issues in a comprehensive manner, while sharing common results in exchanges and pursuing value sharing. The Group's stakeholders cover employees, customers, shareholders, investors, government departments and suppliers.

## 4 責任管理 (續)

### 4.2 利益相關方溝通

北體集團希望通過有效的利益相關方溝通，提升信息披露的透明度，更客觀、全面地評估本集團在環境、社會及管治方面的表現。我們採用多元化的溝通方式，對不同的受眾分類別進行高效且充分的溝通，實現信息交互層面的高度融合。我們在與利益相關方溝通過程中全方面識別本集團重要ESG議題，同時在交流中分享共同成果，追求價值共享。集團的利益相關方覆蓋了員工、客戶、股東、投資者、政府部門和供貨商。

Stakeholders 利益相關方	Expectations and requirements 期望與要求	Ways to communicate and respond 溝通回應方式
Employees 員工	Career development and promotion opportunities 職業發展與晉陞機會 Wages and benefits 工資及福利保障 Health and safety 健康與安全 Democratic management 民主管理 Humanistic care 人文關懷	Employee activities and training 員工活動與培訓 Labor union 勞工工會 Employee email 員工電子信箱 Online opinion survey 網上意見調查 Organize employee care activities 組織員工關愛活動

#### 4 RESPONSIBILITY MANAGEMENT (Cont'd)

##### 4.2 Stakeholder engagement (Cont'd)

Stakeholders 利益相關方	Expectations and requirements 期望與要求	Ways to communicate and respond 溝通回應方式
Customers 客戶	Honest performance 誠信履約 High-quality service 高品質服務質量 Venue safety 場館安全 Opinion and complaint handling 意見與投訴處理 Privacy protection 保護隱私	Guarantee service quality 保證服務質量 Customer satisfaction survey 客戶滿意度調查 Customer service hotline 客戶服務熱線 Effective complaints and feedback 有效投訴意見及反饋渠道 Customer information confidentiality 有效投訴及意見反饋渠道
Business partners 商業夥伴	Honest performance 誠信履約 Harmonious and efficient communication 和諧、高效溝通 Information sharing 資源共享 Win-win 合作共贏	Regular inspections, communication visits and meetings 定期檢查、溝通訪問及會議 Online opinion survey 網上意見調查 Annual review and assessment 年度審核及評估 Sincere cooperation 真誠合作
Investors/shareholders 投資者/股東	Open and transparent information 信息公開透明 Protection of shareholders' interests 保障股東權益 Get investment returns 獲取投資回報	General meeting 股東大會 Public report and notification 公開報告與通報 Regular disclosure of business information 定期披露經營信息 Guarantee shareholders' returns 保證股東回報

#### 4 責任管理 (續)

##### 4.2 利益相關方溝通 (續)

#### 4 RESPONSIBILITY MANAGEMENT (Cont'd)

##### 4.2 Stakeholder engagement (Cont'd)

Stakeholders 利益相關方	Expectations and requirements 期望與要求	Ways to communicate and respond 溝通回應方式
Government and regulatory agencies 與監管機構	Compliance 遵紀守法 Pay taxes according to law 依法納稅 Harmonious communication 和諧溝通 Support national and local policies 支持國家及地方政策 Support regional economic development 支持地區經濟發展	Law-abiding 合規報告 Active taxation payment 主動納稅 Active communication policy 積極溝通政策 Understand the compliance requirements of relevant regulatory agencies 了解相關監管機構的合規要求 Creating jobs Promote regional culture and economic development 帶動地區文化與經濟發展
Industry associations and chambers of commerce 行業協會及商會	Industry exchange 業界交流 Win-win 合作共贏	Industry exchange and forum 業界交流與論壇 Cooperation 合作研究 Mutual visits 相互訪問
Public welfare/community organizations 公益/社區組織	Public welfare cooperation 公益活動合作 Mutual poverty alleviation 共同扶貧	Communicate actively with local residents 和當地居民積極溝通交流 Organize charity events 舉辦公益慈善活動 Carry out targeted poverty alleviation 開展精準扶貧

#### 4 責任管理 (續)

##### 4.2 利益相關方溝通 (續)

## 4 RESPONSIBILITY MANAGEMENT (Cont'd)

### 4.3 Analysis on ESG material issues

The Group focuses on the needs, expectations and evaluations of various stakeholders in the development process and hopes to have a positive impact on stakeholders and work together to create shared value. We fully communicated with stakeholders to evaluate the Group's social responsibilities during the year. Based on the current operating conditions and industry characteristics, we conducted a major assessment of the Company and deeply identified the issues of concern to various stakeholders. We are committed to enhancing mutual trust with our various stakeholders and striving to achieve a win-win situation for the Group and its various stakeholders, thereby promoting the Group's sustainable development.

#### *Importance assessment process*

- Establishment of the Issues Library: Based on the "Guidelines for Environmental, Social and Governance Reporting" of Appendix 27 to the Listing Rules of The Stock Exchange of Hong Kong Limited ("Hong Kong Stock Exchange"), the issues related to the Group's ESG management in the previous year were reviewed in combination the Group's business development with that of this year with reference to stakeholder concerns, to build the Group's 2019 ESG Management Issues Library with a total of 20 issues.

## 4 責任管理 (續)

### 4.3 ESG重要性議題分析

北體集團在發展過程中關注各利益相關方的需求、期待和評價，並希望對利益相關方產生正面的影響，攜手創造共享價值。我們與利益相關方充分溝通對於集團在本年度內履行社會責任的評價，結合現時營運狀況、行業特點，對本集團進行重大性評估，深刻識別各利益相關方所關注的議題。我們致力於提升與各利益相關方的互信，努力實現集團和各利益相關方共贏，進而推動集團的可持續發展。

#### *重要性評估過程*

- 議題庫建立：以香港聯合交易所有限公司上市規則二十七《環境、社會及管治報告指引》為主，審視回顧上年度北體集團ESG管理相關議題，並結合本年度北體集團業務發展情況，參考利益相關方的關注點，構建北體集團2019年ESG管理議題庫，共計20個議題。

## 4 RESPONSIBILITY MANAGEMENT (Cont'd)

### 4.3 Analysis on ESG material issues (Cont'd)

#### *Importance assessment process (Cont'd)*

- Stakeholder Engagement: A stakeholder engagement plan for this year is developed and executed. Original assessment information on stakeholders' issues was obtained through communicating with stakeholders and distributing research questionnaires. Stakeholders this year include seven categories, namely employees, customers, business partners, investors/shareholders, government and regulatory agencies, industry associations and chambers of commerce, and public welfare/community organizations.
- Issue Assessment: The issues were evaluated from the two dimensions of "importance to business development" and "importance to stakeholders" according to the stakeholders' scoring of the issues, and obtain the materiality matrix and list of important issues. The list includes 10 highly important issues and 10 moderately important issues.
- Audit Confirmation: The implementation process of the stakeholder's participation in the program and the evaluation of the importance issues were submitted to the management for confirmation and approval, and key disclosures in the report.

## 4 責任管理 (續)

### 4.3 ESG重要性議題分析 (續)

#### *重要性評估過程 (續)*

- 利益相關方參與：制定本年度的利益相關方參與計劃並執行。通過與利益相關方進行溝通和派發調研問卷，獲得利益相關方對議題的原始評估信息。本年度利益相關方包括員工、客戶、商業夥伴、投資者／股東、政府與監管機構、行業協會及商會、公益／社區組織七大類。
- 議題評估：根據不同利益相關方對議題的打分情況，從「對企業發展的重要性」與「對利益相關方的重要性」兩個維度評估各項議題，獲得重要性議題矩陣及重要性議題列表，其中高度重要議題10個，中度重要議題10個。
- 審核確認：將利益相關方參與方案實施過程及重要性議題評估結果呈交管理層，並由管理層確認通過，並在報告中重點披露。



#### 4 RESPONSIBILITY MANAGEMENT (Cont'd)

##### 4.3 Analysis on ESG material issues (Cont'd)

#### 4 責任管理 (續)

##### 4.3 ESG重要性議題分析 (續)

ESG issues importance analysis matrix diagram of the Group  
北體集團ESG議題重要性分析矩陣圖



#### 4 RESPONSIBILITY MANAGEMENT (Cont'd)

##### 4.3 Analysis on ESG material issues (Cont'd)

Level 程度	No. 序號	Issue 議題	Range 範圍
Highly important issues 高度重要性 議題	1	Research and development and innovation 研發創新	Social 社會
	2	Integrity and compliance management 誠信合規經營	Social 社會
	3	Transparency of disclosure 信息披露透明度	Social 社會
	4	Environmental management 環境管理	Environment 環境
	5	Protect consumer information and privacy 保護消費者信息安全及隱私	Social 社會
	6	Employee safety and health 員工安全與健康	Social 社會
	7	Making the best use of resources 物盡其用	Environment 環境
	8	Compliance employment 合規用工	Social 社會
	9	Response policy 響應政策	Social 社會

#### 4 責任管理 (續)

##### 4.3 ESG重要性議題分析 (續)

#### 4 RESPONSIBILITY MANAGEMENT (Cont'd)

##### 4.3 Analysis on ESG material issues (Cont'd)

Level 程度	No. 序號	Issue 議題	Range 範圍
Moderately important issues 中度重要性 議題	10	Protect ecology 保護生態	Environment 環境
	11	Protect intellectual property rights 保護知識產權	Social 社會
	12	Public welfare and charity 公益慈善	Social 社會
	13	Employee training and development 員工培訓與發展	Social 社會
	14	Product quality management 產品質量管理	Social 社會
	15	Anti-corruption 反腐倡廉	Social 社會
	16	Supplier management 供應商管理	Social 社會
	17	Employee care and support 員工關愛與幫扶	Social 社會
	18	Energy saving and emission reduction 節能減排	Environment 環境
	19	Water conservation 珍惜用水	Environment 環境
	20	Employment and remuneration 僱傭與薪酬	Social 社會

#### 4 責任管理 (續)

##### 4.3 ESG重要性議題分析 (續)

## 4 RESPONSIBILITY MANAGEMENT (Cont'd)

### 4.4 Integrity and compliance operation

The Group strictly abides by the laws and regulations of the PRC and the place where the venue is operated, abides by business ethics and continuously optimizes the internal control and risk management system to vigorously build a culture of anti-corruption and honesty. The legal department strengthens compliance management and control to ensure the Company's management and operation standards. The Group established a compliance hotline, e-mail and website messages and provided contact information for employees, customers, suppliers and other members of the public to report suspected violations or violations of company policies to maintain an open attitude to accept outside supervision.

## 4 責任管理 (續)

### 4.4 誠信合規經營

北體集團嚴格遵守國家和場館運營所在地的法律法規，恪守商業道德，不斷優化內部控制和風險管理體系，大力建設反腐倡廉文化，由法務部牽頭加強合規經營管控，確保公司經營管理規範。集團保持開放的姿態接受外界監督，設立合規熱線、郵箱及網站留言，為員工、客戶、供應商和其他社會人士舉報涉嫌違法違規或違反公司政策的情況提供聯繫方式。

## 4 RESPONSIBILITY MANAGEMENT (Cont'd)

### 4.5 Anti-corruption

The Group attaches great importance to the anti-corruption office and the construction of internal control and integrity of the enterprise, and improves various internal rules and regulations to promote the awareness of employees' internal control. We formulated the Regulations on Integrity and Self-Discipline Management, Administrative Measures on Project Evaluation, Measures on Contract Management, Interim Regulations on the Establishment of Subsidiaries by Subsidiaries of Beijing Sports and Entertainment Industry Group and other internal systems in accordance with laws and regulations such as the Company Law of the People's Republic of China, the Law of the People's Republic of China on Anti-Money Laundering, the Law of the People's Republic of China on Unfair Competition, the Interim Provisions on the Prohibition of Commercial Bribery, the Anti-Monopoly Law of the People's Republic of China, the Tendering Law of the People's Republic of China and various systems of the Group, to clarify specific measures against anti-corruption and anti-corruption mechanisms, increase anti-corruption propaganda, continue to optimize the standards of integrity, strengthen process supervision, and form a sound internal control system for the Group. The Group encourages employees and related staff to report violations to the legal department or the general department, and undertakes to strictly protect the information of the report personnel, to continuously improve the notification mechanism for work style construction, continue to build anti-corruption defense lines, and strengthen employees' awareness of anti-corruption. We strictly investigated and rectified corruption and effectively prevented the risk of integrity. During the reporting period, the Group did not have litigation caused by fraud or malpractice.

## 4 責任管理(續)

### 4.5 反腐倡廉

北體集團高度重視反腐倡廉辦公，持續加強企業內控與廉潔建設，不斷完善內部各項規章制度，促進員工內控意識的提升。我們根據《中華人民共和國公司法》《中華人民共和國反洗錢法》《中華人民共和國反不正當競爭法》《關於禁止商業賄賂行為的暫行規定》《中華人民共和國反壟斷法》《中華人民共和國招投標法》等相關法律法規和本集團各項制度規定，制定《廉潔自律管理規定》《項目評估管理辦法》《合同管理辦法》《北京體育文化產業集團下屬子公司設立附屬公司暫行規定》等內部制度性文件，明確反腐倡廉的具體措施及防腐機制，加大反腐倡廉宣傳，持續優化廉潔從業規範，加強過程監督，形成健全的北體集團的廉政內控體系。集團鼓勵員工和相關工作人員向法務部或綜合部舉報違規行為，承諾嚴格保障舉報人員的個人信息，不斷完善作風建設情況通報機制，持續築牢反腐倡廉防線，加強員工拒腐防變意識。我們嚴格查處和整治腐敗現象，有效防範廉政風險，報告期內，集團未發生貪污訴訟的事件。

## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER

The Group has always regarded “pursuing green development and helping the cause of environmental protection” as a banner that leads the way to sustainable development. We adhered to green industrialization and actively promoted the environmental benefits of the enterprise through the promotion of effective air dome environmental protection technology and efficient measures such as energy saving and emission reduction, water conservation and resource management, to make unremitting progress for sustainable development while pursuing the improvement of operational efficiency.

### 5.1 Environmental management

We actively responded to the government's call for environmental protection, energy saving and emission reduction, and clearly stipulated the Company's various pollutants and waste disposal methods in strict accordance with the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on Air Pollution Prevention and Control, the Law of the People's Republic of China on Water Pollution Prevention and Control, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, National Hazardous Waste List and other environmental protection laws and regulations, to ensure proper disposal, actively repair old waste, recycle resources and reduce environmental load.

We are committed to fully integrating green and low-carbon operation concepts into the construction, operation and management of the project, creating green projects and promoting the harmonious integration of social development and nature. The Group has formulated “Environmental Protection and Energy Conservation Regulation (《環保節能管理規定》)”, which clearly stipulates a series of contents such as environmental protection leaders, specific measures for energy saving and emission reduction, and energy saving and emission reduction performance assessment to ensure that the Group can comprehensively manage carbon emissions and resource consumption. As of the end of the reporting period, we have not received any penalties related to environmental pollution or excessive emissions.

## 5 環境•共迎和諧

北體集團始終把「追求綠色發展、助力環保事業」視為可持續發展道路上引領方向的旗幟。我們堅持綠色工業化，通過推廣特色氣膜環保技術、節能減排、珍惜用水和資源管理等有效措施，積極提高企業的環境效益，持續在可持續發展的道路上前進。

### 5.1 環境管理

我們積極響應政府在環境保護、節能減排方面的號召，嚴格遵守《中華人民共和國環境保護法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國固體廢物污染環境防治法》《國家危險廢棄物名錄》等環境保護相關的法律法規，明確規定公司各項污染物及廢棄物的處理方法，確保妥善處理，同時積極修舊利廢，回收利用資源，降低環境負荷。

我們致力於在項目施工、營運、管理過程中充分融入綠色低碳的運營理念，打造綠色工程，促進社會發展與自然的和諧統一。集團內部制定了《環保節能管理規定》，對環保負責人、節能減排具體措施、節能減排績效考核等一系列內容做出明確規定，確保集團能夠全面管理碳排放及資源消耗。截至報告期末，我們未收到有關環境污染或超標排放相關的處罰。

## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.2 Environmental technologies

While realizing green and low-carbon operation, the Group was committed to continuously innovating and developing green technology systems that reduce pollution, reduce consumption and improve ecology. The Group continued to explore and practice in the upgrading of green environmental protection technologies, to contribute to the overall growth of the environmental protection industry by bringing together the research and development capabilities of the enterprise.

#### *Air dome stadium*

The Group actively explores innovative solutions for low-carbon and environmental protection and continuously develops novel sports. The Group's unique air dome stadiums introduce modern technology, which is characterized by extremely short construction period, savings in building materials and operational energy consumption, high space utilization, high efficiency, environmental protection, energy conservation and high safety performance. It is an important model in the field of low-carbon environmental protection, leading the industry into a new mode of environmental protection construction. The Group's air dome stadium adopts high-quality building fiber membranes, and the intelligent electromechanical equipment forms a positive pressure environment supporting construction in the stadium. The indoor space does not need any frame or beam and column support, and the material can be reused during demolition, which greatly saves construction costs. In addition, the air dome stadium can guarantee constant temperature and humidity throughout the year, and is not affected by the external climate. Compared with traditional buildings of the same volume, it can save 50%–75% of energy consumption. By using the MetaSpace intelligent management system, the indoor air parameters keep synchronized with the outdoor climate change which ensure the equipment unit in the most cost-effective operation state.

## 5 環境•共迎和諧(續)

### 5.2 環保技術

北體集團在實現自身綠色低碳運營的同時，致力於研發減少污染、降低消耗和改善生態的綠色技術體系，持續探索綠色環保技術升級等領域，通過匯聚企業研發實力，為環保事業的全面成長貢獻力量。

#### *氣膜場館*

北體集團積極探索低碳環保的創新解決方案，不斷開發新型體育事業。集團獨具特色的氣膜運動場館引進現代化科技，在場館建設方面有極短建築週期、節約建築材料和運營能耗、高度利用空間、高效環保節能、高安全性能等特點，是集團在低碳環保領域的重要表率，引領行業走入建築環保新模式。北體集團的氣膜場館採用優質的建築纖維膜材，由智能化機電設備在場館內形成正壓環境支撐建築，室內空間無需任何框架或樑柱支撐，且材料拆遷時能被重複利用，極大節約了建築成本。此外，氣膜場館可保障全年恆溫恆濕，不受外界氣候影響，與同等體積的傳統建築相比可節約50%-75%的能源消耗，通過運用約頓智能管理系統，可以實現整個氣膜建築的智能化管理，保持館內參數與館外的氣候變化同步，保證設備單元處於最經濟高效的運行狀態。

## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.2 Environmental technologies (Cont'd)

#### Air dome stadium (Cont'd)

##### Energy Conservation 節能

- The unique material of the air dome guarantees constant temperature and humidity of the air dome stadium, effectively preventing the external temperature and humidity from affecting the venue, greatly reducing the air-conditioning fee and heating cost, and energy consumption in the stadium operation, with low operation and maintenance costs, which achieved dual low-carbon energy conservation for stadium construction and operation.
- 氣膜的獨特材質保證了氣膜運動場館的恒溫、恒濕特性，有效防禦外部溫度和濕度對場館的影響，大幅度降低空調費與暖氣費，節省場館運營的能源消耗，運用和維修成本低，實現了場館建設和場館運營的雙重低碳節能。

##### Safety 安全

- The Group strictly complied with ASCE17-96 and CANS187-12 as well as the domestic prevailing relevant standards in design, selection, manufacture and installation of air dome to ensure the air dome materials meet the Fire Protection Standard B, while achieving the functions of wind resistance, snow resistance, flame retardant, waterproof, rust prevention, corrosion resistance, shock resistance, insect resistance, heat resistance and cold resistance. In addition, the Group has an intelligent management system that can operate intelligently and independently. Through remote management, it can grasp the operation dynamics and the prevention and resolution of various emergencies in real time.
- 集團嚴格遵循美國空氣支撐建築規範 (ASCE17-96)、加拿大空氣支撐結構規範 (CANS187-12)，且同時滿足 遵循國內現行相關規範，管控氣膜的設計、選型和製造安裝，保證氣膜材料均達到B級防火標準，同時實現抗風、抗雪、阻燃、防水、防銹、防腐、防震、防蟲、耐熱、耐寒等功能。此外，集團內部設有可智能獨立運行的智能管理系統，通過遠程管理，實時掌握運行動態及各類突發情況的預防和解決。

##### Environmental Protection 環保

- The Group strictly ensures that the stadium uses environmental building materials for the air dome and the air quality in membrane will meet Control Standard of Indoor Environmental Pollution for Civil Architecture (《民用建築室內環境污染控制規範》) after its completion. The building materials of the stadium are prefabricated by the factory. It takes only one day to install on site. There is no construction waste during the construction process, and no damage is caused to the surrounding environment.
- 集團嚴格執行運動場館建築的氣膜材料均選用環保材料，保證場館建成後空氣質量滿足《民用建築室內環境污染控制規範》。氣膜運動場館的建築材料由工廠預製，現場安裝僅需一天，在搭建過程中無建築垃圾，對周邊環境不造成任何損壞。

## 5 環境•共迎和諧 (續)

### 5.2 環保技術 (續)

#### 氣膜場館 (續)



## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.2 Environmental technologies (Cont'd)

#### *Air dome coal storage shed*

Storage in industrial environmental protection generally requires a large sealed internal space. Taking coal sheds as an example, sealing will bring inconvenience in logistics. Due to the air tightness requirements of conventional air dome structure, both import and export require double interlocking. It also brings about the problem that the air lock area occupies the coal-filling area and affects the reserves. In addition, due to the particularity of storage of coal, the air supply and exhaust are different from the conventional air dome structure. It is also necessary to develop the monitoring structure in a targeted manner to control the gas and dust temperature in the air dome to ensure the safety inside the dome.

The decentralized aeration equipment of large-span air dome coal storage shed independently developed by MetaSpace Air Dome can solve the problem of uneven distribution of gas pressure in the large-volume air dome coal storage shed, ensuring the balance of the air dome structure and improving safety. The multi-channel logistics patent technology can improve the efficiency of coal storage in and out of the coal-membrane shed. The single-channel cargo can enter and exit up to 230 times/day. The over-pressure automatic discharge technology can automatically relieve pressure when overpressure. When the pressure reaches the set range, the automatic pressure discharger stops to ensure the safety of the air membrane. In addition, real-time monitoring of gas, dust, temperature and smoke in the storage shed can prevent dust explosion, prevent toxic gases from harming the health of the personnel, and realize the organized discharge of pollutants and make reasonable harmless treatment to meet emission standards.

## 5 環境•共迎和諧 (續)

### 5.2 環保技術 (續)

#### *氣膜儲煤倉*

工業環保領域的倉儲一般都需要超大跨度的密封性內部空間，以煤棚為例，密封會帶來物流上的不便，常規氣膜建築由於氣密性要求，進出口都需要雙重互鎖，這也會帶來氣鎖區域佔用堆煤區而影響儲量的問題。此外，由於煤這種存儲物的特殊性，送排風都與傳統氣膜建築有區別，還需要針對性地開發監控結構，以滿足對膜內瓦斯、粉溫度等進行控制，確保膜內安全。

約頓公司自主研發的大跨度氣膜煤棚採用分佈式充氣設備，可解決大體量氣膜煤棚內氣壓分佈不均的問題，確保氣膜結構各處受力均衡，提高安全性；通過多通道物流專利技術，提高氣膜煤棚儲煤進出倉效率，單通道貨物進出可達230次／天；超壓自動洩壓技術在超壓時可自動洩壓，壓力達到設定範圍時，自動洩壓停止，確保氣膜安全；此外實時監控倉庫內瓦斯、粉塵、溫度及煙霧等指標，既可以防止倉庫內粉塵爆炸、預防有毒氣體危害人員健康，又可以實現污染物有組織排放並進行合理的無害化處理，達到排放標準。

## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.3 Energy saving and emission reduction

The Group continues to promote the green development, focuses on Energy saving and emission reduction, and actively fulfilled its corporate social responsibility. The Group has formulated the "Environmental Protection and Energy Conservation Regulation (《環保節能管理規定》)" in accordance with relevant laws and regulations. Through scientific planning and research & development and introduction of advanced technologies, the Group effectively minimizes consumption of energy and relevant materials, so as to enhance the environmental benefits of enterprise operation, and contribute to the sustainable development of the Group in a steady pace. During the year, the Group implemented strict control on air-conditioner energy consumption in the sports stadiums through controlling the use of air-conditioner according to passenger flow, and achieved energy conservation while controlling the temperature of the stadiums.

The Group has established an internal environmental management system. The General Department is responsible for the improvement of the system and the release and publicity of environment management regulations, as well as organization of carrying out publicity of environmental protection and energy conservation, and popularizing relevant knowledge. The General Department also has the responsibility to supervise the implementation of daily environmental management, promptly rectify and deal with any violations of the Environmental Protection and Energy Conservation Regulation, and guide employees to practice the spirit of environmental protection in their daily work all the time.

## 5 環境•共迎和諧(續)

### 5.3 節能減排

北體集團持續推進綠色發展，重點實施節能減排工作，積極履行企業社會責任。集團根據相關法律法規制定《環保節能管理規定》，通過科學規劃和先進技術的研發與引進，有效降低能耗及相關物資的非必要消耗，提高企業運營的環境效益。本年度，集團在運動場館內實施嚴格的空調能耗控制，根據客流控制空調使用的頻率和能效，在調控場館溫度的同時，達到節約能耗的目的。

集團構建了內部的環境管理體系，由綜合部負責制度完善和環保規定的發佈與宣傳，組織開展環保節能宣傳，普及環保節能知識。綜合部亦有職責監督日常環境管理的實施情況，及時糾正、處理違反《環保節能管理規定》的行為，在日常工作中引導員工踐行環保節約精神。

## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.3 Energy saving and emission reduction (Cont'd)

The Group advocates the concept of green office and strictly implements the following requirements in the office:

- Keeping quiet in the office to prevent noise pollution;
- Smoking is prohibited in any places in the office building, in order to keep the indoor air clean;
- Implementing "paperless office", and encouraged the employees to use emails instead of printed documents unless there is need for line printing;
- A waste battery recycling tank has been established at the front desk, and the recycled batteries will be handed over to professional treatment organization by the General Department. No batteries should be discarded so as to avoid acid-base electrolytes of batteries may cause severe pollution to the soil and water;
- Employees are required to turn off the lights after work, and actively turn off unnecessary lighting facilities;
- Strictly controlling the use of air conditioners, employees may use the air-conditioner at intervals when the indoor temperature is appropriate. Doors and windows should not be opened while the air-conditioner is used in order to reduce energy consumption;
- Employees are forbidden to use high-power electrical appliances without approval in order to prevent waste and avoid safety accidents.

## 5 環境•共迎和諧(續)

### 5.3 節能減排(續)

北體集團大力推崇綠色辦公，在辦公區域嚴格執行如下規定：

- 辦公區域內必須保持安靜，避免噪聲污染；
- 寫字樓內任何位置嚴禁吸煙，保障室內空氣清新；
- 推行「無紙化辦公」，員工使用打印機應盡量設置黑白灰，如無打印需要，盡量利用網絡辦公；
- 前台特設廢舊電池回收筒，安排綜合部統一回收廢舊電池至專業處理機構，嚴禁丟棄，避免電池酸鹼電解質會對土壤、水流造成嚴重污染；
- 要求員工養成隨手關燈習慣，應及時主動關閉不必要的照明設施；
- 嚴格管控空調使用，在室內溫度適宜時，員工可間歇使用空調，且不得開放門窗，以免空調外洩造成能耗浪費；
- 員工未經批准嚴禁使用大功率電器，避免浪費耗電及引發安全事故。

## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.3 Energy saving and emission reduction (Cont'd)

## 5 環境•共迎和諧(續)

### 5.3 節能減排(續)

#### CASE 案例

#### MetaSpace production base regulates the recycling process of production waste 約頓氣膜生產基地規範生產廢品廢料的回收流程

In 2019, MetaSpace Huzhou Zhejiang production and processing base was completed and put into production. With the goal of building an environmentally friendly manufacturing base, MetaSpace Air Dome strictly followed the requirements of the quality management system and environmental management system for production and processing, and comprehensively regulated the production waste and waste recycling process. Therefore, the base reduced environmental impact in large measure.

2019年，約頓氣膜浙江湖州生產加工基地建成投產，約頓公司以打造綠色製造基地為目標，嚴格按照質量管理體系和環境管理體系的要求進行生產加工，全面規範生產廢品、廢料的回收流程，極大降低環境影響。

- Production wastes should be sorted and stacked at designated locations to ensure full recovery of wastes and safe production process;
- 生產加工過程中產生的廢品廢料需分類堆放於指定地點，保障全面回收廢料及公司安全生產過程；
- Regularly check the amount of production wastes, reduce waste emissions in various means, and hire qualified third-party organization to do production waste recycling and disposal.
- 定期統計核查廢料產品量，採取各類措施降低廢料排放量，並聘請具有相關資質的第三方機構回收及處理廢料。

## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.3 Energy saving and emission reduction (Cont'd)

## 5 環境•共迎和諧(續)

### 5.3 節能減排(續)

#### CASE 案例

#### Effective emission reduction of air dome stadium 氣膜場館實現有效減排

The air dome sports stadium is the key measure of achieving energy saving and emission reduction by the Group. Tianji Air Dome Sports Stadium in Taiyuan built by the Group is a sports stadium with the biggest area in Taiyuan City and functioned with anti-haze and constant temperature, constant humidity and constant oxygen throughout the year. According to the unique lighting system of the air dome building, the light from the light source projects on the curved inner membrane, therefore, the light reflected by membrane material is evenly scattered to the lighting area, which can avoid the adverse effect caused by the glare from direct lighting.

In the north with severe haze problems, the new air filtration system equipped with air dome stadium can filter the haze by the multiple filtration of outside air before it is delivered to the inside of stadium, so as to ensure the air quality in the stadium. The air dome stadium can save 50% energy by virtue of its unique building materials and stadium structure as compared with the traditional sports building stadium. In addition, the air dome stadium with short construction period, low construction cost and long service lifespan make it a technology leader in sports facility across the globe.

氣膜運動場館是北體集團實現節能減排的重點措施。北體集團建造的太原天際氣膜場館是太原市面積最大的且具有防霾、四季恆溫恆濕恆氧等性能的體育運動場館。根據氣膜建築所特有的照明系統，光源發出的光線投射在氣膜弧形內膜上，經膜材反射後，光源發出的光線能均勻散射在照明區域，還避免了燈具直射時產生眩光等不利影響。

在霧霾嚴重的北方，氣膜場館配備的新風過濾系統將外界空氣經過多層過濾後送入場館，將霧霾隔絕在外，保證場館內空氣質量。相比傳統的體育建築場館，氣膜場館憑借其特有的建築材料和場館構造，可實現節約50%能源。同時，氣膜場館建築週期短、建築成本低、使用年限長，被評為目前全球技術領先的體育設施。



Photo of Tianji Air Dome Sports Centre Stadium  
天際氣膜運動中心場館圖

## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.4 Water conservation

Water conservation is an important project for environmental protection. The Group actively promotes the awareness of water conservation, sets water conservation signs in various areas of the Group, and vigorously encourages employees to save water. The Group requires employees to turn off taps consciously in their daily lives and work and encourage smaller and intermittent water consumption. The relevant staff of the Group monitors the operational status of water equipment in a timely manner. The Group also encourages employees to supervise and monitor the water equipment, and promptly notifies the relevant departments for follow-up repair once the failure is spotted.

We attach great importance to the recycling of water resources and adhering to the principles of “multiple use of water” and “grey water reuse”. During the operation of sports and recreational projects, we also implement the “water reuse” strategy on the basis of actual situations to reduce water consumption through recycling water resources. The water used in all places in which the Group operates is come from municipal water supply, and there is no difficulty in sourcing water.

## 5 環境•共迎和諧(續)

### 5.4 珍惜用水

節約用水是環境保護的一項重要工程。北體集團積極宣傳節水意識，在集團各個區域設置節水標語，大力號召員工珍惜水資源。集團鼓勵員工在日常生活和工作中養成隨手關閉水龍頭的習慣，並鼓勵員工養成小水量用水與間歇用水的習慣。集團相關工作人員及時觀察用水裝置的運行情況，也鼓勵員工對用水裝置進行監督和問題監察，若發現故障，集團及時通知相關部門進行維修。

我們重視水資源的循環利用，遵循「一水多用」和「中水回用」的原則，在文體娛樂項目等經營實體的運營過程中，結合實際情況，實施「二次用水」的策略，循環利用水資源，減少水資源的消耗。集團所有運營地用水均來自市政供水，並無求取水源困難。

## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.5 Making the best use of resources

The Group firmly believes that efficient resource management is an important objective for sustainability development. Through regulating the management, we strictly require the rational use of various materials in the production process, and develop relevant internal measures for materials such as paper, stationery and electrical appliances in the office, so as to greatly reduce the employees' demand on office supplies by comprehensive implementation of regulations and supervision. We also ensure the maximum utilization of resources by constant optimizing resource management measures.

The Group is committed to reducing "white pollution" which arbitrary disposal of paper bags or plastic bags is forbidden, and requires garbage bags to be used for waste bins in our offices so that the cleaners can reuse the bags after the garbage is disposed of. In addition, the Group adopts "applicability, durability, and high cost-effectiveness" as the basic principles of procurement, and considers indicators in respect of material, energy consumption, noise and emission of the products and their impact on the environment, so as to promote the integration of concept of green construction and ecological harmony. For low-value daily consumables such as stationeries, we will make bulk buying based on an inventory level in advance to meet the office needs in a timely manner; and save transportation cost generated by frequent deliveries.

## 5 環境•共迎和諧(續)

### 5.5 物盡其用

北體集團堅信高效的資源管理是可持續道路上的一項重要目標。我們通過規範管理，嚴格要求生產過程中各項物資的合理使用，對辦公環境中的紙張、文具、電器等物資制定了相關的內部措施，通過全面實施規定和監督，大大減少員工對辦公物資的需求。我們亦通過持續優化資源管理措施，確保各項資源實現利用最大化。

集團致力減少「白色污染」，規定不得隨意丟棄紙袋或塑料袋，並規定辦公室內使用紙簍垃圾袋，以便保潔人員倒出垃圾袋後能重複使用。此外，集團以「適用、耐用、性價比高」作為採購物資的基本原則，充分考慮產品材質、能耗、噪音、排放等指標要素及其對環境的影響，促進綠色施工和生態和諧的理念融合。在採購文具等常用低值易耗品時，應提前根據庫存量制定最佳批量採購計劃，及時滿足辦公需要，同時節約頻繁單次採購的運輸費用。



## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.6 Ecological conservation

Under the condition of limited resources, the rational development and utilization of resources and the environmental issues brought therefrom are issues that human society is in need of attention and resolution. As a responsible corporate citizen, the Group pays great attention to protecting the environment and using various resources in its daily operations. It strictly abides by the Environmental Protection Law of the People's Republic of China to build an industrial ecosystem under harmonious development by reducing the adverse impact of operations on the surrounding environment.

#### *Adhering to green construction*

The Group adheres to safe production and civilized construction. In order to reduce the influence of our construction on the surrounding environment and the ecological environment during the construction, the Group has developed environmental management systems, and developed related treatment measures including air, water, light and environment according to the possible impacts during the construction and the actual situation of the surrounding environment. The Group sets up an environmental protection team at construction sites to effectively implement actions to protect various resources and reduce the impact on surrounding environment.

## 5 環境•共迎和諧(續)

### 5.6 保護生態

在有限的資源條件下，資源的合理開發和利用及其帶來的環境問題是人類社會亟需關注與解決的問題。作為負責任的企業公民，北體集團在日常運營過程中高度注重保護環境及節約使用各類資源，嚴格遵守《中華人民共和國環境保護法》，減少運營對周邊環境帶來的不利影響，塑造和諧發展的產業生態圈。

#### *堅持綠色施工*

北體集團堅持安全生產、文明施工，為減少施工過程中對周邊環境與生態環境的干擾，集團制定環境管理體系規定，結合施工過程中可能會產生的影響和周圍環境的實際情況，制定了包括大氣、水體、光與環境的相關處理措施。集團在施工現場成立環境保護小組，切實落實保護各類資源和減少周圍環境影響的行動。



## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.6 Ecological conservation (Cont'd)

#### Adhering to green construction (Cont'd)

## 5 環境•共迎和諧(續)

### 5.6 保護生態(續)

#### 堅持綠色施工(續)

##### Air 大氣

- Perform road surface hardening and landscape management in the construction site;
- Partly implement closed construction to avoid raising dusts of the construction wastes, and spray water on the roads daily to improve dust control on a regular basis;
- Tight controls on transportation, overloading vehicles with materials which drop out easily or can be lifted by the wind easily is strictly prohibited and the container should be covered;
- The Group requires to use liquefied gas as fuel and electric water heater for water supply to reduce soot emissions from the kitchen of the site during the construction.
- 對施工現場道面實施硬化處理與綠化管理；
- 在部分封閉施工操作避免建築垃圾揚塵，定期對道路進行灑水降塵；
- 嚴格運輸管控，對於對運輸易散落、易飛揚的材料，要求車廂進行覆蓋，嚴禁超載運輸；
- 在施工過程中，集團規定使用液化氣作燃料，電熱水器供水，確保現場無煙塵排放。

##### Water 水體

- Gradually establish a sound water management system;
- Connect sewage pipelines to municipal pipeline networks to ensure the discharge waste water conforms to standards after removing oil and deposition;
- Install anti-seepage devices in the office environment to prevent the discharge of pollutants from polluting seepage contaminating groundwater and the soil, and invite district environmental protection department to carry out waste water tests on a quarterly basis.
- 在施工過程中合理選用施工機械，加強機械維修保養，減少設備噪音，並人為在操作過程中控制作業時產生噪音；
- 設立申報噪聲控制，在居民區提前張貼「安民告示」，積極處理居民的反饋意見；
- 在施工現場統一燈具，配備定向式可拆除燈罩，避免夜間施工光污染現象，最大限度降低對周邊環境的影響。

##### Light and sound environment 光與聲環境

- Reasonably select construction machinery, strengthen mechanical maintenance and reduce noise from equipment, and control the noise manually during construction;
- Set up apply for noise control and post public notice in residential areas in advance to actively handle the feedback from residents;
- Unify lightings in the construction site with directional and removable lampshades provided to avoid construction light pollution at night, and minimize the impact on the surrounding environment.
- 在施工過程中合理選用施工機械，加強機械維修保養，減少設備噪音，並人為在操作過程中控制作業時產生噪音；
- 設立申報噪聲控制，在居民區提前張貼「安民告示」，積極處理居民的反饋意見；
- 在施工現場統一燈具，配備定向式可拆除燈罩，避免夜間施工光污染現象，最大限度降低對周邊環境的影響。

## 5 ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

### 5.6 Ecological conservation (Cont'd)

#### *Protection of natural resources*

The Group attaches great importance to the protection of natural habitats and biodiversity, and strictly abides by the Law of the People's Republic of China on Environmental Impact Assessment (《中華人民共和國環境影響評價法》) to ensure that negative impacts on surrounding ecosystems and biodiversity are avoided during the development, construction and operation of project, and prevent adverse effects on endangered species. At the early stage of the development of the project, the Group conducts rigorous analysis, forecasting and evaluation on the project, and eliminates projects that have a negative impact on the surrounding ecosystem and biodiversity. Since its establishment, there was no adverse impact on the biodiversity at the place where the Group operates.

The Group constantly pays attention to the status quo and trends of climate change, and actively participates in activities related to the Environmental Day at home and abroad, such as WWF Earth Hour, China Arbor Day and World Environment Day. During the construction of the sports stadiums, the Group adopted environmentally friendly air dome materials, which greatly reduced the negative impact on the environment during the construction. The Group strengthened its operational control over its own and its stadiums, pursued refined management, and adhered to environmental work. In addition, the Group organized environmental protection-related public welfare activities and vigorously promoted awareness on climate change and the environment, targeting for all sectors of the community at large.

## 5 環境•共迎和諧(續)

### 5.6 保護生態(續)

#### *保護天然資源*

北體集團重視保護自然棲息地與生物多樣性，嚴格遵守《中華人民共和國環境影響評價法》，確實在項目的開發、建設及運營中，避免對周邊生態系統與生物多樣性造成負面影響，防範對瀕臨物種的不良影響。在開發項目前期，集團對項目進行嚴格的分析、預測及評估，淘汰對周邊生態系統及生物多樣性等造成負面影響的項目。集團自成立以來，未發生在運營所在地對其生物多樣性造成負面影響的事件。

北體集團時刻關注氣候變化現狀與趨勢，積極參加國內外與環境保護日相關的活動，如WWF地球一小時、中國植樹節、世界環境日等。集團在運動場館建設過程中，採用環保的氣膜材料，極大減少了建築過程中對環境產生的負面影響。集團加強對自身及場館的運營管制，追求精細化管理，堅持環保辦公。同時，集團舉辦與環保相關的公益行動，大力呼籲社會各界對氣候變化和環境的關注。

## 6. EMPLOYEES • PROMOTE GROWTH TOGETHER

The Group upholds the staff-oriented management philosophy, adheres to legal and compliant employment, and constantly improves the human resources management system. We firmly believe that employee development and care is an important support for the talent team of the Company. While respecting employees and protecting employees' rights and interests, the Group also pays close attention to the dynamics of employees in a timely manner, enriches the spare time of employees, and builds a warmly home-like atmosphere for them.

### 6.1 Employment and remuneration

We adhere to hire employees in compliance with the laws and regulations to effectively protect various rights and interests of employees. We also provide incentive remuneration for employees, so as to continue to attract talents to join in and create a high-level talent team.

#### *Employment in compliance with the regulation*

In accordance with the laws and regulations of the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, Law on Protection of Minors, the Provisions on the Prohibition of Using Child Labor, the Group developed internally a series of human resource management systems for the Company such as Labor Contract, Staff Rules and Regulations, Attendance Management Regulations and Travel Management Regulations, which include employees' recruitment, promotion, dismissal, remuneration, benefits, training and performance assessment, protecting the lawful rights and interests of employees through conducting scientific and rational human resource management. In 2019, we entered into labor contracts with all employees. In case of labor dispatch, we shall comply with relevant state regulations and resolutely resist forced labor.

## 6 員工•共促成長

北體集團秉持以人為本的管理思想，堅持合法合規僱傭，不斷完善人力資源管理制度。我們堅信員工發展和關愛是公司人才隊伍一個重要支撐。集團在尊重員工、保護員工權益的同時，及時關注員工的動態，豐富員工的業餘生活，為員工送上家庭般的溫暖。

### 6.1 僱傭與薪酬

我們堅持依法合規僱傭員工，切實保障員工各項權益，為員工提供具有激勵性的薪酬，不斷吸引多方人才加入，打造高水平的人才建設隊伍。

#### *合規僱傭*

北體集團根據《中華人民共和國勞動法》《中華人民共和國勞動合同法》《未成年人保護法》《禁止使用童工規定》等法律法規，內部制定《勞動合同》《員工規章制度》《考勤管理規定》《出差管理規定》等一系列公司人力資源管理制度，全面覆蓋員工的招聘、晉陞、解僱、薪酬、福利、培養、績效考核等方面，保障員工合法權益，進行科學、合理的人力資源管理。2019年，我們與100%的員工簽訂勞動合同，如遇勞務派遣情況，則須符合國家有關規定，堅決抵制強制勞動。

## 6. EMPLOYEES • PROMOTE GROWTH TOGETHER (Cont'd)

### 6.1 Employment and remuneration (Cont'd)

#### *Employment in compliance with the regulation (Cont'd)*

Through complete processes such as campus recruitment, online recruitment and social recruitment, the Company effectively eliminated the employment of child labor; and stipulated that if child labor is identified in its employment, it will arrange for special employees to bring the children to their lawful guardians. We respect the privacy and personal information of our employees, eliminate discrimination of all natures such as gender, race, ethnicity, religious beliefs and cultural background, and strive to build a diverse, inclusive and harmonious talent team. In addition, we gradually increase the employment of local personnel during our employment, and enhance the localization proportion of employees to contribute to the employment of residents in the community. At the end of the reporting period, we have not found any employment of child labor or forced labor.

#### *Talent attraction*

In order to build a strong workforce, the Company has built a bridge of bilateral communication between the Group and its talents, and adopted an efficient recruitment management model to attract elite talents with outstanding comprehensive strength. The Group has continuously increased its diversified recruitment channels and broadened the recruitment channels for professional talents. The five main channels for talent recruitment included contracted websites, public websites, internal recommendation, recruitment from self-media, and headhunting recommendation. With a positive attitude, the Group provides equal and fair employment opportunities for job seekers with different educational background, nationalities, races, genders and religious beliefs. It is committed to building a dynamic and diverse talent team to promote the sustainable development of the enterprise and create a brilliant future together.

## 6 員工•共促成長(續)

### 6.1 僱傭與薪酬(續)

#### *合規僱傭(續)*

本集團通過完善的校園招聘、網絡招聘、社會招聘等流程，有效地杜絕了僱傭童工現象的出現，並規定如發現僱傭童工現象，將派專人護送兒童回到法定監護人身邊。我們尊重員工的隱私與個人信息，杜絕性別、種族、民族、宗教信仰及文化背景等一切性質的歧視，努力建設多元化和包容和諧的人才隊伍。此外，我們在員工僱傭的過程逐步加強本地人員僱傭，提升員工本地化比例，為社區居民就業做出企業貢獻。截至報告期最後可行日期，我們未發現使用童工或強制勞工的現象發生。

#### *吸引人才*

為打造強大的員工隊伍，我們與人才搭起雙向溝通的途徑，通過高效的招募管理模式為企業吸納綜合實力突出的精英人才。集團不斷增加多元招聘渠道，拓寬專業性人才招聘渠道，渠道主要包括：簽約網站、公共網站、內部推薦、自媒體自招、獵頭推薦等五大途徑。集團以積極的心態為不同學歷、國籍、種族、性別、宗教信仰的求職者提供平等公正的就業機會，致力於打造一支有活力的多元人才隊伍，助力企業可持續發展，攜手共創輝煌。

## 6. EMPLOYEES • PROMOTE GROWTH TOGETHER (Cont'd)

### 6.1 Employment and remuneration (Cont'd)

#### *Salary and welfare*

We provide salary and welfare system with industrial competitiveness for employees. The staff salaries were composed of fixed salary, performance bonus and floating salary. We conduct performance appraisal by following the principles of fairness, justice and openness, and make full use of reasonable salary to stimulate the endogenous progress momentum of employees. The Group has developed the Regulations on Paid Annual Leave for Employees, which clarified the employees' vacation process and salary arrangements, and according to the specific terms of the salary and welfare system, eligible employees may enjoy allowance covered housing, transportation, communications, catering, and clothing, so as to enhance the sense of belonging and happiness of employees. In addition, in order to create a harmonious, friendly and warm environment for working and living of employees, the Group offers birthday benefits, Women's Day benefits, Spring Festival benefits and other festival and holiday allowances. In 2019, the social insurance coverage rate of the Group's employees was 100%.

### 6.2 Training and development

The Group pays attention to the development of talents, while building a team of high-quality talents, it actively carries out various training activities, and strives to create a broad career development platform and a sound internal training system for employees. The Group also attentively promotes the growth and development of employees through helping employees enhancing their individual competitiveness and providing comprehensive and broad promotion channels.

## 6 員工•共促成長(續)

### 6.1 僱傭與薪酬(續)

#### *薪酬福利*

我們為員工提供具備行業競爭力的薪酬與福利體系，員工的工資由固定工資、績效獎金及浮動工資組成，遵循公平、公正、公開的原則，進行績效考核，充分利用合理的薪酬激發員工內生進步動力。北體集團制定了《職工帶薪年休假條例》，明確員工休假流程、薪資安排等內容，並根據薪酬與福利制度中的具體條款，符合條件的員工可享受涵蓋住房、交通、通訊、餐飲、服裝等的津貼福利，增強員工的歸屬感與幸福感。此外，集團設有生日福利、婦女節福利、春節福利及其他節假日津貼等，用心為員工打造和諧、友愛、溫暖的工作與生活環境。2019年，北體集團員工社會保險覆蓋率達100%。

### 6.2 培訓與發展

北體集團注重人才培養，建設優質人才隊伍的同時，積極開展各類培訓活動，努力為員工打造廣闊的職業發展平台與完善的內部培訓制度，幫助員工增強個人競爭力，並提供完善廣闊的晉陞通道，用心助力員工成長與發展。

## 6. EMPLOYEES • PROMOTE GROWTH TOGETHER (Cont'd)

### 6.2 Training and development (Cont'd)

#### *Employee promotion*

We pay attention to the career planning of employees through building a broad career development platform for employees, providing different development channels for talents, helping employees achieving their personal value, so as to promote the growth of employees and the enterprise. In addition, in order to better enhance the personal qualities and abilities of employees, fully mobilize the initiative and positivity of all employees, and standardize the procedures for promotion of employees, the Group has stipulated the methods and processes for employee promotion assessment, and clarified that employees can rotate their jobs based on personal development and ability to a certain extent, effectively protecting the development of diverse talents.

#### *Employee training*

The Group is committed to building a multi-level, all rounded and three-dimensional talent team with group characteristics, continuously promoting cooperation between schools and the enterprise, helping talents to learn from practice and master through learning, and providing professional talent reserves for the Plan for 1,000 Stadiums. It also arranges re-employment training for retired athletes, so that each retired athlete can give full play to their competitions and professional experience and continue to shine in the development of China's sports industry.

## 6 員工•共促成長(續)

### 6.2 培訓與發展(續)

#### *員工晉陞*

我們注重員工的職業生涯規劃，為員工搭建廣闊的職業發展平台，提供因才制宜的發展通道，幫助員工實現個人價值，促進員工與企業共同成長。同時，為更好提升員工個人素質和能力，充分調動全體員工的主動性和積極性，規範員工的晉陞、晉級工作流程，北體集團規定了員工晉陞考核的方法與流程，並明確員工可在一定程度上依據個人發展及能力進行崗位調動，切實保障多樣化人才的發展。

#### *員工培訓*

北體集團致力於建設多層次、全方位、立體化、具有集團特色的人才梯隊，持續推進校企合作，幫助人才在實踐中學習，為千館計劃提供專業人才儲備，同時對退役運動員進行再就業培訓，讓退役運動員充分發揮其賽事與專業經驗，為中國體育事業的發展持續發光發熱。



## 6. EMPLOYEES • PROMOTE GROWTH TOGETHER (Cont'd)

### 6.2 Training and development (Cont'd)

#### *Employee training (Cont'd)*

In 2019, we highly value employee career development. Striving for joint advances of the Group and our employees and the Group, making them fully understand the Group's development strategies and plans, we conduct training for different levels of professional talents, comprehensively improve the professional level of employees' business and operation management, enhance employees' knowledge reserves in important areas of the industry.

## 6 員工•共促成長(續)

### 6.2 培訓與發展(續)

#### *員工培訓(續)*

2019年，我們高度重視員工職業發展，針對不同層級、專業的人才進行培訓工作，全面提升員工業務及運營管理的專業水平，增強員工對行業重要領域的知識儲備，充分了解集團發展戰略與規劃，實現員工與集團共同成長的雙贏目標。

#### CASE 案例

#### Professional training for Legal Department 北體集團開展員工法務專業知識系列培訓活動

In 2019, in order to strengthen the profession of the Legal Department, the Group carried out a series of internal and external training activities, using online teaching, online article sharing, and on-site training in cooperation with law firms. Accumulatively, the Legal Department had organized 7 training courses of "Typical Cases Analysis of the Supreme Court", 9 training courses of "Viewpoints on New Laws and Regulations", and 3 on-site training activities. Through regular and systematic training, the Legal Department profession has been comprehensively improved so as to escort the Group's main business.

2019年，為強化法務部員工法規專業工作知識，本集團開展了內外部系列培訓活動，採取線上授課、公眾號文章分享、與律師事務所合作現場培訓等多種方式，共組織了7次「最高法院典型案例分享」培訓課程，9次「新規觀點」分享活動，3次外部現場培訓活動，系列培訓活動全面提升了有關業務人員的法務專業技能，為集團主營業務開展保駕護航。

## 6. EMPLOYEES • PROMOTE GROWTH TOGETHER (Cont'd)

### 6.3 Safety and health

Safety production is an important guarantee for the sustained and stable operation of an enterprise. The Group is committed to creating a safe and harmonious working environment through carrying out safety education and training, emergency drills and other safety production activities, and continuously implementing safety measures, with a view to guarantee the physical and mental development of every employee in a healthy and pleasant manner.

#### *Strengthening safety production*

Upholding the safety management guidelines of “putting safety first and stressing prevention”, the Group has developed internal policy documents such as Safety Administration Regulations in Office Area (《辦公區域安全管理規定》) according to relevant laws and regulations such as the Work Safety Law of the People's Republic of China and the Labor Law of the People's Republic of China, such documents specified the responsible persons and specific contents of safety management at all levels, effectively guaranteeing the implementation of all safety measures. In response to various laws and regulations and internal rules, the Group regularly organizes safety knowledge training activities, including educational activities for the popularization of knowledge regarding introduction of administrative measures on fire safety in office building, daily basic fire safety and self-rescue methods, and office fire safety knowledge and escape methods, so as to continuously improve employees' awareness of safe production.

In addition, in order to strengthen the safety of use of electricity and fire in daily office and project construction and enhance the life-saving skills of employees, the Group specially provided safety training for employees, and organized employees to conduct fire emergency drills, so as to further strengthened the safe production construction of the enterprise through enhancing employees' fire safety awareness and self-protection ability by emergency drills. During the reporting period, the number of work-related injuries on the employees of the Group was 1, and the number of workrelated deaths was 0.

## 6 員工•共促成長(續)

### 6.3 安全與健康

安全生產是企業持續穩健運營的重要保障，北體集團致力於打造安全和諧的工作環境，開展安全教育培訓、應急演練等多項安全生產活動，持續將安全措施落實到位，並保障每一位員工的身心健康愉悅發展。

#### *加強安全生產*

北體集團秉持「安全第一、預防為主」的安全管理方針，依據《中華人民共和國安全生產法》《中華人民共和國勞動法》等相關法律法規，制定了《辦公區域安全管理規定》等內部政策文件，明確各層級安全管理負責人及具體內容，切實保障各項安全措施落實到位。針對各項法律法規及內部規章，集團定期組織安全知識培訓活動，包括宣講寫字樓消防安全管理辦法、日常消防安全常識與自救辦法和辦公消防安全知識與逃生辦法的知識普及教育活動，不斷提升員工安全生產意識。

此外，為加強日常辦公及項目建設的用電用火安全，增強員工救生技能，集團專門為員工進行安全方面的培訓，並定期組織員工進行消防應急演練，通過應急演練增強了員工的消防安全意識與自我保護能力，進一步加強了企業的安全生產建設。報告期內，集團員工發生工傷次數為1次，因工作關係而死亡的人數為0人。



## 6. EMPLOYEES • PROMOTE GROWTH TOGETHER (Cont'd)

### 6.3 Safety and health (Cont'd)

#### *Guaranteeing occupational health*

We attach great importance to the health and safety of our employees, organize all employees of the Group to have physical examination on a regular basis, and provide psychological counseling to employees in need, and concerns the physical and mental health of each employee. For positions with occupational health risks, we strengthen protection knowledge education and provide professional protective equipment to prevent employees' physical and mental health from being damaged. In 2019, the physical examination coverage rate of the Group's employees was 100%.

### 6.4 Care and support

The Group endeavors to improve its staff's happiness index, aiming at creating the "Well-being of the people's livelihood" concerning the employees' feelings, understanding of staff's difficulties, dedicating to solve issues reported by staff and providing care and warmth in a timely manner. The Group carried out caring activities on employee's birthday and festival and holiday, carefully presented gifts to each employee on their birthdays, transmitted the Company's staff-oriented values, and distributed festival benefits in traditional festivals such as the Spring Festival and Mid-Autumn Festival to build a warmly home-like atmosphere for them. Moreover, the Company pays attention to the living conditions of employees with difficulties. Through actively providing care measures such as medical assistance, medical insurance and care during illness for the sick employees who are hospitalized to effectively solve their practical difficulties.

## 6 員工•共促成長(續)

### 6.3 安全與健康(續)

#### *保障職業健康*

我們重視員工的健康與安全，定期組織集團全體人員接受健康體檢，並為需要的員工提供心理輔導，用心呵護每一位員工的身心健康。對有職業健康風險的崗位，加強防護知識教育，並提供專業的防護用具，防止員工身心健康受到損害。2019年，北體集團員工健康體檢覆蓋率100%。

### 6.4 關愛與幫扶

北體集團努力提升員工幸福指數，以打造「幸福民生」為目標，關愛員工感受，體恤員工困難，努力解決員工反饋的問題，及時送上關懷和溫暖。集團主動開展員工生日和節假日各類關愛活動，精心在每位員工生日之際為他們送上貼心禮物，傳遞公司以人為本的價值觀，並在春節、中秋節等傳統節日發放節日福利，為員工營造大家庭般的溫暖。同時，我們關注困難員工的生活情況，對於住院治療的生病員工，積極提供就醫協助、醫療保障、生病期間照料等關懷措施，切實解決員工的實際困難。

## 6. EMPLOYEES • PROMOTE GROWTH TOGETHER (Cont'd)

### 6.4 Care and support (Cont'd)

In order to help employees to achieve better work and life balance, develop their personal interests, the Group actively carries out a variety of cultural, sports and recreational activities every year, and sets up resting areas for employees and establishes a Book Sharing Corner to create a warm and comfortable working environment for employees and enhance the cohesion and sense of belonging of employees.

## 6 員工•共促成長(續)

### 6.4 關愛與幫扶(續)

為幫助員工更好平衡工作與生活，發展個人興趣愛好，集團每年積極開展豐富多彩的文體娛樂活動，並設置員工休息場地，開設圖書角，為員工打造溫馨、舒適的工作環境，增強員工凝聚力與歸屬感。

#### CASE 案例

#### Zhong Hu Sports offered its care for sick employees 中互體育員工關愛活動

In 2019, Zhong Hu Sports cared about the sick employees, sent personnel to take care of the employees during their hospitalization. It cared for sick employees and their families, organized employees for visits, consolation giveaway and moral encouragement to sick employees, so as to solve employees' difficulties in a timely manner; and making employees feel the home-like warmth.

2019年，中互體育心繫生病員工，在員工住院期間派專人照料，用心關懷生病員工及其家屬，並多次組織員工探望，為生病員工送上慰問品與精神鼓勵，及時解決員工的困難，讓員工感受到家一般的溫暖。此外，為響應集團努力提升員工幸福指數的號召，中互體育在每位員工生日、中秋節、春節等節日中，均贈送生日、節日禮品，系列關懷活動增強了員工凝聚力與歸屬感。

## 7 PRODUCTS • CREATE VALUE TOGETHER

Given that product quality is vital to any enterprise, we strictly guarantee the quality of our products, and strive to provide quality services, focus on the performance of suppliers' social responsibilities and continuously promote the growth of suppliers. Adhering to the management philosophy of "win-win cooperation and mutual development", we continue to strengthen multi-party cooperation and create more and better products and services for society with an open model of win-win cooperation.

### 7.1 Strengthening supply chain management

The Group maintains a comprehensive supply chain management mechanism that conducts a comprehensive evaluation on the basis of weighing suppliers' quality, price, delivery time, after-sales service and credit standing, and finally determines the qualified supplier list. We maintain smooth communication with our suppliers and update the qualified supplier list using the elimination mechanism based on the investigation and reviewing results of sample testing, evaluation and on-site investigations for each supply chain on a regular basis.

Other than product quality and service, we focus on the performance of suppliers' social responsibilities, continue to inform suppliers about our social responsibility requirements, and conduct communication with suppliers on an irregular basis to understand their performance and risk points in social responsibility and give priority to suppliers with better social responsibility performance. We value and hope to maintain a long-term relationship with qualified suppliers and achieve sustainable development of mutual benefit and common prosperity.

## 7 產品•共創價值

產品質量是企業的立足之基，我們嚴格保障產品質量，並致力於提供優質的服務，關注供應商的社會責任表現，與合作夥伴一同成長。秉持「合作共贏、攜手共進」的管理理念，不斷加強多方合作，以合作共贏的開放模式，為社會創造高質量的產品及服務。

### 7.1 加強供應鏈管理

北體集團具有完善的供應鏈管理機制，集團在權衡供應商質量、價格、交貨時間、售後服務、資信等基礎上進行綜合評估，最終確定合格的供應商名錄。我們與供應商保持順暢溝通，並通過定期針對各供應環節進行樣品測試、鑒定及現場調查，以調查評審結果為依據，使用淘汰機制更新合格的供應商名錄。

除產品質量和服務，我們積極推行綠色供應鏈管理，注重供應商的可持續發展表現，持續向供應商通報我們在可持續發展方面的要求，並與供應商進行不定期的溝通交流，了解其在環境、社會方面的績效與風險點，優先選擇具有環保管理機制的供應商，讓公司產品更具有環保價值以提升市場競爭力，並希望維繫與合格供應商的長期合作關係，達到互惠互利、價值共享的可持續發展局面。

## 7 PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

### 7.1 Strengthening supply chain management (Cont'd)

Before procurement 採購前
<ul style="list-style-type: none"> <li>In procurement of all kinds of materials required by the project, quotations from more than three suppliers with relevant qualifications and complete licenses are required. After conducting a comprehensive evaluation on the basis of weighing quality, price, delivery time, after sales service and credit standing, the Group finally determines the qualified supplier and establishes a supplier list.</li> <li>項目所需各類材料進行採購時，必須有三家以上供應商提供報價，供應商需具有相關資質且證照齊全，在權衡質量、價格、交貨時間、售後服務、資信、等基礎上進行綜合評估後最終確定合格的供應商，建立供應商名錄。</li> </ul>

In procurement 採購中
<ul style="list-style-type: none"> <li>In procurement of materials, the drawings are required to be confirmed by the technical department and approved by the supervisor. The procurement personnel shall be entitled to refuse to procure the material without procurement plan or the plan is not approved, or material name, specification and quality are unclear.</li> <li>材料採購時必須由技術部確認圖紙、經主管領導審批，無採購計劃或計劃未經審批，材料名稱、規格、質量不清，採購人員有權拒絕執行採購。</li> </ul>

After procurement 採購後
<ul style="list-style-type: none"> <li>After the completion of procurement, the procured material list are required to be cross checked against the contract configuration list, and the material may only be procured after confirm that its specification, model and quantity are consistent and it meet the requirements of the procurement department and not exceed the budget cost price provided by the sales department.</li> <li>採購結束後，採購的材料清單必須與合同配置清單進行核對，規格、型號、數量一致，在滿足採購部門的要求，不超過銷售部提供的預算成本價格方可進行採購。</li> </ul>

## 7 產品•共創價值 (續)

### 7.1 加強供應鏈管理 (續)

## 7 PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

### 7.2 Guaranteeing product quality

The Group has always regarded quality as the lifeline of enterprises. Through refined management and quality internal control system, it constantly enhances product quality control to continuously delivery high-quality products to society. Through continuous optimization of the innovation management system, and increasing investment in innovation to build a high-level team of innovative talents, the Group's innovative capabilities have been continuously improved, and a number of green environmental technologies have been developed.

#### *Quality control*

We conduct comprehensive and rigorous quality control over all aspects of operation management, stadiums construction and customer service. With providing better experience in sports stadiums as a goal, we are committed to continuously improving operational efficiency and product quality, and stipulated that in case of quality problems on product or project, we will handle them properly in strict accordance with the related provisions of the state and Company. We strictly abide by the laws and regulations related to liability of operational product of the state such as the Product Quality Law of the People's Republic of China, the Intellectual Property Law of the People's Republic of China and the Trademark Law of the People's Republic of China to strictly manage customer privacy and information, protect the legal intellectual property rights of us and other enterprises, and prevent disputes on intellectual property rights. In addition, we actively participate in the formulation of industry standards to set standards for the industry with our high standards and high quality products, and promote the overall improvement of product quality in the industry. In 2019, there was no disputes arising from intellectual property rights occurred in the Group.

## 7 產品•共創價值(續)

### 7.2 保障產品品質

北體集團一向視產品質量為企業的生命線，通過精細化管理與質量內控體系，不斷增強產品質量管控，為社會源源不斷地輸送高質量的產品。通過持續優化創新管理體系，加大創新投入，建設高水平的創新人才隊伍，集團的創新能力不斷提升，研發出多項綠色環保技術。

#### *質量管控*

我們對運營管理、場館建設及客戶服務中的各個環節進行全面、嚴格的質量管控，以提供更優質的體育場館體驗為目標，致力於不斷提升運營效率和產品質量，並規定如發生產品或項目質量問題，將嚴格按照國家及公司有關進行妥善反饋處理。我們嚴格遵循《中華人民共和國產品質量法》《中華人民共和國知識產權法》《中華人民共和國商標法》等國家有關運營產品責任的法律法規，嚴格管理客戶隱私及信息，保護自身及其他企業的合法知識產權，防止產生知識產權糾紛問題。此外，我們積極參與制定行業標準，用自身高標準、高質量的產品為行業樹立標桿，推動行業產品質量的全面提升。2019年，北體集團未發生因知識產權引起的糾紛問題。

## 7 PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

### 7.2 Guaranteeing product quality (Cont'd)

#### Quality control (Cont'd)

#### CASE 案例

#### Establishment of intellectual property management system 約頓氣膜建立完善的知識產權管理體系

MetaSpace Air Dome always adheres to the improvement of the internal intellectual property management system, actively carries out relevant special training activities. To rigorously control the risks in the business operation, MetaSpace Air Dome strictly breaks down and evaluates the intellectual property objectives of various departments in accordance with the requirements of the system, regularly monitors and analyzes industry market on the basis of information provided by Intellectual Property Office and IP agents, therefore enhancing the ability of early warning of intellectual property infringement.

約頓氣膜始終堅持完善內部知識產權管理制度，積極開展相關專題培訓活動，嚴格按照體系要求對各部門進行知識產權目標的分解和考核以緊抓業務流程中的風險把控，並借助外部代理公司及知識產權局的相關資源，定期監控行業市場信息，增強知識產權預警規避能力，防範侵權與被侵權風險。

In 2019, the intellectual property management level of MetaSpace Air Dome made great progress: the R&D department works closely with the actual project needs. As of the date of this report, MetaSpace Air Dome has accumulated a total of 162 authorized intellectual property rights, including 107 authorized patents, 45 registered trademarks, and 10 copyrights. In August 2019, MetaSpace Air Dome successfully passed the recertification review of the intellectual property management system.

2019年，約頓氣膜公司知識產權管理水平取得長足進步：公司技術研發緊密結合項目實際。公司累計擁有授權知識產權大幅度提升至162件，其中包括授權專利107件、已註冊商標45件、著作權10件等，並於2019年8月成功通過了知識產權管理體系的再認證審核。

## 7 產品•共創價值(續)

### 7.2 保障產品品質(續)

#### 質量管控(續)



MetaSpace Air Dome successfully passed the recertification review of the intellectual property management system. 約頓氣膜成功通過知識產權管理體系再認證審核

## 7 PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

### 7.2 Guaranteeing product quality (Cont'd)

#### *Quality control (Cont'd)*

In order to further strengthen control on product quality and improve internal control processes of product quality, the Group has developed system documents such as Project Evaluation Management Method, and conducted full-cycle and comprehensive quality control of stadium construction and operation management in accordance with the management requirements of ISO system. In terms of stadium construction, the Group strengthened the full-cycle control over all aspects of design, processing and construction through requiring compliance with corporate standards in all aspects, and stipulating that quality inspection shall be conducted on on-site goods by technicians to ensure that the goods meet the project requirements before use. In order to guarantee the quality standards of the enterprise, the Group engaged senior experts in the industry and separately established a quality inspection department to strictly review the quality. In terms of operation management, we strictly ensure the service quality of our products, always focus on the customer, provide the highest quality product design, development and expansion work according to customer needs, and continuously carry out product improvement according to customers' suggestions.

## 7 產品•共創價值(續)

### 7.2 保障產品品質(續)

#### *質量管控(續)*

為進一步加強產品質量管理，完善產品質量內控流程，北體集團制定了《項目評估管理辦法》等制度性文件，並按照ISO體系管理要求，對場館建設和運營管理進行全週期、全方位的質量管控。在場館建設方面，集團加強對設計、加工、施工各環節的全週期管控，要求在各環節中遵循企業標準，且規定現場貨物須由技術人員對貨物進行質量檢查，確保貨物符合項目要求後方可使用。為保障企業質量標準，集團聘任行業資深專家，並單獨成立質檢部嚴審質量。在運營管理方面，我們嚴格確保產品的服務質量，修訂及明確產品回收程序，始終堅持以客戶為中心，根據客戶需求提供最優質的產品設計、開發及拓展工作，並根據客戶建議不斷進行產品改進。



## 7 PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

### 7.2 Guaranteeing product quality (Cont'd)

#### Quality control (Cont'd)

## 7 產品•共創價值(續)

### 7.2 保障產品品質(續)

#### 質量管控(續)

#### CASE 案例

#### MetaSpace Air Dome participated in the preparation of industry standards 約頓氣膜參與行業標準編製

Faced with the current situation of lack of national standards and norms in the air dome industry, MetaSpace Air Dome actively responded to the preparation of the air dome standards of the competent authorities of the industry, and participated in the amendment to the Technical Specifications for Membrane Structures, preparation of the standards such as Technical Specifications for the Acceptance of Membrane Structure Construction, Guidelines for the Design and Construction of Air-Supported Membrane Structures and the Technical Requirements for Stadiums with Air-Supported Membrane Structures, and as the main drafting party participated in the preparation of Technical Requirements for Stadiums with Air-Supported Membrane Structures. At present, the preparation of relevant standards has been almost completed, and the standards prepared could standardize the air dome industry and help in the healthy development of the industry.

2019年，面對氣膜行業國家標準和規範的缺失的現狀，約頓氣膜積極響應行業主管部門的氣膜標準的編制號召，極大的推進了氣膜行業的各類標準完善工作。約頓氣膜先後參與的《膜結構技術規程》《膜結構施工驗收技術規程》《氣承式膜結構設計與施工指南》《空氣支承膜結構體育場所技術要求》等標準目前送審工作均已完成，待審批後即可公佈，相關行業標準的發佈將推動氣膜產業規範化、健康化發展。



## 7 PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

### 7.2 Guaranteeing product quality (Cont'd)

#### *R&D and innovation*

We firmly believe that technological innovation is the inexhaustible driving force for the sustainable development of the Group. We attach great importance to the building up of scientific research talents and emphasize the infiltration of thinking mode of technological innovation into stadium operation and solution. Through independent research and development of green technologies of the industry, we provide optimal energy saving, emission reduction and operation solutions for various projects, and build safe and environmentally friendly stadiums for customers. The remarkable scientific research achievements of the Group won high praise from all stakeholders. We will continue to lead the upgrading of green technology of the industry, so as to promote sustainable development of the industry.

## 7 產品•共創價值(續)

### 7.2 保障產品品質(續)

#### *研發創新*

我們堅信科技創新是集團可持續發展的不竭動力。我們重視科研人才建設，強調將科技創新的思維模式滲透於場館建設與運營解決方案中，積極針對氣膜產品在冰雪領域應用開展了一系列研究，不斷提高市場競爭力。此外，我們通過自主研發行業綠色技術，為客戶提供最優的節能減排和運營方案，建設安全、環保的運動場所。北體集團的科研成果顯著，贏得各利益相關方的高度讚揚，我們將持續引領行業技術升級，促進行業可持續發展。

## 7 PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

### 7.2 Guaranteeing product quality (Cont'd)

#### R&D and innovation (Cont'd)

## 7 產品•共創價值(續)

### 7.2 保障產品品質(續)

#### 研發創新(續)

#### CASE 案例

#### Research and Development of Air Dome 氣膜產品研發與創新

In 2019, under the call of the national strategy of "300 million people on ice and snow", the domestic ice and snow movement has developed rapidly. MetaSpace Air Dome has carried out researches on the application of air dome to skating and skiing. R & D and innovation have been carried out in the thermal insulation of the air domes with ice and snow, indoor ventilation circulation, air outlet and air duct design and other subdivision technology fields. Featured with high-efficiency, energy-saving, high space utilization rate and insulation effect, low operating cost, convenient and fast maintenance, MetaSpace air dome skating and skiing stadium has gained general recognition.

2019年，在“3億人上冰雪”這一國家戰略的號召下，國內冰雪運動發展迅速，約頓氣膜針對氣膜產品在冰雪領域的應用開展了一系列的研究。在氣膜冰雪館的保溫隔熱，館內通風循環，風口及風道設計等細分技術領域進行了研發創新，研發出約頓高效節能氣膜冰雪館，具有空間利用率高、保溫效果好、運營成本低、維護方便快捷等諸多特點，得到了廣大客戶的認可。



MetaSpace air dome  
約頓氣膜產品

## 7 PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

### 7.3 Provision of quality services

We are fully aware that provision of quality products and services is one of the most effective ways to attract customers and maintain the vitality of business development. While diligently operating the stadiums, we actively respond to customer feedback and continuously improve and upgrade the stadiums to provide better customer experience and services.

#### *Stadium service*

The Group adheres to service standards focused on customer; keeps abreast of customers' needs, and actively provides targeted services and instructions for different types of events in the stadium. In this year, we achieved good customer feedback in several large-scale physical fitness activities organized in our stadiums. In addition, to improve user experience, we gradually build up stadium facilities by adding hot water, constructing parking lot, and introducing a mini-program for online booking.

#### *Customer service*

The Group attaches great importance to the management and maintenance of customer relationships, and has developed internal policies for maintaining customer relationships such as Complaint Handling Procedures in accordance with the relevant provisions of the Consumer Protection Law of the People's Republic of China and the Civil Procedure Law of the People's Republic of China. We strictly abide by our clients' privacy protection duties, strengthen the Group's client information security management, standardize the client information access procedures and user access rights as well as the environment for carrying customer information to prevent leakage and loss of clients' personal information.

## 7 產品•共創價值(續)

### 7.3 提供優質服務

我們深知，提供優質的產品與服務是吸引客戶、保持企業發展活力最有效的途徑之一。我們在用心運營場館的同時，積極回應客戶反饋，不斷對場館進行改進升級，提供更好的客戶體驗與服務。

#### *場館服務*

北體集團堅持以客戶為中心的服務標準，及時了解客戶需求，積極在場館為不同類型的活動提供具有針對性的服務及幫助。我們在各地場館共舉辦了多次大型體育健身活動，均取得了較好的客戶反饋。此外，我們逐漸完善了場館硬件設施建設，如增添熱水器，規劃停車位等，並不斷優化「互動氣場小程序」線上預定功能，竭力建造環境舒適和體驗愉悅的新型運動休閒場館。

#### *客戶服務*

北體集團高度重視客戶關係的管理和維護，依據《中華人民共和國消費者權益保護法》《中華人民共和國民事訴訟法》中的相關規定，制定了《投訴處理程序》等維護客戶關係的內部政策。我們恪守客戶隱私保護職責，加強客戶信息安全管理，規範客戶信息訪問的流程、用戶訪問權限以及規範承載客戶信息的環境，防止客戶信息的洩漏和丟失。

## 7 PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

### 7.3 Provision of quality services (Cont'd)

#### *Customer service (Cont'd)*

The Group has established a sound customer complaint handling mechanism, which requires to handle the customer complaints in a quick and proper manner, and proposes targeted solutions to common and major complaints. We maintain positive interactive communication with our customers, regularly review customer complaints files, identify problems in a timely manner and eliminate potential risks, so as to increase customers' trust in us. During the year, the Group increased the announcement of the announced risk factors of customers in various operating stadiums, so that customers can fully understand the existing and potential risks, thus protecting the rights and interests of customers and ensuring the quality of service.

### 7.4 Promoting win-win cooperation

Beijing Sports has always been working together with its partners for integrating the advantages and resources of both parties, continuously deepening cooperation with various stakeholders, actively breaking through the difficulties of the industry and achieving a mutually beneficial and win-win situation. The Group vigorously develops innovative cooperation modes such as "sports + big data", actively cooperates with local sports bureaus to discuss high-tech, and continues to work with partners to promote the development of local sports, drive the consumption of regional sports, provide strong momentum for the transformation and upgrading of local economy, and facilitate the healthy and stable development of the industry.

## 7 產品•共創價值(續)

### 7.3 提供優質服務(續)

#### *客戶服務(續)*

集團建立完善的客戶投訴處理機制，要求快捷妥善處理客戶投訴，並對常見和重大投訴提出針對性解決方案。我們與客戶保持積極的互動性溝通，定期整理客戶投訴檔案，及時發現問題並排除潛在風險，提高客戶對我們的信任度。本年度，集團在各個運營場館內加強針對客戶的公告風險因素的公告，讓客戶全面了解現有的及潛在風險。做到保障客戶權益，保證服務質量。

### 7.4 促進合作共贏

北體集團始終與合作夥伴攜手同行，整合雙方的優勢和資源，不斷深化與各權益人的合作，積極突破行業難關，實現互利共贏的局面。集團大力發展「體育+大數據」等創新合作模式，積極與當地體育局合作探討高新技術，持續同各合作夥伴助力當地體育事業發展，帶動區域體育消費，為當地經濟轉型升級提供強勁動力，並助推行業健康穩定發展。

## 8 COMMUNITY • BUILD A BETTER ONE TOGETHER

Through fully fulfilling our corporate social responsibilities, giving back to the community with care and warmth, actively carrying out poverty alleviation activities, participating in community public welfare undertakings, we bring long-term benefits to local communities and promote rapid development of economy and society.

In 2019, Beijing Sports has always dedicated to promoting the development of community causes in order to encourage local people to participate in the causes through organizing and carrying out various community activities, so as to create a harmonious and caring humanistic environment for the people. While promoting its own causes concept, the Group actively uses its own industry advantages to build sports stadiums and innovate sports modes, contribute to the construction of community sports culture and people's healthy life, and inject new power into community involvement.

### Promote national fitness

Aiming at to comprehensively creating a safe and convenient sports place, the Group has a long-term commitment to the development, investment, construction and operation of the national fitness stadium, the consolidation and expansion of the entire industry chain, and the nationwide promotion of the construction of national fitness stadium focused on new air dome stadium on a continuous basis.

### Volunteer service

Beijing Sports proactively participates in social construction, and strongly encourages employees to participate in volunteer service activities to make continuous efforts to promote social harmony. The Group carries out various volunteer services regularly, pays close attention to the livelihood in the community in a timely manner, and actively solve problems for surrounding residents, which were highly praised by the people. By organizing healthy and orderly volunteer activities, the Group has enhanced employees' sense of social responsibility, promoted the awareness of serving society, and established a good corporate image.

## 8 社區•共建美好

我們充分履行企業社會責任，用愛心和溫暖回饋社會，積極開展扶貧關愛活動，參與社區公益事業，為當地社區帶來長遠利益，促進經濟與社會快速發展。

2019年，我們始終堅持推動公益事業發展，通過組織和開展豐富多樣的社區活動，帶動當地社區人民共同參與公益，為社區人民打造和諧有愛的人文氣氛。集團在宣傳自身公益理念的同時，我們積極利用自身的行業優勢，建設體育場館、創新運動方式，為社區體育文化建設和人民健康生活做出貢獻，為社區公益注入新力量。

### 助力全民健身

北體集團以全面打造安全便捷的運動場所為目標，長期致力於全民健身場館開發、投資、建設和運營全產鏈的夯實和拓展，在全國範圍內持續推進新型氣膜場館為主體的全民健身場館的建設。

### 志願服務

北體集團積極投身社會建設，大力提倡本集團員工參與志願服務活動，為促進社會和諧做出持續努力。集團定期開展種類豐富的志願活動，及時關注小區群眾的生活質量，積極為周邊群眾排憂解惑，受到群眾的高度讚揚。集團通過組織健康有序的志願活動，增強了員工的社會責任感，宣傳了服務社會意識，樹立了自身良好的企業形象。

## APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT

### List of policies

ESG Indicator ESG指標	Compliance with National Policy 遵守國家政策	Internal Policy 內部政策
A Environment 環境	<p>Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste 《中華人民共和國固體廢物污染環境防治法》</p> <p>Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》</p> <p>Atmospheric Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國大氣污染防治法》</p> <p>Water Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國水污染防治法》</p> <p>National Hazardous Waste List 《國家危險廢棄物名錄》</p> <p>Code for Indoor Environmental Pollution Control of Civil Building 《民用建築室內環境污染控制規範》</p>	<p>Environmental Protection and Energy Conservation Regulation 《環保節能管理規定》</p>
BI. Employment 僱傭	<p>Labor Law of the People's Republic of China 《中華人民共和國勞動法》</p> <p>Labor Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》</p> <p>Employment Promotion Law of the People's Republic of China 《中華人民共和國就業促進法》</p> <p>Social Insurance Law of People's Republic of China 《中華人民共和國社會保險法》</p> <p>Provisions on the Prohibition of Using Child Labor 《禁止使用童工規定》</p> <p>Laws on Protection of Minors of the People's Republic of China 《中華人民共和國未成年人保護法》</p>	<p>Labor Contracts/Non-disclosure Agreement/Job Description 《勞動合同/保密協議/職位說明書》</p> <p>Travel Management Regulations 《出差管理規定》</p> <p>Regulations on Paid Annual Leave for Employees 《職工帶薪年休假條例》</p> <p>Staff Rules and Regulations 《員工規章制度》</p> <p>Attendance Management Regulations 《考勤管理規定》</p>



## APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### List of policies (Cont'd)

## 附錄I 可持續發展綜述(續)

### 政策列表(續)

ESG Indicator ESG指標	Compliance with National Policy 遵守國家政策	Internal Policy 內部政策
B2. Health and Safety 健康與安全	<p>Law on the Protection of Rights and Interests of Labor 《勞動者權益保護法》</p> <p>Labor Law of the People's Republic of China 《中華人民共和國勞動法》</p> <p>Fire Prevention Law of the People's Republic of China 《中華人民共和國消防法》</p> <p>Safe Production Law of the People's Republic of China 《中華人民共和國安全生產法》</p> <p>Law of the People's Republic of China on the Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》</p> <p>Regulations on Occupational Injury Insurance 《工傷保險條例》</p> <p>Regulations on Production Safety License Measures on the Supervision and Administration on Occupational Hygiene of Workplace 《安全生產許可證條例工作場所職業衛生監督管 理規定》</p> <p>Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents 《生產安全事故報告和調查處理條例》</p>	Safety Administration Regulations on Office Area 《辦公區域安全管理規定》
B3. Development and Training 發展及培訓	—	Staff Manual and Bylaws 《員工規章制度》
B4. Labor Standard 勞工準則	<p>Labor Law of the People's Republic of China 《中華人民共和國勞動法》</p> <p>Labor Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》</p> <p>Laws on Protection of Minors of the People's Republic of China 《中華人民共和國未成年人保護法》</p> <p>Provisions on the Prohibition of Using Child Labor 《禁止使用童工規定》</p>	<p>Labor Contracts 《勞動合同》</p> <p>Staff Manual and Bylaws 《員工規章制度》</p>

## APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

### List of policies (Cont'd)

## 附錄I 可持續發展綜述(續)

### 政策列表(續)

ESG Indicator ESG指標	Compliance with National Policy 遵守國家政策	Internal Policy 內部政策
B5. Supply Chain Management 供應鏈管理	Tender and Bidding Law of the People's Republic of China 《中華人民共和國招投標法》	Procedures and Criteria of Supplier Selection 《供應商甄選程序及標準》
B6. Product Liability 產品責任	Trademark Law of the People's Republic of China 《中華人民共和國商標法》 Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 Patent Law of the People's Republic of China 《中華人民共和國專利法》 Product Quality Law of the People's Republic of China 《中華人民共和國產品質量法》 The Consumer Protection Law of the People's Republic of China 《中華人民共和國消費者權益保護法》	Project Evaluation Management Method 《項目評估管理辦法》 Complaint Handling Procedures 《投訴處理程序》
B7. Anti-Corruption 反貪腐	Company Law of the People's Republic of China 《中華人民共和國公司法》 Anti-Money-Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》 Anti-Monopoly Law of the People's Republic of China 《中華人民共和國反壟斷法》 Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 Interim Provisions on Prohibiting Commercial Bribery 《關於禁止商業賄賂行為的暫行規定》	Regulations on Integrity and Self-Discipline Management 《廉潔自律管理規定》
B8. Community Investment 社區投資	Charity Law of the People's Republic of China 《中華人民共和國慈善法》	—



## APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

## 附錄I 可持續發展綜述 (續)

## Tables of key performance

## 關鍵績效列表

		Environmental Data 環境類數據列表		
ESG Indicator	Unit	2017	2018	2019
ESG指標	單位	2017年	2018年	2019年
Aspect A1: Emissions				
層面A1：排放物				
A1.2	Total emissions and intensity of greenhouse gas 溫室氣體總排放量及密度			
	Scope 1 greenhouse gas emissions 範疇一溫室氣體排放量	tCO <sub>2</sub> e 噸二氧化碳當量	66.65	154.70
	Scope 2 greenhouse gas emissions 範疇二溫室氣體排放量	tCO <sub>2</sub> e 噸二氧化碳當量	182.20	957.60
	Total GHG emission 溫室氣體排放總量	tCO <sub>2</sub> e 噸二氧化碳當量	248.85	1,112.30
	Density of GHG emission 溫室氣體排放密度	tCO <sub>2</sub> e/operating income in HKD million 噸二氧化碳當量／ 百萬港元營業收入 所產生有害廢棄物總量	1.59	7.16
A1.3	Total hazardous waste produced 所產生有害廢棄物總量			
	Printer toners 打印機硒鼓	piece 個	14	46
	Intensity of printer toners 打印機硒鼓密度	piece/operating income in HKD million 個／百萬港元營業收入	0.09	0.30
	Cell 電池	piece 個	25	109
	Intensity of cell 電池密度	piece/operating income in HKD million 個／百萬港元營業收入	0.16	0.70

APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

附錄I 可持續發展綜述(續)

Tables of key performance (Cont'd)

關鍵績效列表(續)

		Environmental Data 環境類數據列表		
ESG Indicator ESG指標	Unit 單位	2017 2017年	2018 2018年	2019 2019年
Aspect A1: Emissions (Cont'd) 層面A1：排放物(續)				
Large scale electrical and electronic equipment that is out of service but not recyclable or reusable 報廢大型電子電器設備(不可再回收利用)	unit 部	2	34	0
Intensity of large scale electrical and electronic equipment that is out of service but not recyclable or reusable 報廢大型電子電器設備密度(不可再回收利用)	unit/operating income in HKD million 部/百萬港元營業收入	0.01	0.22	0.00
Total air dome production waste (material offcut) 氣膜產品生產廢料總量(膜材邊角料)	Kilogram 千克	—	—	444.45
Intensity of air dome production waste (material offcut) 氣膜產品生產廢料密度(膜材邊角料)	kilogram/operating income in HKD million 千克/百萬港元營業收入	—	—	2.53
A1.4 Total non-hazardous waste produced 所產生無害廢棄物總量				
Waste paper/waste paper skin 廢紙/廢包裝紙皮	kg 千克	200	388.18	607
Intensity of waste paper/waste paper skin 廢紙/廢包裝紙皮密度	kg/operating income in HKD million 千克/百萬港元營業收入	1.28	2.50	3.45
Waste plastic bottle 廢塑料瓶	kg 千克	149.24	458.20	400.80

## APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

## 附錄I 可持續發展綜述(續)

## Tables of key performance (Cont'd)

## 關鍵績效列表(續)

		Environmental Data 環境類數據列表		
ESG Indicator	Unit	2017	2018	2019
ESG指標	單位	2017年	2018年	2019年
Aspect A1: Emissions (Cont'd)				
層面A1：排放物(續)				
Intensity of waste plastic bottle	kg/operating income	0.95	2.95	2.28
廢塑料瓶密度	in HKD million			
	千克／百萬港元營業收入			
Waste badminton	kg	11	555	21.78
廢羽毛球	千克			
Intensity of waste badminton	kg/operating income	0.07	3.57	0.12
廢羽毛球密度	in HKD million			
	千克／百萬港元營業收入			
Air purifier filter	piece	—	25	0
空氣淨化器濾芯	個			
Intensity of air purifier filter	piece/operating income in	—	0.16	0.00
空氣淨化器濾芯密度	HKD million			
	個／百萬港元營業收入			
A1.5	Total hazardous wastes recycled			
	所回收有害廢棄物總量			
Electrical and electronic equipment	unit	2	27	0
that is out of service and recyclable	部			
報廢電子電器設備(可再回收利用)				
A1.6	Total non-hazardous waste recycled			
	所回收有害廢棄物總量			
Recycled waste paper/waste paper skin	kg	200	370.50	589.00
廢紙／廢包裝紙皮回收	千克			
Plastic bottle	kg	149.24	470.20	400.80
塑料瓶	千克			

## APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

## 附錄I 可持續發展綜述(續)

## Tables of key performance (Cont'd)

## 關鍵績效列表(續)

		Environmental Data 環境類數據列表			
ESG Indicator	Unit	2017	2018	2019	
ESG指標	單位	2017年	2018年	2019年	
Aspect A2: Use of Resources					
層面A2：資源使用					
A2.1	Total consumption and intensity of energy 能源總耗量及密度				
	Gasoline	litre	22,002	31,434.10	25,963
	汽油	升			
	Intensity of gasoline	litre/operating income	140.32	202.28	147.57
	汽油密度	in HKD million 升／百萬港元營業收入			
	Diesel	litre	—	38	0
	柴油	升			
	Intensity of diesel	litre/operating income	—	0.24	0.00
	柴油密度	in HKD million 升／百萬港元營業收入			
	Natural gas	m3	18,210	59,205.80	106,266.50
	天然氣	立方米			
	Intensity of natural gas	m3/operating income	116.14	380.99	604.02
	天然氣密度	in HKD million 立方米／百萬港元 營業收入			
	Total electricity consumption (operations of office and stadiums)	kWh	240,803	1,147,900	1,037,157
	總用電(辦公及場館運營)	千瓦時			
	Intensity of total electricity consumption	kWh/operating income	1,535.73	7,386.74	5895.22
	總用電密度	in HKD million 千瓦時／百萬港元 營業收入			

# APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

## Tables of key performance (Cont'd)

# 附錄I 可持續發展綜述(續)

## 關鍵績效列表(續)

		Environmental Data 環境類數據列表		
ESG Indicator ESG指標	Unit 單位	2017 2017年	2018 2018年	2019 2019年
Aspect A2: Use of Resources (Cont'd) 層面A2：資源使用(續)				
A2.2	<b>Water resources consumption and density 水資源消耗量及密度</b>			
Total water consumption (operations of office and stadiums) 總耗水(辦公及場館運營)	m3 立方米	380	3,091	4,151
Intensity of total water consumption 總耗水密度	m3/operating income in HKD million 立方米／百萬港元 營業收入	2.42	19.89	23.60

APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

附錄I 可持續發展綜述(續)

Tables of key performance (Cont'd)

關鍵績效列表(續)

		Social Data 社會類數據列表		
ESG Indicator	Unit	2017	2018	2019
ESG指標	單位	2017年	2018年	2019年
Aspect B1: Employment				
層面B1：僱傭				
B1.1	Total workforce by gender, employment type, age group and geographical region 按性別劃分、僱傭類型、年齡組別及地區劃分的僱員總數			
Total number of staff 員工總人數	person 人	115	102	144
By gender 按性別劃分				
Male 男性員工數	person 人	68	66	101
Female 女性員工數	person 人	47	36	43
By employment type 按僱員類別劃分				
Senior management 高級管理層數	person 人	20	17	13
Middle management 中層管理層數	person 人	31	12	29
Junior-level employees 基層員工數	person 人	62	73	102
By age 按年齡劃分				
Below 29 29歲以下	person 人	42	30	35
29-49 29-49歲	person 人	71	69	100
50 or above 50歲或以上	person 人	2	3	9

## APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

## 附錄I 可持續發展綜述(續)

## Tables of key performance (Cont'd)

## 關鍵績效列表(續)

		Social Data 社會類數據列表			
ESG Indicator	Unit	2017	2018	2019	
ESG指標	單位	2017年	2018年	2019年	
Aspect B1: Employment (Cont'd)					
層面B1：僱傭（續）					
	By geographical region				
	按地區劃分				
	Mainland China	person	114	101	130
	中國內地	人			
	Hong Kong, Macau & Taiwan	person	0	1	14
	港澳台	人			
	Overseas	person	1	0	0
	海外	人			
B1.2	Number of employee turnover and turnover rate by gender, age group and geographical region				
	按性別、年齡組別及地區劃分的僱員流失人數及比率				
	Employee turnover rate	person	—	—	—
	員工流失比率	人			
Aspect B2: Health and Safety					
層面B2：健康與安全					
B2.1	Work-related deaths (person)				
	因工作關係而死亡的人數				
	Work-related deaths (person)	person	0	0	0
	因工作關係死亡人數	人			
	Work-related death rate	%	0	0	0
	因工作關係死亡比率	百分比			
B2.2	Weekdays lost due to work injuries				
	因工傷損失工作日數				
	Frequency of work injuries	case	0	2	1
	工傷發生次數	次			
	Weekdays lost due to work injuries	day	0	69	125
	因工傷損失工作日數	天			

APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

附錄I 可持續發展綜述(續)

Tables of key performance (Cont'd)

關鍵績效列表(續)

		Social Data 社會類數據列表			
ESG Indicator	Unit	2017	2018	2019	
ESG指標	單位	2017年	2018年	2019年	
Aspect B3: Development and Training					
層面B3：發展與培訓					
B3.1	Employees trained by gender and employee category				
	category				
	按性別及僱員類別劃分受訓僱員				
Total number of employees trained	person-time	132	561	79	
受訓總人數	人次				
By gender					
按性別劃分					
Male	person	75	356	51	
男性員工數	人				
Female	person	57	205	28	
女性員工數	人				
By employee category					
按僱員類別劃分					
Senior management	person	41	69	14	
高層管理人員	人				
Middle management	person	57	91	18	
中層管理人員	人				
Junior-level employees	person	34	401	47	
基層人員	人				



# APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

## Tables of key performance (Cont'd)

# 附錄I 可持續發展綜述(續)

## 關鍵績效列表(續)

		Social Data 社會類數據列表			
ESG Indicator ESG指標	Unit 單位	2017 2017年	2018 2018年	2019 2019年	
Aspect B3: Development and Training (Cont'd) 層面B3：發展與培訓（續）					
B3.2	Training hours of employees by gender and employee category 按性別及僱員類別劃分僱員的受訓時數				
	Total staff training duration 全體員工總受訓時長	hour 小時	200	2,943	406.33
	By gender 按性別劃分				
	Male 男性員工數	hour 小時	100	1,956	308.93
	Female 女性員工數	hour 小時	100	987	97.4
	By employee category 按僱員類別劃分				
	Total training hours of senior management 高層管理人員受訓總時長	hour 小時	61	908	56.7
	Total training hours of middle management 中層管理人員受訓總時長	hour 小時	73	530	84.7
	Total training hours of junior-level employees 基層人員受訓總時長	hour 小時	66	1,505	264.93

APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

附錄I 可持續發展綜述(續)

Tables of key performance (Cont'd)

關鍵績效列表(續)

		Social Data 社會類數據列表		
ESG Indicator	Unit	2017	2018	2019
ESG指標	單位	2017年	2018年	2019年
Aspect B5: Supplier Management				
層面B5：供應商管理				
B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目			
	Geographical distribution of major suppliers 主要供應商地區分佈			
	Southern China 華南	supplier 家	0 7	2
	Eastern China 華東	supplier 家	6 22	32
	Northern China 華北	supplier 家	7 91	48
	Central China 華中	supplier 家	1 0	5
	Northeast China 東北	supplier 家	1 2	4
	Northwest China 西北	supplier 家	0 2	12
	Southwest China 西南	supplier 家	0 0	2
	Overseas 海外	supplier 家	0 0	0
Aspect B6: Product Liability				
層面B6：產品責任				
B6.2	Number of products and service related complaints received 接獲關於產品及服務的投訴數目			
	Consumer complaints received 接獲消費者投訴	case 次	0 0	0

# APPENDIX I AN OVERVIEW OF SUSTAINABLE DEVELOPMENT (Cont'd)

## Tables of key performance (Cont'd)

# 附錄I 可持續發展綜述(續)

## 關鍵績效列表(續)

		Social Data 社會類數據列表		
ESG Indicator ESG指標	Unit 單位	2017 2017年	2018 2018年	2019 2019年
Aspect B7: Anti-corruption 層面B7：反貪污				
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period 於彙報期內對發行人或其僱員提並 已審結的貪污訴訟案件的數目			
	Number of ongoing or concluded legal cases regarding corrupt practices 提出或已審結的貪污訴訟案件數目	case 件	0	0
Aspect B8: Community Investment 層面B8：社區投資				
B8.1	Resources contributed to the focus areas 在專注範疇所動用資源			
	Materials contributed 物品捐獻價值	RMB 元	10,858	22,000
	Employees' participation in volunteer service 員工參與志願服務	person-time 人次	17	27

## APPENDIX 2: ENVIRONMENTAL, SOCIAL AND GOVERNANCE CONTENT INDEX

## 附錄2 環境、社會及管治內容索引

Indicators 指標	Description 指標描述	Corresponding Section 對應報告章節
General disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes, etc. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的政策及遵守對發行人有重大影響的相關法律及規例的資料	Environment • Embrace Harmony Together 環境 共迎和諧  Appendix I Tables of Key Performance 附錄一 關鍵績效列表
AI.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	The Group is gradually improving emissions management and plans to disclose such information in future 北體集團正逐步完善排放物管理，計劃在未來披露該項數據
AI.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）	Environment • Embrace Harmony Together 環境 • 共迎和諧  Appendix I Tables of Key Performance 附錄一 關鍵績效列表
AI.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）	Environment • Embrace Harmony Together 環境 共迎和諧  Appendix I Tables of Key Performance 附錄一 關鍵績效列表
AI.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）	Environment • Embrace Harmony Together 環境 • 共迎和諧  Appendix I Tables of Key Performance 附錄一 關鍵績效列表

## APPENDIX 2: ENVIRONMENTAL, SOCIAL AND GOVERNANCE 附錄2 環境、社會及管治內容索引 (續)

### CONTENT INDEX (Cont'd)

A1.5	Description of measures to mitigate emissions and results achieved 描述減輕排放量的措施及所得成果	Environment • Embrace Harmony Together 環境 • 共迎和諧
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives, and results achieved 描述處理有害及無害廢棄物的方法、減輕產生量的措施及所得成果	Environment • Embrace Harmony Together 環境 • 共迎和諧
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials 有效使用資源 (包括能源、水及其他原材料) 的政策	Environment • Embrace Harmony Together 環境 • 共迎和諧
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility) 按類型劃分的直接及／或間接能源 (如電、氣或油) 總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)	Environment • Embrace Harmony Together 環境 • 共迎和諧
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility) 總耗水量及密度 (如以每產量單位、每項設施計算)	Environment • Embrace Harmony Together 環境 • 共迎和諧
		Appendix I Tables of Key Performance 附錄一 關鍵績效列表
A2.3	Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果	Environment • Embrace Harmony Together 環境 • 共迎和諧
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題, 以及提升水效益計劃及所得成果	Environment • Embrace Harmony Together 環境 • 共迎和諧
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量	Not applicable 不適用
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策	Environment • Embrace Harmony Together 環境 • 共迎和諧
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	Environment • Embrace Harmony Together 環境 • 共迎和諧

## APPENDIX 2: ENVIRONMENTAL, SOCIAL AND GOVERNANCE 附錄2環境、社會及管治內容索引(續)

### CONTENT INDEX (Cont'd)

General Disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare 有關薪酬及解僱、招聘及晉陞、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策及遵守對發行人有重大影響的相關法律及規例的資料	Employees • Promote Growth Together 員工 • 共促成長
B1.1	Total workforce by gender, employment type, age group, and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	Employees • Promote Growth Together 員工 • 共促成長
B1.2	Employee turnover rate by gender, age group and geographical regions 按性別、年齡組別及地區劃分的僱員流失比率	Appendix I Tables of Key Performance 附錄一 關鍵績效列表 Employees • Promote Growth Together 員工 • 共促成長
General Disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards 有關提供安全工作環境及保障僱員避免職業化危害的政策及遵守對發行人有重大影響的相關法律及規例的資料	Employees • Promote Growth Together 員工 • 共促成長
B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	Employees • Promote Growth Together 員工 • 共促成長
B2.2	Lost days due to work injury 因工傷損失工作日數	Appendix I Tables of Key Performance 附錄一 關鍵績效列表 Employees • Promote Growth Together 員工 • 共促成長
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	Appendix I Tables of Key Performance 附錄一 關鍵績效列表 Employees • Promote Growth Together 員工 • 共促成長

## APPENDIX 2: ENVIRONMENTAL, SOCIAL AND GOVERNANCE 附錄2環境、社會及管治內容索引(續)

### CONTENT INDEX (Cont'd)

General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動	Employees • Promote Growth Together 員工 • 共促成長
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management) 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比	Employees • Promote Growth Together 員工 • 共促成長
B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分, 每名僱員完成受訓的平均時數	Appendix I Tables of Key Performance 附錄一 關鍵績效列表 Employees • Promote Growth Together 員工 • 共促成長
General Disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labor 有關防止童工或強制勞工的政策及遵守對發行人有重大影響的相關法律及規例的資料	Appendix I Tables of Key Performance 附錄一 關鍵績效列表 Employees • Promote Growth Together 員工 • 共促成長
B4.1	Description of measures to review employment practices to avoid child and forced labor 描述檢討招聘慣例的措施以避免童工及強制勞工	Employees • Promote Growth Together 員工 • 共促成長
B4.2	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟	Employees • Promote Growth Together 員工 • 共促成長



## APPENDIX 2: ENVIRONMENTAL, SOCIAL AND GOVERNANCE CONTENT INDEX (Cont'd)

## 附錄2環境、社會及管治內容索引(續)

General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策	Employees • Promote Growth Together 員工 • 共促成長
B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目	Employees • Promote Growth Together 員工 • 共促成長
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 描述有關聘用供應商的慣例、向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	Appendix I Tables of Key Performance 附錄一 關鍵績效列表 Employees • Promote Growth Together 員工 • 共促成長
General Disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的政策及遵守對發行人有重大影響的相關法律及規例的資料	Product • Create Value Together 產品 • 共創價值
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比	Product • Create Value Together 產品 • 共創價值
B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	Product • Create Value Together 產品 • 共創價值
B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	Product • Create Value Together 產品 • 共創價值
B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	Product • Create Value Together 產品 • 共創價值
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored 描述消費者資料保障及私隱政策、以及相關執行及監察方法	Product • Create Value Together 產品 • 共創價值

## APPENDIX 2: ENVIRONMENTAL, SOCIAL AND GOVERNANCE 附錄2 環境、社會及管治內容索引 (續)

### CONTENT INDEX (Cont'd)

General Disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering 有關防止賄賂、勒索、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料	Responsibility Management 責任管理
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases 於彙報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	Responsibility Management 責任管理
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法	Responsibility Management 責任管理
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策	Community • Build a Better One Together 社區 • 共建美好
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport) 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)	Community • Build a Better One Together 社區 • 共建美好
B8.2	Resources contributed (e.g. money or time) to the focus area 在專注範疇所動用資源 (如金錢或時間)	Community • Build a Better One Together 社區 • 共建美好
		Appendix I Tables of Key Performance 附錄一 關鍵績效列表

### APPENDIX 3 FEEDBACK

Dear reader,

Thank you for reading this report! This is the third Environmental, Social and Governance Report issued by the Group. We do wish you can make a comment on this report and present your valuable advice to help us make continuous improvements to the report.

For any comments or suggestions on the sustainable development of the Group, please email at [ir@bsehk.com](mailto:ir@bsehk.com).

Feedback Form on 2019 Environmental, Social and Governance Report of Beijing Sports and Entertainment Industry Group Limited

Name:

Company:

Title:

Contact No.

Email:

### 附錄3 意見反饋

尊敬的讀者：

感謝您閱讀本報告！這是我們發佈的第四份環境、社會及管治報告，我們非常希望您能夠對本報告進行評價，並提出您的寶貴意見，幫助我們對報告進行持續改進。

如您對北體集團的可持續發展有任何意見或建議，歡迎電郵 [ir@bsehk.com](mailto:ir@bsehk.com)

《北京體育文化產業集團有限公司二一九年度環境、社會及管治報告意見回饋表》

姓名：

工作單位：

職務：

聯繫電話：

電子郵箱：

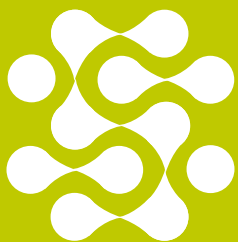
### APPENDIX 3 FEEDBACK (Cont'd)

Your comments on this report: (Please tick as appropriate)

### 附錄3 意見反饋 (續)

您對本報告的評價：(請在相應位置打√)

	Very good 很好	Fairly good 較好	General 一般	Fairly poor 較差	Very poor 很差
Do you think this report highlights the important information of the Group in respect of the environment, society and governance? 您認為本報告是否突出反映本集團在環境、社會及管治方面的重要信息？					
Do you think the information and indicators disclosed in this report are clear, accurate and complete? 您認為本報告披露的信息、指標是否清晰、準確、完整？					
Do you think the arrangement of content and style design of this report are reader-friendly? 您認為本報告的內容編排和風格設計是否便於閱讀？					
Which part in the report are you the most interested in? 您對報告哪一部分內容最感興趣？					
What other information that you need to know about is not reflected in this report? 您認為還有哪些需要了解的信息沒有在本報告中反映？					
What advice do you have for our future release of environmental, social and governance reports? 您對我們今後發佈環境、社會及管治報告有什麼建議？					



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**北京體育文化產業集團有限公司**  
BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED