

華誼騰訊娛樂有限公司 Huayi Tencent Entertainment Company Limited

(於開曼群島註冊成立之有限公司)

(Incorporated in the Cayman Islands with limited liability)

(Stock Code 股份代號：00419)

2020 ESG REPORT ENVIRONMENTAL, SOCIAL & GOVERNANCE 環境、社會及管治報告



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ABOUT THIS REPORT 關於本報告

Huayi Tencent Entertainment Company Limited (the “Company”) and its subsidiaries (together, the “Group” or “we”) is pleased to present this 2020 Environmental, Social and Governance Report (the “Report”). The Report aims to provide a comprehensive and objective disclosure to our stakeholders what the Group accomplished in compliance with, as well as its internal policies, management measures and performance in relation to environmental, social and governance (“ESG”) for the year 2020. We are committed to incorporating sustainable development into our overall operational strategies and pursuing a sustainable development philosophy, which is focusing on our quality, our co-development with staff, our environmental bottom line and our social responsibility.

REPORTING SCOPE

The disclosure of the Report covers the period from 1 January to 31 December 2020 (the “Reporting Period”), certain parts of which can be traced back to previous years. It covers the Group’s ESG-related efforts and performance for its entertainment & media business and provision of healthcare & wellness services.

REPORTING BASIS

The Report has been prepared in accordance with the ESG Reporting Guide (the “Guide”) as set out in Appendix 27 to the Main Board Listing Rules (the “Listing Rules”) of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

華誼騰訊娛樂有限公司(「本公司」)及其附屬公司(統稱「本集團」或「我們」)欣然發佈二零二零年度環境、社會及管治報告(簡稱「本報告」)。本報告旨在向權益人全面客觀地披露本集團二零二零年度在環境、社會及管治方面的合規情況、內部政策、管理措施及績效表現。我們致力將可持續發展納入整體營運策略的考慮範疇，踐行以品質為核心、與員工共發展、視環保為底線、擔社會之責任的可持續發展理念。

報告範圍

本報告披露的時間範圍為二零二零年一月一日至十二月三十一日(「報告期間」)，部分內容可追溯至以往年份。報告涵蓋了本集團娛樂及媒體業務和健康及養生服務在環境、社會及管治領域的努力和表現。

報告標準

本報告遵守香港聯合交易所有限公司(「聯交所」)主板上市規則附錄二十七《環境、社會及管治報告指引》(《指引》)的規定編製。

REPORTING PRINCIPLES

To ensure its truthfulness and accuracy, the Report is prepared in accordance with the principles: materiality, quantitative, consistency and balance, with a view to fully reflect the current ESG management status and achievements of the Group and to provide valuable information to readers.

報告原則

本報告依照重要性、量化、一致性及平衡性原則，確保報告真實、準確，力求充分體現本集團在環境、社會及管治方面的管理現狀及工作成果，並為讀者提供有價值的信息。

ESG REPORTING PRINCIPLES 環境、社會及管治報告原則	THE GROUP'S RESPONSE 本集團的回應
<p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>重要性：環境、社會及管治報告應披露：(i)識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p>	<p>To identify and analyse the key concerns of stakeholders, we have engaged a third-party consultant to carry out a materiality assessment for the 2020 ESG issues as the basis for disclosure in the Report.</p> <p>我們聘請第三方顧問公司開展二零二零年度環境、社會及管治議題重要性評估，識別與分析權益人關注的重點領域，作為本報告的披露依據。</p>
<p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>量化：有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p>	<p>In accordance with the requirements of the Guide, we have disclosed relevant quantitative information in respect of the environmental and social aspects.</p> <p>依照《指引》要求，我們披露了在環境及社會範疇的相關量化資料。</p>
<p>Consistency: The issuer should disclose in the ESG report any changes to the methods or key performance indicators ("KPIs") used, or any other relevant factors affecting a meaningful comparison.</p> <p>一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更或任何其他影響有意義比較的相關因素。</p>	<p>When collecting the text and quantitative data of the Report, we have briefly described the scope of collection for the indicators, calculation methods and reference information. We have also ensured consistency among the indicators, calculation methods and reference information in different reporting periods, and have disclosed the changes over ESG reporting, so as to ensure comparability of the report contents.</p> <p>我們在收集本報告文字及量化數據時，對績效指標收集口徑、計算方法及參考資料等進行簡述，並確保不同報告期間口徑、計算方法及參考資料的一致性，在環境、社會及管治報告中披露變更情況，以保證報告內容的可比性。</p>

ESG REPORTING PRINCIPLES 環境·社會及管治報告原則	THE GROUP'S RESPONSE 本集團的回應
<p>Balance: The ESG report should provide an unbiased picture of the issuer's performance. The report should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.</p> <p>平衡性：環境、社會及管治報告應當不偏不倚地呈報發行人的表現，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。</p>	<p>In examining the content of the Report, we strive to meet the "Balance" requirements. We have reviewed and disclosed the Group's management measures and performance performance in the ESG aspects from an objective and fair perspective.</p> <p>我們在對報告內容的衡量中，力求滿足「平衡性」要求，以客觀、公平的視角審視與披露本集團在環境、社會及管治方面的管理措施及績效表現。</p>

SOURCE OF INFORMATION

All sources of data and materials in the Report include the Group's internal formal documents, statistical reports and third-party questionnaires. The Report is examined and published by the board of directors of the Company (the "Board"), which is responsible for the authenticity, accuracy and integrity of its contents.

THE WAY OF PUBLICATION

The Report is prepared in both Chinese and English and is published by electronic means and posted on the Company's website (www.huayitencent.com) and the Stock Exchange's website (www.hkexnews.hk). In the event of discrepancies between the Chinese and English versions, the Chinese version shall prevail.

信息來源

本報告所有數據及材料來源包括本集團內部正式文件、統計報告及第三方機構問卷調查結果等。本報告經本公司之董事會（「董事會」）審核發佈，對其內容真實性、準確性和完整性負責。

發佈方式

本報告以中、英文兩種文字編製，以電子形式發佈，並已上載至我們的官方網站（www.huayitencent.com）和香港交易所披露易網站（www.hkexnews.hk）。若本報告的中英文版本有抵觸或不相符之處，請以中文版為準。

THE ESG STRUCTURE 環境、社會及管治架構

In order to meet its sustainable development needs, the Group has established its ESG structure comprising the Board, the “ESG Working Group” and its business and functional departments, with a view of strengthening its strategic research and strategic planning on sustainable development, and enhancing its capability to confront and manage environmental and social risks.

本集團已構建由董事會、「環境、社會及管治工作小組」、業務及職能部門組成的環境、社會及管治架構，以適應本集團可持續發展需要，加強可持續發展的戰略研究和戰略規劃工作，提高環境及社會風險的應對和管理能力。



The ESG structure
環境、社會及管治架構

The Board is in charge of overall responsibility for the Group’s policies, initiatives and effectiveness on ESG. To ensure that the performance and information disclosures are consistent with the expectations and requirements of investors and regulatory authorities, the Board is responsible for setting the Group’s direction for sustainable development, monitoring its assessment on ESG impacts, acknowledging the potential impacts on its business model brought about by such ESG issues and the associated risks thereof, reviewing the materiality assessment and reporting procedures with a view for ensuring the effective and continuous implementation of policies.

董事會對本集團的環境、社會及管治的政策、舉措及成效負有整體責任。董事會負責制定我們的可持續發展方向，監督我們就有關環境和社會影響的評估，瞭解環境、社會及管治事宜對我們業務模式的潛在影響和相關風險，檢視重要性評估和匯報過程以確保政策得到有效及持續地執行，使我們的表現和信息披露始終與投資者和監管機構的期望和要求保持一致。

Our “ESG Working Group” is designated by the Board pursuant to the resolutions of board meeting. It is mainly responsible for carrying out the overall coordination in accordance with the sustainable development guidelines and objectives set by the Board, overseeing the formulation and implementation of sustainable development strategies, creating harmonious relationships and building effective communication with internal and external stakeholders, as well as reviewing the Report and making the disclosure hereof. The “ESG Working Group” is responsible to the Board for providing necessary advice, with a view of ensuring that the Group’s ESG management and reporting fulfill the regulatory requirements.

The Group’s business and functional departments are responsible for formulating relevant strategies in their respective areas and for the effectiveness of implementation in accordance with our sustainable development strategies and objectives.

Following the Group’s sustainable growth & development and gradual strengthening of core business, we will continue to improve the aforesaid structure and supporting framework in respect of risk management and internal controls in the future. Through the facilitation of the top-to-bottom sustainable development culture, we ensure that environmental and social issues are integrated into our business decision-making process, thus contributing long-term benefits to our stakeholders.

本集團「環境、社會及管治工作小組」是按照董事會決議設立的專門監督機構，主要負責依照董事會制定的可持續發展方針及目標開展有關統籌工作，監督可持續發展策略的制定及落實，協調我們與內外部權益人的良好關係及有效溝通，並審閱本報告及有關信息的披露。「環境、社會及管治工作小組」對董事會負責，為確保我們環境、社會及管治管理及匯報滿足監管機構的要求而向董事會提出必要的意見。

本集團各業務及職能部門負責根據我們的可持續發展方針及目標，分別制定各自領域內的有關策略，並對其執行有效性負責。

隨著本集團的持續發展、核心業務的逐漸強化，未來我們將繼續完善上述架構及配套的風險管理及內部監控系統，促進由上而下的可持續發展文化，以確保將環境及社會的考量納入我們的業務決策流程，為各類權益人帶來長遠利益。

MATERIALITY ASSESSMENT 重要性評估

The Group is well aware of stakeholders' critical influence on the sustainable development of the Company. Through publication of annual report and announcement, regular communication with and visiting suppliers, customer satisfaction surveys, employee activities, participation in community construction and other diversified communication channels, the Group has duly listened to and proactively addressed to the demands and expectations of our stakeholders including shareholders, investors, customers, employees. The Group invited internal and external stakeholders to participate in the on-line survey about the materiality of the 2020 ESG issues for identifying the ESG issues which the stakeholders are most concerned about, thus selecting key disclosures covered in the Report, and assisting the Group in determining the business development plan and ESG management objectives for the next year.

本集團深知權益人對企業可持續發展的重要影響，通過發佈年報及公告，定期供應商交流互訪，客戶滿意度調查，員工活動，參與社區共建等多元的溝通渠道認真聆聽並積極回應股東、投資者、客戶、員工等權益人的訴求與期望。本集團邀請內外部權益人參與二零二零年度環境、社會及管治議題重要性線上問卷調查，以識別權益人最為關心的環境、社會及管治議題，選定本報告覆蓋的重點披露事項，並協助本集團確定下一年度的業務發展規劃及環境、社會及管治的管理目標。

Materiality assessment for the Reporting Period mainly comprised the following 4 steps:

報告期間的重要性評估主要涵蓋以下四個步驟：

Identify material issues 識別重要議題

According to the Group's business characteristics and the ESG management priorities for relevant industry, a total of 22 issues, which had significant impact on the Group's operations, were identified.

根據本集團業務特點及相關行業環境、社會及管治管理重點，識別對本集團營運影響重大的議題共計22項。

Conduct assessment and research 開展評估調研

Third-party independent consultant was hired to conduct the on-line survey. Management, employees, suppliers, and other stakeholders were invited to participate in the on-line survey.

聘請第三方獨立顧問主持開展線上問卷調研，邀請管理層、員工、供應商等權益人參與線上問卷調研。

Determine the rank of issues 確定議題排序

The rank of issues is determined according to the stakeholders' review. Upon the submission to the management for their reviewing, the rank of issues for the year is confirmed.

根據權益人評價確定議題排序，提交管理層審閱後，確定本年度議題排序。

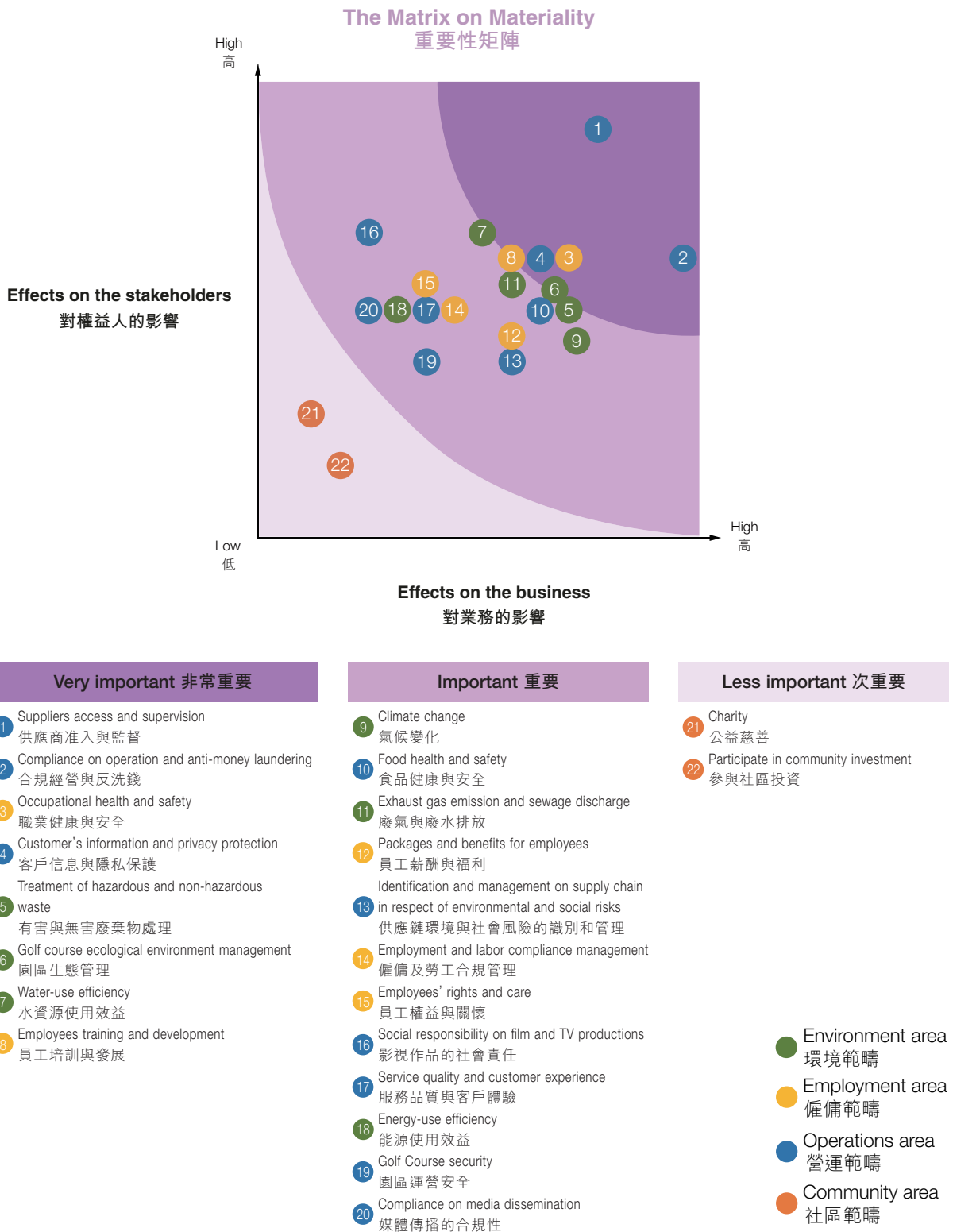
Respond to the issues 議題回應

According to the ranking of the issues, the Group communicated on the most concerned issues with stakeholders through the Report, the official website and other channels, and will pay close attention to these issues in the future.

根據議題排序結果，在本報告及官網等溝通渠道回應權益人重點信息訴求，並在未來重點關注重要議題。

The results of materiality assessment for 2020 are as follows:

二零二零年度重要性評估結果如下：



Through the materiality assessment, the Group is aware that the issues which are the stakeholders' most concerned are supplier access and supervision, compliance on operation and anti-money laundering, occupational health and safety, customers' information and privacy protection, treatment of hazardous and non-hazardous waste, employees training and development, water-use efficiency and ecological gardening management. We will put emphasis on responding to the relevant areas in the Report and will step up the enforcement in suppliers access and daily assessment requirements in the future. Through the enhancement of internal management norms on the compliance on operation, we will endeavor to protect the ecological environment and take corporate social responsibilities.

透過重要性評估，本集團知悉供應商准入與監督、合規經營與反洗錢、職業健康與安全、客戶信息及隱私保護、有害與無害廢棄物管理、員工培訓與發展、水資源使用效益、園區生態管理為權益人最為關注的議題，我們將在本報告就相關領域進行重點回應，並在未來加強對供應商的准入與日常評估要求，提升內部管理規範確保合規經營，保育生態環境，承擔企業社會責任。

OPERATIONAL MANAGEMENT 營運管理

The Group is always mindful of the social responsibilities when acting as a corporate citizen. As a participant in cultural and entertainment productions, we shall voluntarily abide by the laws and regulations of the jurisdictions where the overall processes along the films & TV development, production, distribution and marketing are located, namely the *Regulations on the Administration of Movies of the People's Republic of China* and the *Film Industry Promotion Law of the People's Republic of China*, with a view of disseminating high-quality positive-energy productions to the public. As a provider of healthcare & wellness services, we promote a new lifestyle of “Elegant, Natural and Healthy” throughout the operation of “Bayhood No. 9 Club”, aiming to provide its members with high quality and high-end consumption experience.

PRODUCT AND SERVICE RESPONSIBILITIES

Entertainment & Media Business

The Group has set up a “Greenlight Committee” to regulate the risk response measures for content investment by implementing the “Greenlight Policy on Content Investment” (“Greenlight Policy”). The Greenlight Policy requires relevant departments to submit materials (such as investment budget, expected time of release, expected schedule for production and delivery, director and main cast, total investment amount) to the Greenlight Committee, which shall, in combination with objective factors such as audience preferences and industry policies, assess the profitability of films and the legality and compliance of themes, and decide whether to proceed with the investment based on the results from the comprehensive evaluation, so as to bring high-quality positive energy films & TV productions to the public.

本集團深知作為企業公民，我們肩負著重要的社會責任。作為文化娛樂作品的參與方，我們自覺遵守《中華人民共和國電影管理條例》及《中華人民共和國電影產業促進法》等影視作品開發、製作、發行及營銷全流程所涉及的運營所在地法律法規，致力向公眾傳播高品質、正能量的優秀作品。作為健康養生服務的提供者，我們通過「北湖9號俱樂部」的經營，宣導「雅致、自然、健康」的新生活方式，為會員提供優質和高端的消費體驗。

產品及服務責任

娛樂及媒體業務

本集團特設「綠燈委員會」，並通過實施《有關內容投資之綠燈政策》（「綠燈政策」）規範內容投資的風險應對措施。綠燈政策規定，在進行內容投資之前，相關部門必須將投資預算、預計放映時間、預期製作和交付期表、導演和主要演員、投資總額等材料提交「綠燈委員會」，「綠燈委員會」則需結合觀眾偏好、行業政策等客觀因素，評估影片的盈利能力及題材合法合規性，根據綜合評估結果確定是否投資，力求為公眾呈現高品質、正能量的影視作品。

Healthcare & Wellness Services

The Group fully understands that providing its members with professional and thoughtful golfing service and social networking leisure is the core competitiveness of “Bayhood No. 9 Club”. “Bayhood No. 9 Club” owns the PGA Golf College, which is certified by the PGA (Professional Golfers’ Association in the United Kingdom). It provides double caddie service and member’s concierge service, as well as the Spa treatments specifically in after-golf therapy. The Group strictly complies with the *LB/T 043-2015 Golf Management Service Specifications*, and has formulated and implemented the *Main Measures for Guaranteeing the Member Service Quality* and other relevant rules, so as to regulate the implementation of procedures and quality control standards for the services of members. By formulating a normative service processes and standards, providing our customer service members with training and regular quality checks by our management, we formed a closed-loop quality assurance system, with a view of ensuring the service quality for our members and guests.

Conducting on-the-job trainings

開展崗位培訓

Customer service members, such as club concierge and caddies, are trained periodically in respect of service processes and standards for enhancing their etiquette and service awareness, thus enriching their professional knowledge about golfing, with a view of providing professional and thoughtful services to the customers.

對會服、球童等客戶服務人員定期開展服務流程及標準培訓，提升其禮儀與服務意識，加強對高爾夫運動的專業知識儲備，為客戶提供專業、周到的服務。

健康及養生服務

本集團深知專業、貼心的服務高爾夫及休閒社交服務體驗是「北湖9號俱樂部」的核心競爭力。「北湖9號俱樂部」擁有PGA(英國職業高爾夫球員協會)認證的PGA高爾夫學院，它創造了雙球童服務和會員私人助理的服務，擁有專門針對高爾夫運動理療的水療項目。本集團嚴格遵循《LB/T 043-2015高爾夫管理服務規範》，制定並實施《保障會員服務品質主要措施》等制度，以規範會員服務的實施流程和品控標準。我們通過制定規範服務流程及標準、開展服務人員培訓及管理層定期品質檢查，形成閉環的服務品質保障體系，保障會員及賓客服務品質。

Establishment of quality inspection team

成立質檢團隊

The management of “Bayhood No. 9 Club” has formed a quality inspection team for inspecting and evaluating the service performance of its staff on a weekly basis, holding daily morning and evening departmental meetings, timely evaluating the sufficiency of service, and urging its staff to timely improve their working skills or attitudes, as well as the details of services.

「北湖9號俱樂部」管理層組成質檢團隊，每週對給崗位服務開展檢查，每日早晚召開部門內部例會，及時排查服務不足之處，並督促員工及時改善工作方法或態度，提升服務細節。

Customers’ health and safety

In order to ensure the golfing safety of customers, “Bayhood No. 9 Club” has formulated and implemented the *Security Protection for Golf Operations Guideline*, which specifies the security details for various areas (such as the transportation of golf ball bags, caddie service, driving of golf carts) among the regions. In conjunction with reserve duty training and safety training on employees’ professional golfing knowledge, it strengthens the safety awareness of our staff and customers, thus minimizing accidental injuries and putting in place timely contingency measures when danger presented.

客戶健康與安全

為保障客戶擊球安全，「北湖9號俱樂部」制定並實施《高球運作部安全防範指引》，明確了接運球包、球童服務、球車駕駛等各環節各區域的安全防範細節，並配合對員工高爾夫運動專業知識的儲備訓練及安全知識培訓，以強化員工及客戶的安全防範意識，儘量減少意外傷害，並能夠在危險來臨時及時應變。

Customers' complaints and responses

In order to deal with members' complaints in a timely and effective manner, "Bayhood No. 9 Club" developed and implemented the *Procedures for Handling Customer Complaints*, and conducted customer questionnaires on a regular basis by distributing the "Guest Opinion Form". All the members of "Bayhood No. 9 Club" are provided personalized service by a dedicated concierge. When a member or guest has any suggestion or complaint about the facilities, equipment or service quality of the fields, the dedicated concierge shall listen and respond to their needs immediately so as to ensure that the request is entirely listened empathetically. The manager on duty shall be responsible for taking the suggestions and resolving the problems on the spot. During the Reporting Period, "Bayhood No. 9 Club" received two complaints in connection with the service experience. In response to the complaints mentioned above, we managed to solve the problems properly by strengthening customer service training and communicating service requirements with customers in advance.

Customers' information and privacy protection

In order to effectively protect customers' information and privacy, "Bayhood No. 9 Club" has developed and implemented the *Customer Privacy Protection Policy*, which sets forth detailed requirements for customer information collection, preservation and messaging, clarifies the access to and use of customer personal data files, and limits the scope of information collection and use, so as to minimize the possibility of customer information leakage. Simultaneously, we have entered into privacy agreements with all employees who may have access to the personal information of our customers, emphasizing the importance of information security to our employees, and eliminating any employee's improper use of customer information such as leakage, sale and sharing.

SUPPLY CHAIN MANAGEMENT

The Group has formulated and implemented the *Supplier Management Guideline*, which adheres to the principles of openness and transparency in all aspects of development, access and evaluation of suppliers and provides a fair competition platform for them, which in turn promote the joint development of both parties.

客戶投訴及回應

為及時有效的處理會員的投訴問題，「北湖9號俱樂部」制定並實施《客戶投訴處理流程》等制度，通過電話、微信、公眾號等途徑保持與會員及賓客的溝通，並通過《賓客意見表》定期開展客戶問卷調研。會員在「北湖9號俱樂部」均有專屬會服專員，若會員或賓客對場地設施設備或服務品質有任何建議或投訴，專屬會服會立即給予聆聽和回應，確保瞭解清楚事情原委並安撫其情緒；有關建議和投訴由當班經理出面協調，力求能夠將問題當場解決問題。報告期間，「北湖9號俱樂部」共接到兩次投訴，均與服務體驗相關，針對上述投訴，我們透過加強客服培訓、與客戶提前溝通服務需求等方式，使問題得到妥善解決。

客戶信息及隱私保護

為切實保障客戶信息及隱私安全，「北湖9號俱樂部」定並實施《客戶隱私保護制度》，對客戶資訊的收集、保存、傳訊等行為作出了詳細要求，明確了客戶檔案的接觸與使用權限，並限制了資訊收集和使用範圍，以盡力降低客戶資訊洩露的可能性。同時，我們與所有可能接觸客戶個人資料的員工簽訂隱私保護協定，向員工強調資訊安全保護的重要性，杜絕員工作出透露、出售、共用等不正當使用客戶資訊的行為。

供應鏈管理

本集團制定並實施《供應商管理制度》，從供應商的開發、准入到評估各環節都恪守公開透明原則，為供應商提供公平的競爭平台，攜手供應商共同發展。

Selection of suppliers

The Group will preferentially choose suppliers with good reputation, excellent quality, reasonable prices and good services. For suppliers of major ingredients (such as vegetables and meat), “Bayhood No. 9 Club” has formed a market investigation team, so as to conduct a comprehensive assessment covering the prices, sources, types and after-sales services on a regular basis, aiming to further ensure that the suppliers’ products and services meet our quality standards. In the selection of office supplies, appliances, machinery and equipment, we ensure the compliance with environmental laws and regulations when identifying our suppliers, and prioritize eco-friendly suppliers.

As at 31 December 2020, the Group maintained good cooperative relationships with 71 suppliers with the following geographical distribution:

供應商選聘

本集團優先選擇信譽良好、品質過關、服務及時、價格適中的供應商。針對蔬菜、肉類等重要的食材供應商，「北湖9號俱樂部」組成市場考察小組，定期對供應商產品的價格、貨源、型號、售後服務等方面進行綜合評估，進一步確保供應商的產品及服務符合我們的品質標準。在選用辦公用品、電器、機器設備時，我們在審核供應商時確保符合環保法律法規，並優先選用在環保方面有先進表現的供應商。

截至二零二零年十二月三十一日，本集團與71家供應商保持良好合作關係，具體地理分佈如下：

Region located 所在地區	Number of suppliers 供應商數目(個)	Proportion 佔比
Mainland China 中國內地	37	52.11%
Hong Kong, China 中國香港	32	45.07%
Overseas 海外地區	2	2.82%
Total 合計	71	100%

COMPLIANCE OPERATIONS AND ANTI-MONEY LAUNDERING

In order to maintain a business environment with impartiality and integrity and ensure the Group’s business is conducted properly, we strictly complied with the *Anti-Money Laundering Law of the People’s Republic of China*, the *Anti-Unfair Competition Law of the People’s Republic of China*, the *Prevention of Bribery Ordinance (Cap. 201, Laws of Hong Kong)* and other laws and regulations in jurisdictions where its business operates, with a view of resolutely cracking down on corruption, bribery, malpractice, money laundering and other misconducts. We continued to improve the anti-corruption mechanism, formulate and implement various policies and systems such as the *Management Rules Against Malpractice*, the *Policy on Inside Information and Information Disclosure* and the *Code of Ethics*. We strictly regulated the professional ethics of all employees from the policy level, strengthened the internal and external risk resistance capabilities, banned corrupt practices among employees, so as to do our best to safeguard the legitimate rights of our stakeholders, including our shareholders, customers and business partners. In 2020, there was no litigation of corruption against the Group or its employees.

合規經營與反洗錢

為了維護公正廉明的經營環境，保障本集團經營活動的正常秩序，我們嚴格遵守《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》及《防止賄賂條例》(香港法例第201章)等業務運營所在地法律法規，堅決打擊貪污、賄賂、舞弊、勒索、欺詐及洗黑錢等不當行為。我們持續完善反貪腐機制，制定並實施《反舞弊管理制度》《內幕消息及資訊披露政策》及《道德守則》等政策及制度，從政策層面嚴格規範全體員工的職業道德行為，加強內外部風險防範能力，杜絕員工在工作中的腐敗舞弊行為，維護股東、客戶、業務合作夥伴等權益人的合法權益。二零二零年度，本集團未發生任何對本集團或本集團員工提出的貪污訴訟案件。

To strengthen the awareness of integrity among its employees, the Group has proactively carried out publicity and education on integrity, with a view of upholding a corporate culture that centres on honesty and integrity, thus creating an anti-corruption corporate environment. We require all employees and suppliers to sign a commitment and a cooperation agreement on integrity respectively, so as to alert and prevent commercial bribery and other violations; We also remind our employees to pay attention to the code of ethical conduct and to properly address conflicts of interest at work through a number of ways (such as the Employee Handbook, relevant rules and policies, emails etc.); In addition, we appoint independent third-party organization to conduct internal audits annually for verifying high-risk areas, and thus identifying and improving internal control deficiencies in a timely manner, as well as closing the loophole.

The Group has dedicated email, telephone and WeChat channels for receiving complaints of misconduct. If it is found that the informant has indeed committed any corruption upon investigation, he/she shall incur economic and administrative punishment in accordance with the provisions of the country and the Group. For any cases suspected of violating the laws, it shall be transferred to the judicial authorities for their handling.

At the same time, the Group abides by the *Advertising Law of the People's Republic of China*, the *Notice on Further Regulating the Administration of Movie Bounce Ads and Pre-Release Ads* and other relevant laws and regulations. We strictly control the information used for advertising, marketing, and streaming media, and prohibit the publication of deceptive or misleading contents to the public, so as to take the responsibility of the legality, authenticity and accuracy of the contents published, and avoid adverse effects on the public.

為了強化員工的廉潔意識，本集團積極開展廉潔宣傳教育工作，宣導誠信正直的企業文化，營造反貪污的企業環境。我們要求全體員工及供應商分別簽署廉潔承諾書和廉潔合作協定，以警示和防範商業賄賂等違規行為；我們通過員工手冊、規章制度、郵件等途徑，時刻提醒員工注意道德行為規範，正確處理工作中的利益衝突；此外，我們每年聘請第三方獨立機構開展內部審計，針對高風險領域進行核查，以便及時發現並改善內部控制缺陷，堵住風險漏洞。

本集團設有專門的電子郵箱、電話、微信等渠道，用於接收不正當行為的舉報投訴。若經調查發現被舉報人確有貪腐行為，責令其按照國家及本集團規定接受經濟及行政處罰；對於涉嫌觸犯法律的，則移送司法機關處理。

同時，本集團遵守《中華人民共和國廣告法》、《關於進一步規範電影彈跳式廣告和映前廣告管理的通知》等法律法規，嚴格把控廣告、宣傳、流媒體等的資訊口徑，對發佈內容的合法性、真實性、準確性負責，禁止對外發佈欺騙或誤導性的內容，避免對公眾造成不良影響。

TALENT CULTURE 人才文化

“People-centric” is the core talent management philosophy of the Group. We are convinced that talent is the driving force for the sustainable development of a corporation. The Group is committed to ensuring the compliance of employment, with a view of providing our employees a healthy, harmonious, fair and positive working atmosphere, together with the pathways for career development, thus enhancing the sense of belonging among our employees and achieving common growth with them. In compliance with the *Labour Law of the People’s Republic of China*, the *Labor Contract Law of the People’s Republic of China*, the *Employment Ordinance (Cap. 57, Laws of Hong Kong)* and other relevant laws and regulations in jurisdictions where it operates, the Group has formulated policies and systems covering recruitment, health and safety, career development and training and labour standards, etc., aiming to standardize the talent management processes and to safeguard their legitimate rights.

「以人為本」是本集團的核心人才管理理念，我們堅信人才是企業穩健前行的驅動力。本集團承諾保障僱傭合規，為員工營造安全健康、和諧舒適的工作場所，提供職業發展路徑及幫助，以提升員工歸屬感，從而實現與員工的共同成長。本集團遵循《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《僱傭條例》（香港法例第57章）等運營所在地法律法規，制定並實施涵蓋僱傭、健康與安全、發展與培訓、勞工準則等領域的人力資源管理政策與措施，確保人力資源管理的規範性，保障員工的合法權益。

HUMAN RESOURCES MANAGEMENT

As at 31 December 2020, the Group employed a total of 21 full-time employees in Hong Kong and Mainland China, and continued to manage “Bayhood No. 9 Club” operations with 314 full-time employees in Mainland China. The KPIs for employment are as follows:

人力資源管理

截至二零二零年十二月三十一日，本集團於中國香港及中國內地共有21名全職僱員，以及繼續於中國內地管理「北湖9號俱樂部」業務，該業務僱傭314名全職僱員。有關僱傭關鍵績效指標的具體表現如下：

Category 類別	Number of employees at the end of the year 年末僱員人數(人)		Employee turnover rate 僱員流失率	
	The Group 本集團	Bayhood No. 9 Club 北湖9號俱樂部	The Group 本集團	Bayhood No. 9 Club 北湖9號俱樂部
By gender 按性別劃分				
Male 男性	12	149	7.69%	34.73%
Female 女性	9	165	9.09%	39.36%
By age group 按年齡組別劃分				
Below 30 30歲及以下	0	141	0	56.72%
31-50 31-50歲	14	111	12.90%	25.81%
51 and above 51歲及以上	7	62	0	7.87%

Category 類別	Number of employees at the end of the year 年末僱員人數(人)		Employee turnover rate 僱員流失率	
	The Group 本集團	Bayhood No. 9 Club 北湖9號俱樂部	The Group 本集團	Bayhood No. 9 Club 北湖9號俱樂部
By grade-level 按職級劃分				
Senior management 高級管理層	4	1	0	0
Middle management 中級管理層	6	18	0	8.70%
General staff 普通員工	11	295	23.53%	39.39%
By employment type 按僱傭類型劃分				
Full time 全職	21	287	8.33%	38.88%
Internship 實習生	0	27	/	27.18%
By geographical region of working place 按工作所在地區劃分				
Mainland China 中國內地	12	314	13.33%	37.18%
Hong Kong, China 中國香港	9	0	0	/

Employment & labour practices

The Group regards talent as its most valuable asset. During the process of employment, we strictly implement the *Recruitment Management Policy* and other systems, so as to carry out the recruitment work through multi-level, multi-channel and multidisciplinary approach. According to the different levels of positions and talent, we have done a good job in the introduction of outstanding talent via flexible channels of campus recruitment, social recruitment, internal competitive recruitment and other channels. We have strictly controlled over all recruitment stages and introduced objective and impartial standards, so as to guarantee the fairness on recruitment. We have also entered into formal labour agreements or labor contracts with all employees, thus ensuring the legitimate employees' rights and interests of our staff. For the labor dispatch employees of the "Bayhood No. 9 Club" managed by the Group in Mainland China, the Group entered into an agreement with the labour dispatch company, stipulating that the latter shall ensure the compliance of its labour management, and proactively conduct a review of their management, so as to protect the legitimate rights and interests of those labour dispatch employees. In addition, by co-operating with various universities, "Bayhood No. 9 Club" has opened certain internship positions to students annually, thus laying a foundation for the Group's talent reserve in the society.

The Group strictly complies with the provisions of laws and regulations on prohibiting child labour and illegal labour. In order to ensure all employees meet the statutory minimum age for admission to employment in jurisdictions where we operate, we undergo an identity documents verification during recruitment process, and conduct relevant background check. In case of providing fake certificate, we will either reject the candidates or terminate such employment immediately.

Diversity and harmony

In the process of introducing talented people, the Group implements the concepts of equality, diversity and anti-discrimination, and ensures that employees are not unfairly treated by reasons of different nationalities, races, sexes and religious beliefs. In addition, the Group has proactively implemented certain caring measures for them, which include prohibition on reducing their wages or unilaterally terminating the contracts due to pregnancy, childbirth or breastfeeding, securing that no hazardous task is assigned to a female employee during her pregnancy, entitling them paid leave for pregnancy check-ups, maternity leave and other maternity benefits in accordance with the provisions of the jurisdictions where it operates, so as to safeguard the fair employment practices for female employees.

We advocate mutual respect and understanding among our employees, aiming to create a harmonious working environment. In the meantime, we maintain the communication channel free access for our employees, especially when it comes to reporting unfair work treatment they encountered to the relevant department head or human resources department.

僱傭及勞工常規

本集團視人才為最寶貴的財富。在僱傭過程中，我們嚴格執行《招聘管理制度》等制度，多層次、多渠道、方位開展招聘工作，根據崗位和人才層級的不同，靈活選擇校園招聘、社會招聘、內部競聘等渠道，做好優秀人才引進的工作。我們嚴格把關招聘各環節、採用客觀公正的評判標準，保障員工錄用的公平性，並與所有員工簽訂正式的勞動合同或勞務合同，保障員工的合法僱傭權益。針對本集團于中國內地管理的「北湖9號俱樂部」的勞務派遣類員工，本集團與勞務派遣公司簽署協議，明確約定後者應保障勞動用工的合規性，並對其管理情況主動進行檢視，以保障勞務派遣類員工的合法權益。除此之外，「北湖9號俱樂部」與各大院校深入合作，每年為在校學生開放一定數量的實習崗位，為在校學生提供實踐機會，亦為本集團人才資本的儲備打下基礎。

本集團嚴格遵循法律法規對於禁止使用童工及非法勞工的規定，為確保所有職員滿足運營所在地的法定最低用工年齡，我們在招聘環節查驗應聘者身份證件，並開展人員背景調查，如果發現偽造證件等情況，則不予錄用，或立刻終止與其的僱傭關係。

多元共融

在對優秀人才的引進過程中，本集團貫徹平等、多元化及反歧視的理念，保障員工不因民族、種族、性別、宗教信仰不同而遭受不公平待遇。此外，本集團積極落實女性員工關愛措施，禁止因女性員工懷孕、生育、哺乳而降低其工資或單方解除合同，亦保證所有女性員工無需在孕期從事任何影響健康的工作，並且按照運營所在地規定為女性員工提供帶薪產檢假、產假等假期並發放生育補助津貼，保障女性平等就業。

我們宣導員工間應互相尊重、互相體諒，建立和諧共融的工作環境；同時，我們保持員工溝通渠道的暢通，若員工遇到工作上不公平的待遇，隨時可向相關部門主管或人力資源部反映。

Remuneration and benefits

The Group strictly implemented the *Remuneration Management Policy* under the principle of “All Talents and Resources Available shall be Optimally Used”. Based on the contribution value of each position to the achievement of the Group’s strategic objectives, the Group will link the remuneration and bonus of its employees with their personal ability, length of service, academic background and performance evaluation, thus ensuring the balance between the contribution and income of its employees. Taking into account factors including, among others, remuneration levels in the industry and its own operational efficiency, the Group adjusts the human resources management system and the remuneration package annually when appropriate, so as to continuously optimise our ability to attract and retain outstanding talents.

Career promotion

The Group provides an unimpeded career development path for its staff. “Bayhood No. 9 Club” adopts “Competitive Recruitment Scheme” as its main modality when choosing the core management, which provides good promotion prospects for the talented people within the Group. The employees may participate in the recruitment process voluntarily, and may be promoted upon the open, fair and impartial examination hosted by the leading group, evaluation group and working group. In addition, employees who meet the Group’s requisite years of experience and performance rankings are also given the opportunity to be recommended for the direct promotion by the department.

OCCUPATIONAL HEALTH AND SAFETY

The Group advocates the concept of “healthy work, healthy life” and considering the preservation of a healthy and safe working environment to be our key obligation. In strict compliance with the *Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases*, the *Fire Protection Law of the People’s Republic of China*, the *Occupational Safety and Health Ordinance*. (Cap. 509, the Laws of Hong Kong) and other relevant laws and regulations in jurisdictions where we operate, we formulated and implemented the *General Requirements for Occupational Safety and Health Management* and the *Safety Handbook for Caddies* and other safety management systems, continuously improved the safety management framework, and carried out safety management measures such as safety training and promotions, safety drills and occupational protection, so as to effectively protect the occupational health and safety of our employees.

During the Reporting Period, there was no incident of work-related injury or death of employees of the Group, and there have been no incident of work-related injury or death of employees in the past three years.

薪酬福利

本集團秉持「人盡其才，人盡其用」的原則嚴格執行《薪酬管理制度》，以各崗位對實現集團戰略目標的貢獻價值為定薪基礎，將員工薪酬和獎金與個人能力、服務年期、個人學歷、績效考核掛鉤，保障員工貢獻與收益的均衡性。本集團每年調研行業薪酬水平，結合企業經營效益等因素，在適當時機調整人力資源管理體系和薪酬發放機制，不斷提高組織吸引和留任優秀人才的能力。

職業晉升

本集團為員工提供暢通的職業發展通道，「北湖9號俱樂部」以員工「競聘上崗」作為幹部選拔的主要方式，為內部優秀人才發展提供機會。員工可自願參與競聘流程，經競聘工作領導小組、評審小組和工作小組公開、公平、公正的審核後，擇優獲得職業晉升。此外，符合集團工作年限和績效排名要求的員工，還可獲得被部門推薦直接晉升的機會。

職業健康與安全

本集團宣導「健康工作，健康生活」的工作理念，將維繫健康安全的工作環境視為我們的重要責任。我們嚴格遵守《中華人民共和國職業病防治法》、《中華人民共和國消防法》及《職業安全及健康條例》(香港法例第509章)等運營所在地法律法規，制定並實行《職業安全健康管理的常規要求》及《球童安全手冊》等安全管理制度，持續完善安全管理架構，開展安全培訓宣傳、安全演習、職業防護等安全管理措施，切實保障員工的職業健康與安全。

報告期間，本集團未發生員工因工受傷或死亡的事件，在過去三年未發生過員工因工傷亡事件。

The Group places great emphasis on the safety protection during the working period of the employees, and has ensured the occupational safety and health of the employees by strictly implementing the safety management work, providing safety protection and cultivating the safety awareness of the employees.

本集團一直高度重視員工工作期間的安全保障，通過嚴格執行安全管理工作、提供安全防護、培養員工安全意識等途徑，保障員工的職業安全與健康。

Standardized safety management 規範安全管理

Develop safety standards: It includes the safe operation and operation of boiler, the safe driving of vehicles, the safe operation on high altitude, the safe attention of the use of electric tools, etc.

制定安全規範：包括鍋爐安全操作與運行、車輛安全行駛及高空作業安全、電動工具使用安全注意事項等。

Regular security checks: Special personnel shall be assigned to conduct regular inspection of offices, dormitories, canteens and other areas, so as to eliminate hidden safety and health risks.

定期安全檢查：委派專人對辦公室、宿舍、食堂等區域進行定期檢查，排除安全及健康隱患。

Safety protection 安全防護

High altitude operation: Protective devices such as safety belts must be used when the staff is working at height.

高空作業：要求員工高空作業時，必須佩戴安全帶等保護裝置。

Engineering: Provide a protective mask or glasses for employees when welding.

工程作業：為使用電焊的員工提供防護面罩或眼鏡。

Enhance safety awareness 提升安全意識

Health Safety Knowledge Training: It includes the safety standards for the golf-course activities of our customer service personnel (such as caddies), the sharing on accidents, the training on safe operation of facilities (such as boiler and gas), and the training on driving internal vehicles, etc., so as to enhance the health and safety awareness of our staff.

健康安全知識培訓：包括球童等客服人員球場活動安全規範及事故分享培訓、鍋爐和燃氣等設施安全操作培訓及內部車輛駕駛培訓等主題，以提高員工的健康安全意識。

Safety Cautions: All departments shall regularly organize meetings to disseminate safety precautions information and strengthen safety awareness.

安全注意事項：各部門定期組織會議通報強調安全注意事項，強化安全意識。

Epidemic prevention measures

In 2020, COVID-19 pandemic continues to ravage the world. The Group strictly complied with the regulations of the competent department of public hygiene and health, continuously implemented regular epidemic control measures, and conducted comprehensive disinfection in its offices, restaurant areas and stadiums on regular basis; We also formulated strategies for epidemic prevention and control, strengthened personnel control, and adhered to daily health monitoring management; We also implemented recordation controls to those returning from business trip and coming back from their hometown after family reunion, so as to ensure that suspected case shall be reported as soon as they are found.

疫情防控措施

二零二零年，2019冠狀病毒病疫情繼續肆虐全球，本集團嚴格遵守公共衛生健康主管部門的規定，持續落實常態化的疫情管控措施，定期對辦公室、餐飲區域及球場等人員集聚區域進行全面消毒；制定疫情防控制應對策略，加強人員管控力度，堅持進行每日健康監測管理；針對出差人員及從家鄉返回人員實施備案管控，確保如果發現存在懷疑個案第一時間上報。

EMPLOYEES TRAINING AND DEVELOPMENT

The Group provides sufficient training opportunities for its employees and a favorable career development environment to stimulate their thinking and potentials, thus enhancing their performance in the work and helping the Group and its employees realize mutual sustainable development.

The Group carries out the following different types of training programmes for different departments and levels of job requirements:

員工培訓與發展

本集團為員工提供充分的培訓機會和有益的職業發展環境，激發員工思維和潛力，提升員工在工作中的表現，助力本集團與員工共同實現可持續發展。

針對不同部門和層級的崗位要求，本集團開展以下不同類型的培訓課程：

Staff Induction Orientation Programme

新員工入職培訓

“First Lessons in the Workplace” provides the career and learning goals for new employees of “Bayhood No. 9 Club”, helping them on how to become familiar with their jobs; in addition, we also establish the “one to one” mentorship scheme for each new employee, providing them with senior employees’ guidance on mastering their work skills, and helping them in adapting quickly to the working environment and improving their working ability, as well as integrating smoothly into the team.

「職場第一課」為「北湖9號俱樂部」新入職員工制定工作和學習目標，助力員工快速熟悉工作崗位；此外，我們還為每位新員工配備「一帶一」職業導師，以老員工帶新員工的方式引導新員工掌握工作技能、快速適應工作環境並提升工作能力，順利融入團隊。

Frontline Staff Training Programme

一線服務員工培訓

Targeted skills training provided by “Bayhood No. 9 Club” also assists employees to familiarize themselves with their positions in a multi-dimensional approach, and to learn about theoretical knowledges, such as relevant knowledges and skills, service standards, etiquettes, safety awareness (for example, the training programmes at the golf club which includes practices on field service skills, lines indicating skills on the putting green and the putting theories, driving golf carts and customer analysis).

「北湖9號俱樂部」為一線服務員工提供針對性技能培訓，幫助員工多方位熟悉自己的崗位，了解崗位相關知識技能、服務標準、禮儀形象、安全意識等理論知識，如高球部的場地服務技巧實操、果嶺擺線技巧與推杆原理、球車駕駛、客人類型分析等培訓。

Managerial Training Programme

管理人員培訓

For the management, we tailor-made management training programs to sort out the internal and external management rules and industry policies and regulations, analyze the industry dynamics and changes in the Listing Rules, and cultivate their working ability in organization, leadership, communication, etc., so as to improve the management’s ability on planning and making decisions on strategic objectives and guidelines.

針對管理人員，我們量身定制管理人員培訓方案，為其梳理企業內外部管治規則及行業政策法規，分析行業動態及上市規則的變化等，培養其組織、領導、溝通等方面的工作能力，以提高管理人員對戰略目標及方針的規劃與決策能力。

KPIs of the Group's staff training during the Reporting Period are as follows: 報告期間，本集團員工培訓關鍵績效指標表現如下：

Category 類別		Percentage of employees trained 受訓僱員百分比		Average training hours completed per employee (hour/people) 每名僱員完成受訓 的平均時數(小時/人)	
		The Group 本集團	Bayhood No. 9 Club 北湖9號俱樂部	The Group 本集團	Bayhood No. 9 Club 北湖9號俱樂部
By gender 按性別劃分	Male 男性	100.00%	100.00%	13.31	21.27
	Female 女性	100.00%	98.79%	11.18	20.52
By grade-level 按職級劃分	Senior management 高級管理層	100.00%	100.00%	16.22	3.00
	Middle management 中級管理層	100.00%	100.00%	6.18	14.09
	General staff 普通員工	100.00%	99.32%	18.24	21.45

Notes to social key performance indicators:

社會關鍵績效指標說明：

- | | |
|--|---|
| <p>(1) Data relating to social KPIs covers office of the Group headquarters in Hong Kong and the Golf Club of "Bayhood No. 9 Club".</p> <p>(2) Employee turnover rate = Number of employee turnover in the Reporting Period / [(number of employees at the beginning of the year + number of employees at the end of the year) / 2]. Employee turnover rates for different segments are calculated based on the total number of employees in the segment.</p> <p>(3) Proportion of employees trained = number of training participants / number of employees at the end of the year, average training hours completed of employees = total number of training hours / [(number of employees at the beginning of the year + number of employees at the end of the year) / 2].</p> | <p>(1) 社會關鍵績效指標數據包含本集團在香港的總部辦公室及「北湖9號俱樂部」。</p> <p>(2) 僱員流失率=報告期僱員流失人數 / [(年初僱員人數+年末僱員人數) / 2]，不同分類僱員流失率以該分類員工總人數計算流失率。</p> <p>(3) 受訓僱員比例=參與培訓人數 / 年末僱員人數，僱員平均受訓小時數=培訓總時數 / [(年初僱員人數+年末僱員人數) / 2]。</p> |
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GREEN OPERATION 綠色營運

The Group fully understands that the natural environment is the basis on which we depend on and that environmental protection is an important responsibility of being a corporate citizen. In strict compliance with the *Environmental Protection Law of the People's Republic of China*, the *Air Pollution Control Ordinance*, the *Noise Control Ordinance*, the *Waste Disposal Ordinance* and the *Water Pollution Control Ordinance of Hong Kong* and other relevant laws and regulations in jurisdictions where we operate, we conscientiously implemented various environmental protection measures and strived to realize the green development concept by various means, such as reducing pollution emissions, enhancing energy utilization and reasonably disposing of waste.

EMISSION MANAGEMENT

Climate change is one of the greatest threats faced by the contemporary world. As more frequent extreme weather phenomenon has been brought by climate changes, the Group has recognized such issues and has understood that such phenomenon may adversely affect its production and operation. Hence, we have therefore proactively responded to the national call for "energy conservation and emissions reduction" by adhering to the philosophy for sustainable and low-carbon development, optimized energy consumption facilities and equipment, as well as gradually reduced energy consumption and waste gas emissions from operations.

During the Reporting Period, the Group generated carbon emissions as follows:

Greenhouse gas emissions (scope 1) (tonne) 溫室氣體排放量(範圍一)(噸)	2,139.55
Greenhouse gas emissions (scope 2) (tonne) 溫室氣體排放量(範圍二)(噸)	854.13
Total greenhouse gas emissions (scope 1, 2) (tonne) 溫室氣體總排放量(範圍一和範圍二)(噸)	2,993.67

本集團深知自然環境是我們賴以生存的基礎，保育環境是身為企業公民的重要責任。我們嚴格遵守《中華人民共和國環境保護法》及香港《空氣污染管制條例》、《噪音管制條例》、《廢物處置條例》及《水污染管制條例》等運營所在地法律法規，認真落實各項環保措施，通過減少排放污染、提升能源使用率及合理處置廢棄物等方式，踐行綠色發展理念。

排放管理

氣候變化是當代世界面臨的最大威脅之一。本集團已認識到氣候變化帶來的更為頻繁的極端天氣現象等問題，以及其可能將對生產運營帶來不利影響，因而積極響應國家「節能減排」的號召，堅持可持續、低碳的發展理念，使用節能設施設備，以減少運營能耗使用與溫室氣體排放。

報告期間，本集團產生碳排放情況如下：

Energy use

All facilities and equipment of the Group must comply with the standards of the jurisdictions where it operates, with priority given to the use of energy-efficient appliances such as lighting devices, air conditioners and refrigerators; Simultaneously, we reasonably set the office area lighting time and air-conditioning temperature. In addition, to ensure the normal operation and extend the useful life of various electrical appliances, we regularly conduct maintenance and repairs, thus avoiding the impact on power efficiency due to aging. We also use clean energy (such as natural gas) in light of local climatic and natural resource conditions.

In order to save energy, "Bayhood No. 9 Club" specifically sets a reasonable lawn maintenance plan, which provides that fertilizers shall be applied according to the past growing pattern of the lawn. It not only improves the efficiency of fertilizers, but also prevents the lawn from overgrowing, thus reducing the lawn pruning frequency and saving the fuel consumption of the lawn-cutting machine.

The total direct and indirect energy consumption of the Group during the Reporting Period was as follows:

Total non-renewable fuel (direct) consumption ('000 kWh) 不可再生燃料(直接)總耗量(千個千瓦時)	3,992.41
Total purchased energy (indirect) consumption ('000 kWh) 購買能源(間接)總耗量(千個千瓦時)	2,274.28
Total energy consumption ('000 kWh) 能源總耗量(千個千瓦時)	6,266.69
Energy consumption intensity ('000 kWh/HK\$'000) 能源耗量密度(千個千瓦時/千港元)	0.06

Exhaust emissions

The Group's exhaust emissions are mainly derived from fuel use and utilization of company vehicles. "Bayhood No. 9 Club" uses natural gas boilers, so as to reduce sulfur dioxide emissions which was caused by the use of coal boilers in the past. Meanwhile, professional fume purification devices, which absorb and purify kitchen fumes, have been used at the themed restaurant of "Bayhood No. 9 Club" to meet the national standard on low-altitude emissions of kitchen fumes. In addition, we uniformly manage and seal after use for the harmful chemicals (such as paint, preservatives, fire proof coatings, etc.) used in the construction of the parks for preventing air pollution; and we timely maintain our company vehicles and herbicides, etc., so as to ensure their normal operation and reduce the generation of waste gas.

能源使用

本集團所有設施設備均符合運營所在地標準，且優先採用能耗較低的燈具、空調、冰櫃等電器；同時，我們合理設定辦公區域的照明時長和空調溫度。此外，我們定期保養及維修各類電器，以保證其正常運轉、延長其使用壽命，避免因老化而影響用電效能，並根據當地氣候和自然資源條件，使用天然氣等清潔能源。

為節約能源，「北湖9號俱樂部」特別制定合理的草坪養護計劃，按照草坪以往的生長規律進行施肥作業，在提高肥料利用率的同時，確保草坪不會生長過盛，以此降低對草坪的修剪頻率，節約剪草機的燃油消耗。

報告期間，本集團直接及間接能源總耗量如下：

廢氣排放

本集團廢氣排放主要來源於燃料使用及公務車輛使用。「北湖9號俱樂部」使用天然氣供暖鍋爐，以減低過去因使用煤炭供暖鍋爐產生的二氧化硫排放。同時，「北湖9號俱樂部」中心餐廳使用專業油煙淨化器，對餐飲油煙吸收淨化，以滿足國家對於廚房油煙在低空排放的標準。此外，我們對園區施工使用的油漆、防腐劑、防火塗料等有害化學物品統一管理、用後密封，以防止大氣污染；並及時保養公務車輛及除草機等，以確保其正常運轉，減少廢氣產生。

During the Reporting Period, the Group's exhaust gas emissions were as follows:

報告期間，本集團廢氣排放量如下：

SOx emissions (kilogram) 硫氧化物排放量(千克)	0.16
NOx emissions (kilogram) 氮氧化物排放量(千克)	344.40
Particulate matter emissions (kilogram) 顆粒物排放量(千克)	6.63

WASTE DISPOSAL

The Group strictly complies with the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, the List of Pesticides Banned and Restricted by the Country, the Measures for the Prevention and Control of Environmental Pollution by Discarded Dangerous Chemicals and other laws and regulations in jurisdictions where it operates, thus conducting strict and compliant management of wastes in preventing environmental pollution.

廢棄物處理

本集團嚴格遵守《中華人民共和國固體廢物污染環境防治法》、《國家禁用、限用農藥清單》及《廢棄危險化學品污染環境防治辦法》等運營所在地法律法規，對廢棄物進行嚴謹合規的管理，防止廢棄物污染環境。

During the Reporting Period, the Group's waste produced was as follows:

報告期間，本集團廢棄物產生量如下：

Hazardous waste produced (tonne) 有害廢棄物產生量(噸)	9.35
Non-hazardous waste produced (tonne) 無害廢棄物產生量(噸)	34.58

Hazardous waste

"Bayhood No. 9 Club" has signed agreements with qualified hazardous waste disposal company designated by the Beijing Municipal Environmental Protection Bureau annually for disposing hazardous waste such as disposed batteries, used oil barrels, disposed lubricant disposed paint, used light tube and bulb etc. specifically, so as to lawfully dispose the aforesaid hazardous waste. In order to guarantee environmental safety prior to disposal, hazardous waste shall be sealed and stored in the hazardous waste warehouse before the disposal by the recognized professional body.

有害廢棄物

針對廢棄電瓶、廢機油瓶、廢棄潤滑油、油漆、燈管、燈泡等有害廢棄物，「北湖9號俱樂部」每年與北京市環保局指定的具有資質的危廢物品處理公司簽訂危廢物品處置協議，集中進行無害化處理，以妥善處置有害廢棄物。在未經過專業公司處置前，有害廢棄物被集中封閉存放在危險廢棄物品倉庫，以保障處置前的環境安全。

Non-hazardous waste

Among the non-hazardous waste generated by the Group, the scrap metal parts, plastics, office paper and other wastes with recycling value shall be kept by the persons in charge of the production departments, and shall be processed together occasionally through reselling to the recycling stations. Organic waste such as sawdust, tree branches and leaves and kitchen waste, shall be kept together in garbage dumps until the arrival of professional garbage-disposing companies in providing cleaning and transporting service at fixed times every day.

During the Reporting Period, the Group's packaging material usage was as follows:

Packaging material usage (tonne) 包裝材料使用量(噸)	0.92
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WATER CONSUMPTION

The Group obtains commercial water through government water supply department and improves water-use efficiency by using reclaimed-water irrigation and scientific irrigation. We shall, in strict accordance with the *Water Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China* and other laws and regulations in jurisdictions where it operates, reasonably utilize and discharge water resources, so as to avoid pollution to lakes, underground water, etc.

The total water consumption and density of the Group during the Reporting Period were as follows:

Municipal-supplied water consumption (cubic metre) 政府供水量(立方米)	21,959.11
Reclaimed water consumption (cubic metre) 循環再用水量(立方米)	229,558.00
Total water consumption (cubic metre) 總耗水量(立方米)	257,517.11
Water consumption intensity (cubic metre/HK\$'000) 耗水密度(立方米/千港元)	2.26

無害廢棄物

本集團產生的無害廢棄中，廢棄金屬配件、塑膠、辦公用紙等具有回收價值的廢棄物由產生部門負責人保管，不定期轉賣廢品回收站統一處理；草屑、樹枝樹葉、廚餘垃圾等有機垃圾則一起被存放於垃圾場，每天固定時間由專業垃圾清運公司作清運處理。

報告期間，本集團包裝材料使用量如下：

水資源使用

本集團通過政府供水獲取經營用水，並利用循環再用水灌溉、科學灌溉等方式提升用水效益。我們嚴格遵循《中華人民共和國水法》及《中華人民共和國水污染防治法》等運營所在地法律法規，對水資源進行合理的利用和排放處理，以避免對湖泊、地下水等造成污染。

報告期間，本集團總耗水量及密度如下：

Saving water

The Group's major water consumption is related to the greening and maintenance for the golf course at "Bayhood No. 9 Club". We have installed water-saving automatic irrigation system on the lawn of the golf course, made reasonable conservation plans for the golf course, and scientifically set the irrigating time and quantity according to the weather conditions, plant growing cycle and other factors, so as to improve the efficiency of water irrigation. Following the principle of "high quality for the best use, low quality for rough use" in respect of water consumption, we have made rational use of reclaimed water resources for irrigation, by setting up a rainwater recovery pipeline under the golf course for collecting rainwater and irrigation water to artificial lakes, which serves as the spare irrigation water sources. For daily office use of water, the Group proactively promotes the water-saving concept, analyzes the causes of abnormal usage in a timely manner and implements the improvement plan, aiming to reduce waste of water resources.

Sewage treatment

The Group strictly complies with the *Environmental Quality Standards for Surface Water* and other laws and regulations in jurisdictions where it operates. In accordance with plans of the municipal administration, domestic sewage generated at "Bayhood No. 9 Club" is collected via designated sewage pipes and subsequently discharged to the municipal sewage network, where it will be treated in a centralized manner by relevant sewage treatment plants. Seeped water from irrigation that carries pesticide and fertilizer residues will be directed to artificial irrigation lakes for irrigation via collection pipes, and be reused for greening or irrigation purposes after being bio-decomposed and absorbed.

Notes to environmental KPIs:

- (1) During the Reporting Period, the scope of data collection includes the Group's offices in Hong Kong, golf course and office areas of "Bayhood No. 9 Club" in Beijing.
- (2) Exhaust gas emissions are derived from the consumption of natural gas and the motions of company vehicles. The emissions factors of natural gas are determined with reference to the Factors & Material Measuring Methods Applicable to Industries Not Included in the *Pollutant Discharge Permit Management System*, while the emissions factors of company vehicles are determined with reference to the *Reporting Guidance on Environmental KPIs* (the "Reporting Guidance") from the Stock Exchange.

節約用水

「北湖9號俱樂部」對高爾夫球場養護的綠化循環再用水為本集團主要用水項目。我們在球場草坪中安裝了節水型自動灌溉設備，制定合理的球場養護計劃，根據天氣狀況、植物生長週期等因素科學設置澆水時間及澆水量，以提升灌溉用水效率。我們踐行「優質優用，低質低用」的水資源使用原則合理利用中水資源進行灌溉，在高爾夫球場地下鋪設了雨水回收管道回收雨水及灌溉水至人工湖，作為灌溉補充水源。針對日常辦公用水，本集團積極宣導節水理念，及時分析用量異常原因並落實改善方案，以減少水資源的浪費。

污水處理

本集團嚴格遵守《地表水環境質量標準》等運營所在地法律法規，按照市政規劃，「北湖9號俱樂部」生活污水通過污水管道統一收集後排放至市政污水管道，由污水處理廠集中處理。含有殘餘農藥、化肥的綠化下滲水會通過收集管道收集至人工灌溉湖中，經生物降解、吸收，將再次用於綠化灌溉。

環境關鍵績效指標說明：

- (1) 報告期間，數據收集範圍覆蓋本集團位於香港的辦公室、位於北京的「北湖9號俱樂部」高爾夫球場以及辦公區域。
- (2) 廢氣排放源於天然氣消耗及公務車輛行駛。天然氣排放係數參考中華人民共和國環境保護部《未納入排許可管理行業適用的排汙係數、物料衡算方法》，公務車輛排放係數參考聯交所《環境關鍵績效指標匯報指引》（《匯報指引》）。

- (3) Greenhouse gas emissions (scope 1) is mainly come from the fuel consumption of company vehicles, machinery for golf course maintenance and natural gas consumption of boilers, while greenhouse gas emissions (scope 2) is generated from the electricity consumption. The emission factors of greenhouse gas are determined under the *Reporting Guidance* from the Stock Exchange and the *2006 IPCC Guidelines for National Greenhouse Gas Inventories* issued by the Intergovernmental Panel on Climate Change and the *2019 China Regional Grid Baseline Emission Factor for Emission Reduction Project* published by the Ministry of Ecology and Environment of the People's Republic of China.
- (3) 溫室氣體排放(範圍一)主要來自公務車輛使用燃油、場養護器械使用燃油和供暖鍋爐天然氣消耗，溫室氣體排放(範圍二)產生於用電量。溫室氣體排放係數參考聯交所《匯報指引》及政府間氣候變化專門委員會《2006年IPCC國家溫室氣體清單指南》。中華人民共和國生態環境部《2019年度減排項目中國區域電網基準線排放因子》。
- (4) Conversion factors for energy heating value are determined under the *General Principles for Calculation of Total Production Energy Consumption (GB2589-2020T)* issued by the People's Republic of China and *2017 Energy Statistics Manual* issued by IEA.
- (4) 能源熱值轉換係數參考中華人民共和國《GB/T 2589-2020綜合能耗計算通則》及國際能源署《2017年能源統計手冊》。

COMMUNITY INVESTMENT 社區投資

The Group proactively participates in social charity, maintains communication with the community, and takes the initiatives to reward the society by helping vulnerable groups, increasing employment opportunities for local residents, and participating in social charity activities, through piecemeal actions and long-term persistence.

“Bayhood No. 9 Club” provides monthly living subsidies to 4 members of residents with low social security under the Beijing Beihu Village Neighborhood Committee. During the Reporting Period, total living subsidies amounted to RMB85,400 was provided. In 2020, “Bayhood No. 9 Club” also donated RMB2,000 to a disabled Guo’s family in Beihuqu Village, Beijing, for helping them alleviate their living difficulties. Meanwhile, when the job vacancy is opened in “Bayhood No. 9 Club”, priority is given for recruiting employees from the communities where it operates, which not only helps solving the unemployment problem facing by the local labour force, but also increase villagers’ income, thus forming a good “village-enterprise family” relationship.

本集團積極參與社會公益事業，保持與社區溝通，通過幫扶弱勢群體、為當地居民改善就業、參與社會慈善活動等方式，用點滴的行動和長久的堅持向社會傳遞向善力量，積極回饋社會。

「北湖9號俱樂部」每月向4名北京市北湖村居委低保戶發放生活補貼，報告期間發放生活補貼共計人民幣85,400元。二零二零年內，「北湖9號俱樂部」還向北京市北湖渠村殘疾人郭某一家捐贈善款人民幣2,000元，以幫助其緩解生活困難。同時，「北湖9號俱樂部」在出現崗位空缺時，優先從業務所在社區招聘員工，不僅助力解決當地勞動力就業問題、促進村民增收，也有助於形成「村企一家」的良好關係。



H.BROTHERS | ENTERTAINMENT

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