



HK01803

**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 **2020**  
**2020** 環境、社會及管治報告

## CONTENTS 目錄

ABOUT THE GROUP 關於北體集團	5
INTRODUCTION OF SUBSIDIARIES 旗下公司介紹	7
CHRONICLE OF EVENTS IN 2020 2020年度大事記	8
ABOUT THIS REPORT 關於本報告	13
PURPOSE OF THE REPORT 報告目的	13
REPORTING PERIOD AND SCOPE 報告期間及範圍	13
DATA SOURCE 數據來源	13
CONFIRMATION AND ENDORSEMENT 確認及批註	14
FEEDBACK 意見回饋	14
CHAIRMAN'S STATEMENT 主席寄語	15

RESPONSIBILITY MANAGEMENT	
責任管理	17
ESG MANAGEMENT STRUCTURE	
ESG管治架構	17
STAKEHOLDER ENGAGEMENT	
持份者溝通	19
ANALYSIS ON MATERIAL ESG ISSUES	
ESG重要性議題分析	21
INTEGRITY AND COMPLIANCE OF OPERATION	
誠信合規經營	25
ANTI-CORRUPTION	
反腐倡廉	25
ENVIRONMENT • EMBRACE HARMONY TOGETHER	
環境 • 共迎和諧	26
ENVIRONMENTAL MANAGEMENT	
環境管理	26
ENERGY SAVING AND EMISSION REDUCTION	
節能減排	27
WATER CONSERVATION	
珍惜用水	30
ECOLOGICAL CONSERVATION	
保護生態	30

PRODUCTS • CREATE VALUE TOGETHER

產品 • 共創價值	32
-----------	----

SUPPLY CHAIN MANAGEMENT

供應鏈管理	32
-------	----

QUALITY CONTROL

質量管控	33
------	----

INTELLECTUAL PROPERTY RIGHTS

知識產權	35
------	----

ADVERTISING AND PROMOTION

廣告宣傳	36
------	----

CUSTOMER PRIVACY

客戶隱私	36
------	----

PROMOTING WIN-WIN COOPERATION

促進合作共贏	36
--------	----

COMMUNITY • BUILD A BETTER ONE TOGETHER

社區 • 共建美好	37
-----------	----

SOCIAL INVESTMENT

社會投資	37
------	----

EMPLOYEES • PROMOTE GROWTH TOGETHER	
員工 • 共促成長	37
EMPLOYMENT AND REMUNERATION	
僱傭與薪酬	37
EMPLOYMENT IN COMPLIANCE WITH THE REGULATION	
合規僱傭	38
SALARY AND WELFARE	
薪酬福利	39
TRAINING AND DEVELOPMENT	
培訓與發展	39
EMPLOYEE PROMOTION	
員工晉升	39
EMPLOYEE TRAINING	
員工培訓	40
SAFETY AND HEALTH	
安全與健康	40
STRENGTHENING SAFETY PRODUCTION	
加強安全生產	41
GUARANTEEING OCCUPATIONAL HEALTH	
保障職業健康	42
CARE AND SUPPORT	
關愛與幫扶	42
ENVIRONMENTAL KEY PERFORMANCE INDICATOR	
環境關鍵績效指標	43
SOCIAL KEY PERFORMANCE INDICATOR	
社會關鍵績效指標	46
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX OF THE STOCK EXCHANGE	
聯交所《環境、社會及管治報告指引》索引	49

## ABOUT THE GROUP

Beijing Sports and Entertainment Industry Group Limited (hereinafter referred to as “the Group”) focuses on the investment and development of sports and cultural businesses. The Group was founded in June 2011 and was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) in January 2012 to satisfy the needs of future business development.

The Group actively promoted national fitness and cultural businesses, initiated the “Plan for 1,000 Stadiums” and established the “1,000 Stadiums Construction Alliance” to integrate the whole industry chain platforms such as investment, development, construction and operation, with industrial technology advantages, operational advantages, government resources and international industrial resources. The Group’s business scope includes:

- Innovative sports parks, development, investment, construction and operation of new stadiums, and provision of urban stadium construction solutions
- Ice sports industry
- Investment and operation of sports training
- Operation of sports clubs

## 關於北體集團

北京體育文化產業集團有限公司（以下簡稱「北體集團」或「本集團」），專注於投資及發展有關體育及文化的產業。北體集團成立於二零一一年六月，並在二零一二年一月於香港聯合交易所有限公司（「聯交所」）主板上市，以滿足未來業務發展的需要。

北體集團積極推動全民健身和文化事業，率先發起“千館計劃”並成立“千館建設聯盟”，整合投資開發、建設營運等全產業鏈平台，擁有行業技術優勢、營運優勢、政府資源以及國際化的產業資源。本集團的業務範疇包括：

- 創新型體育公園，新型場館的開發、投資、建設與營運，提供城市場館建設解決方案
- 冰雪產業
- 體育培訓的投資與營運
- 體育俱樂部的營運

## ABOUT THE GROUP (Cont'd)

### Innovative sports parks

We have invested in the construction of air dome stadiums with controllable air quality, energy conservation and environmental protection, constant temperature and humidity, and various outdoor sports facilities such as fitness walkways and bike paths in urban and near suburban areas. Through a professional and high-standard operation team, the introduction of high-standard unified management and related projects such as spectator sports competitions, sports trainings and sports rehabilitations, we hope to build a multi-functional, around-the-clock innovative sports park integrating indoor sports stadiums and outdoor sports facilities.

### Ice sports industry

With the opportunity of Beijing being granted the right to host the 24th Olympic Winter Games in 2022 and the strong support of government policies, the ice sports industry in China has unprecedented development opportunities. We have started to develop the ice sports industry layout by introducing concept, research and development, investment, construction and operation of air dome as the main construction entity, enriching the ice sports industry business by creating ice air dome sports stadiums, and using innovative development methods to bring new sports experience and entertainment to the people and promote regional economic and social development.

### Investment and operation of sports training

Through investing in and operating various sports training schools and sports-related clubs, we have established a professional sports stadium training and operation management platform integrating group sports (including football, basketball, tennis and badminton), fitness, training, leisure and entertainment and parent-child interaction. The Group's sports stadiums and contracted stadiums introduced high-quality vocational trainings, youth trainings, coach trainings, sports events, parent-child entertainment and other services to enhance the core competitiveness of the Group's sports stadiums. Ultimately, we will export our professional management and operation team to social branding.

## 關於北體集團 (續)

### 創新型體育公園

我們於城市內及近郊區投資建設空氣質量可控、節能環保以及恒溫恒濕的氣膜體育場館，配以健身步道及騎行道等多種室外體育設施。通過專業化且高標準的營運團隊、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。

### 冰雪產業

因著北京獲得2022年第二十四屆冬季奧林匹克運動會舉辦權的契機和政府政策大力支持下，國內的冰雪產業有了空前未有的發展機會。而我們著手為冰雪產業佈局，以引入概念、研發、投資、建設及營運以氣膜形式為建築主體，透過打造冰雪氣膜運動場館以豐富冰雪產業業態，利用創新發展的手法，為人民帶來新的運動體驗和娛樂，促進區域經濟社會發展。

### 體育培訓的投資與營運

我們通過投資與營運各類體育培訓學校及體育相關俱樂部，打造集體運動（包括足球、籃球、網球、羽毛球等）、健身、培訓、休閒娛樂、親子互動於一體的專業體育場館培訓營運管理平台。從集團旗下體育場館及簽約場館導入優質的職業培訓、青少年培訓、教練員培訓、體育賽事、親子娛樂等服務出發，提高集團旗下體育場館的核心競爭力。最終向社會品牌化輸出專業的管理營運團隊。

### Operation of sports clubs

We develop and operate sports clubs, including the operations of Phoenix (Women's) Football Club and Baseball Club, and promote and operate sports-related competitions, events and public welfare projects with governments and corporate institutions.

### Introduction of subsidiaries

The Group leads its subsidiaries across the country, such as Beijing, Shanghai, Shenzhen and Hong Kong, to develop and operate sports venues with health as the core value. In 2020, the entire Beijing Sports Group will continue to promote the construction of national and regional sports venues, which may lead to new cooperation between sports and other industries.

### MetaSpace

MetaSpace (Beijing) Air Dome Corp. (hereinafter referred to as "MetaSpace") was established in 2006 and is a holding subsidiary of the Group. MetaSpace integrates research and development, planning, design, manufacturing, operation and industrial investment. It is a world leading integrated service provider of membrane structure technology application solutions. The business covers sports, commercial and cultural tourism, industrial environmental protection, logistics and warehousing, plateau military and other fields of application. As a leading enterprise in the air dome industry in the PRC, MetaSpace pursues green air dome buildings and provides green living experience to the public. MetaSpace was honored the titles of "Climate Solvers" and "WWF Climate Solver China Best Low-Carbon Practitioner" by the World Wide Fund for Nature (WWF) in 2014 and 2016-2017, respectively.

### 體育俱樂部的營運

我們開發及營運體育俱樂部，包括鳳凰女足和棒球俱樂部的相關營運，並且與政府和企業機構推廣及營運有關體育的賽事、活動、公益等項目。

### 旗下公司介紹

北體集團帶領旗下遍佈全國各地，如北京、上海、深圳、香港等的控股子公司，開發和營運以健康為核心價值的運動場館。在2020年，北體集團上下共同繼續促進全國及區域體育場館的建設，引發體育與其他產業新的合作可能。

### 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」），成立於2006年，為北體集團旗下的控股子公司。約頓氣膜集研發、規劃、設計、製造、營運及產業投資為一體，是全球領先的膜結構技術應用解決方案綜合服務商。業務涵蓋體育運動、商業文旅、工業環保、物流倉儲、高原軍事等應用領域。作為中國氣膜行業的領軍企業，約頓氣膜追求綠色氣膜建築，提供綠色生活體驗給大眾。約頓氣膜分別在2014年和2016-2017年度被世界自然基金會(WWF)授予「氣候創行者」以及「WWF氣候創行者最具成長力低碳技術」榮譽稱號。



## CHRONICLE OF EVENTS IN 2020

### Awards

**Most Trusted Equipment Brand of the Year in Ice Rinks**

**年度最受冰場信賴的設備品牌**

Executive Committee of WSTOPS

冬鼎獎執委會

**Awarded the New Manufacturing Application Model Award**

**頒發新製造應用典範獎**

2020 China Internet Manufacturing Summit

2020中國互聯網製造峰會

**Technology Innovation Award 2020**

**2020年度技術創新獎**

China Steel Construction Society

中國鋼結構協會

**China's Smart Environmental Protection Scaffolding Gold Supplier**

**中國智能環保料棚金牌供應商**

Metallurgical International Cooperation Service Center of China

Association of Plant Engineering

中國設備管理協會冶金行業國際合作服務中心

## 2020年度大事記

### 獎項

**Innovative Product Award**

**創新產品獎**

World Winter Sports (Beijing) Expo 2020

2020國際冬季運動(北京)博覽會

**Innovative Promotion of 2020 shortlisted enterprises**

**創新推優2020入圍企業**

China Sports Show

中國國際體育用品博覽會

**Selected in the Recommended Catalog of Beijing Energy Conservation**

**Technology Products (2020)**

**入選《北京市節能技術產品推薦目錄》(2020)**

Beijing Municipal Commission of Development and Reform

北京市發展和改革委員會

## CHRONICLE OF EVENTS IN 2020 (Cont'd)

### Major events

#### I. Help make an ice rink available to the people – Harbin Air Dome Ice Sports Center (哈爾濱氣膜冰上運動中心)

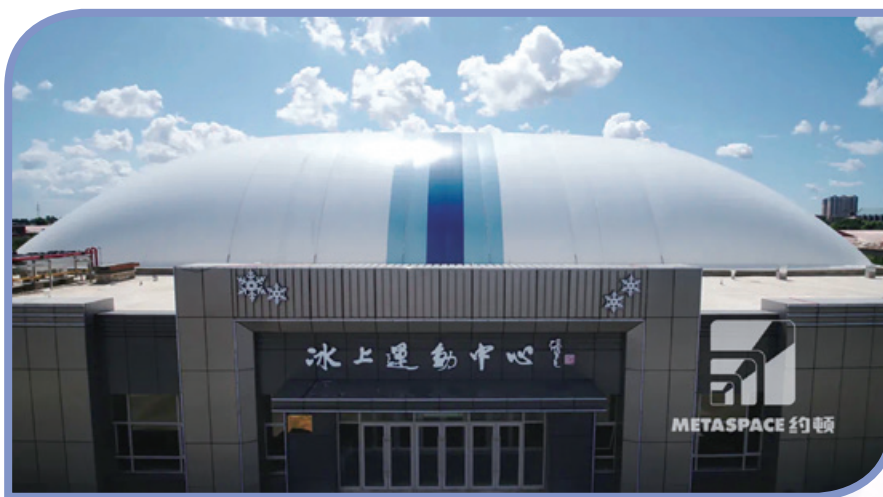
In 2020, 8 Harbin Ice Sports Centres constructed by MetaSpace were officially opened for use. The emergence of the air dome ice stadium will bring a new direction for the construction of the ice rink as it has advantages such as large span, low cost, low energy consumption, mobility and anti-haze as compared with the ice rinks with traditional building structure. In addition, the Ice Sports Centre is compatible with a number of ice sports such as ice hockey, curling, figure skating and short track speed skating. Combining the cultural traditions and lifestyle customs of Harbin, the Ice Sports Centre can greatly satisfy the needs of citizens to participate in ice sports.

## 2020年度大事記 (續)

### 大事件

#### I. 助民上冰哈爾濱氣膜冰上運動中心

2020年，約頓氣膜承建的8座哈爾濱冰上運動中心已正式投入使用。氣膜冰雪館場的出現，將為冰場建設帶來新的方向，因其與傳統建築結構的冰場相比，除了擁有創新的設計，更是有大跨度、低成本、低能耗、可移動以及隔絕霧霾的優勢。再者，冰上運動中心兼容進行冰球、冰壺、花樣滑冰、短道速滑等多項冰上運動，結合哈爾濱的文化傳統和生活習俗，冰上運動中心能極大地滿足市民參與冰雪運動的需求。



## CHRONICLE OF EVENTS IN 2020 (Cont'd)

### Major events (Cont'd)

2. *MetaSpace participated in the compilation of the "Blue Book of Venues: Annual report on development of China's sports venues (2019-2020) (《體育場館藍皮書：中國體育場館發展報告(2019-2020)》)" and "Specification for Acceptance of Constructional Quality of Membrane Structures (《膜結構工程施工質量驗收規程》)"*

In recent years, with the increasing awareness of national health, the hosting of the Olympic Winter Games Beijing 2022, and the support of national policies, there are new possibilities and new development opportunities in the sports sector in the PRC. The "Blue Book of Venues: Annual report on development of China's sports venues (2019-2020) (《體育場館藍皮書：中國體育場館發展報告(2019-2020)》)" compiled by the China Sports Strategic Research Institute of Beijing Sport University (北京體育大學中國體育戰略研究院) analyses the current development and development prospects of China's sports stadium industry in terms of construction, operation management and business model. MetaSpace was honored to participate in the compilation, so as to carry out in-depth exploration of the competitiveness of sports stadium construction enterprises in China by leveraging on its years of experience in the industry.

At the same time, China Association for Spatial Structure, China Steel Construction Society (中國鋼結構協會空間結構分會) and Beijing University of Technology jointly compiled the Specification for Acceptance of Constructional Quality of Membrane Structures (《膜結構工程施工質量驗收規程》) (T/CECS 664 – 2020) with more than 20 enterprises engaging in the contracting, design, production, installation and scientific research of membrane structure projects in China, which has been officially implemented since 1 September 2020. MetaSpace was also honoured to be invited to participate in the compilation, which set up the latest standards for the quality of membrane structure construction works, so as to standardize the construction of membrane structure stadiums, and make it safer and more efficient.

## 2020年度大事記(續)

### 大事件(續)

2. 約頓氣膜參編《體育場館藍皮書：中國體育場館發展報告(2019-2020)》及《膜結構工程施工質量驗收規程》

近年來，國民自身健康意識不斷提升、2022年舉辦北京冬季奧運會，加上在國家政策的支持下，中國體育領域有了新的可能，新的發展機遇。由北京體育大學中國體育戰略研究院主編的《體育場館藍皮書：中國體育場館發展報告(2019-2020)》以體育場館建設、營運管理、業態等多方面來分析當前中國體育場館領域的發展情況和發展前景。約頓氣膜有幸參與編製，以投身在行業多年的經驗，在當中深入探討中國體育場館建設類企業競爭力。

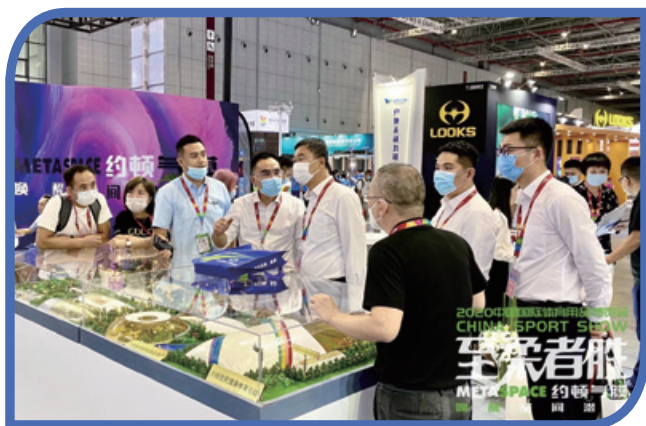
同時，中國鋼結構協會空間結構分會、北京工業大學聯合國內20多家膜結構工程承包、設計、製作安裝與科研等單位編製了《膜結構工程施工質量驗收規程》(T/CECS 664—2020)，並於2020年9月1日起正式實施。而約頓氣膜亦有幸獲邀成為其中的一份子參與編製，針對膜結構施工工程的質量定下最新的規範，使膜結構場館建設標準化，更安全、更有效率。

## CHRONICLE OF EVENTS IN 2020 (Cont'd)

### Major events (Cont'd)

#### 3. The empowerment and upgrade of MetaSpace at the China Sports Show with in-depth value creation

During the 38th China Sports Show, MetaSpace made its debut under the theme of “the softest wins” to demonstrate MetaSpace’s understanding of “flexibility, power outburst; curve, making soft to strong”. The soft and curved structural characteristics of air domes demonstrated the possibility of new building structures and provided more efficient and environmentally friendly sports space for national sports.



## 2020年度大事記 (續)

### 大事件 (續)

#### 3. 約頓氣膜賦能升級，亮相體博會深度創造價值

第38屆中國國際體育用品博覽會期間，約頓氣膜以「至柔者勝」為主題亮相，藉以表達約頓氣膜對於氣膜空間的理解「柔韌，爆發力量；曲線，化柔為剛」，利用氣膜柔韌與曲線的結構特質，展現新型建築結構的可能性，為國家體育提供更多高效的環保運動空間。

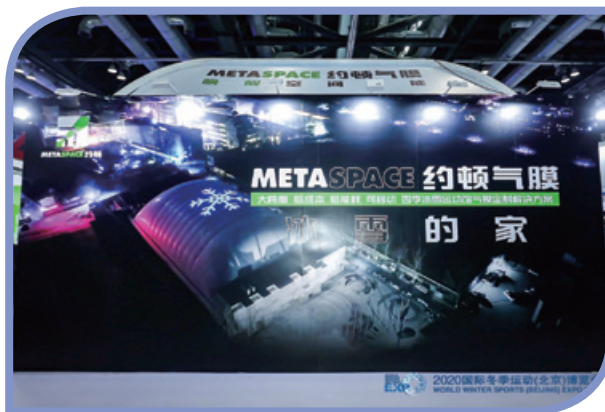


## CHRONICLE OF EVENTS IN 2020 (Cont'd)

### Major events (Cont'd)

#### 4. *MetaSpace shows the power of ice with the introduction of low-energy consumption four-season ice rink which helps industrial development*

The World Winter Sports (Beijing) Expo 2020 (hereinafter referred to as the "Winter Expo") was held at the National Convention Center in Beijing, and the Winter Expo was first merged with the China International Fair for Trade in Services. MetaSpace was featured under the theme of "Home of ice (冰雪的家)" and introduced the latest application technology solutions of air dome ice rink and air dome snow field to the Winter Expo. At the award ceremony of the Winter Expo, MetaSpace was honoured to be awarded the "Innovative Product (創新產品)" award, in recognition of its tireless efforts in persisting on proprietary research and development, continuously seeking breakthroughs in the ice and snow industry, and its contributions from constantly surmount its limits in the ice and snow field.



#### 5. *Opinions on Enhancing the Construction of National Sports Ground Facilities to Promote Public Sports (《關於加強全民健身場地設施建設發展群眾體育的意見》)*

On 30 September 2020, the General Office of the State Council issued the Opinions on Enhancing the Construction of National Sports Ground Facilities to Promote Public Sports (《關於加強全民健身場地設施建設發展群眾體育的意見》), which was opinions expressed by the State Council. The purpose was to promote the construction of sports facilities, promote the development of public sports and improve the service level of national public sports. It explicitly proposed to "support the construction of air dome structure gyms and prefabricated gyms that meet the requirements of environmental protection and safety", which has become a major driver to promote the development of air dome stadiums and vigorously promote national fitness.

## 2020年度大事記 (續)

### 大事件 (續)

#### 4. *約頓氣膜展現冰雪力量，攜低能耗四季冰雪場亮相冬博會助產業發展*

2020國際冬季運動(北京)博覽會(以下簡稱「冬博會」)在北京國家會議中心舉辦，本屆冬博會首次與中國國際服務貿易交易會合併。約頓氣膜以「冰雪的家」為參展主題，攜同最新的氣膜冰場、氣膜雪場應用技術解決方案亮相冬博會。在冬博會頒獎典禮現場，約頓有幸榮獲「創新產品」獎，以表彰企業在堅持自主研發的道路上孜孜不倦，在冰雪行業中不斷尋求突破，不斷攀登冰雪巔峰所作出的貢獻。

#### 5. *《關於加強全民健身場地設施建設發展群眾體育的意見》*

國務院辦公廳在2020年9月30日發佈《關於加強全民健身場地設施建設發展群眾體育的意見》，其文件為經國務院同意提出的意見。目的是推進健身設施建設、推動群眾體育蓬勃開展和提升全民健身公共服務水平。當中明確提出「支持建設符合環保和安全等要求的氣膜結構健身館、裝配式健身館」，其發表成為了促進發展氣膜體育館的一大推手，大力宣傳全民健身。

## ABOUT THIS REPORT

### Purpose of the Report

Beijing Sports and Entertainment Industry Group Limited (hereinafter referred to as “the Group”, “we”, “our” or “us”) is pleased to release the Environmental, Social and Governance Report 2020 (the “Report”) which was compiled pursuant to the “Environmental, Social and Governance Reporting Guide” (the “ESG Reporting Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited and aims to disclose the environmental, social and governance (“ESG”) performance of the Group in the past year.

### Reporting period and scope

The reporting period of this Report is from 1 January 2020 to 31 December 2020 (the “Reporting Period” or the “Year”). The scope of the Report covers the three subsidiaries of the Group in China, including Zhong Hu Sports and Culture Development (Beijing) Limited\* (中互體育文化發展(北京)有限公司), MetaSpace (Beijing) Air Dome Corp.\* (北京約頓氣膜建築技術股份有限公司) and Zhejiang Yuedun Zhizao Technology Limited\* (浙江約頓智造科技有限公司). Considering the materiality principle of the Report, as compared with last year, this year only covers the air dome business and excludes the stadiums operation business.

### Data source

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.

\* for identification purposes only

## 關於本報告

### 報告目的

北京體育文化產業集團有限公司(以下稱為「北體集團」或「本集團」或「我們」)欣然向持份者發佈的二零二零年環境、社會及管治報告(「本報告」),其報告是根據香港聯合交易所有限公司證券上市規則(「上市規則」)附錄二十七所載之「環境、社會及管治報告指引」(「ESG報告指引」)編製而成,旨在披露本集團在過去一年的環境、社會及管治(「ESG」)方面的績效表現。

### 報告期間及範圍

本報告的報告期間為二零二零年一月一日至二零二零年十二月三十一日(「報告期」)或(「本年度」)。報告範圍涵蓋本集團於中國的三間附屬公司,包括中互體育文化發展(北京)有限公司、北京約頓氣膜建築技術股份有限公司以及浙江約頓智造科技有限公司。考慮報告的重要性原則,與去年相比,今年只涵蓋氣膜業務,不包括場館營運業務。

### 數據來源

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。

\* 僅供識別

## ABOUT THIS REPORT (Cont'd)

### Confirmation and endorsement

This report was approved by the board of directors on 9th July 2021 upon confirmation by the management.

### Feedback

Every constructive opinion is the cornerstone for our sustainable development. If you have any comments on this Report or the Group's sustainability performance, please feel free to contact us by the following means:

Address: Eastern Side of Chaoyang Tennis Centre,  
1 Chaoyang Park South Road, Chaoyang District, Beijing

Tel: (8610)8556-1803, (8610)8556-9398

Fax: (8610)8556-1803-813

Email: [ir@bsehk.com](mailto:ir@bsehk.com)

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

## 關於本報告 (續)

### 確認及批註

本報告經由管理層確認後，於二零二一年七月九日獲董事會通過。

### 意見回饋

每一個具建設性的意見都是讓我們能推動可持續發展的基石。如閣下對本報告或本集團的可持續發展表現有任何意見，歡迎透過以下方式與我們聯絡：

地址：北京朝陽區朝陽公園南路1號  
朝陽網球中心東側

電話：(8610)8556-1803, (8610)8556-9398

傳真：(8610)8556-1803-813

電郵地址： [ir@bsehk.com](mailto:ir@bsehk.com)

官方網站： <http://www.bsehk.com/c/index.php>

## CHAIRMAN'S STATEMENT

2020 has been a challenging year as the spread of the Coronavirus Disease "COVID-19" has caused us to experience countless deaths and major recession and it then became a global crisis. However, the pandemic has prompted us to pay more attention to our health, and we began to seek more opportunities to exercise our bodies while fighting the pandemic.

As a member of the sports and cultural industry, we always adhere to the values of "sincerity, righteousness, wholesomeness, happiness", and strive to promote "national fitness", promote the development of sports and culture industry, contribute more high-quality environment-friendly sports space to China's sports, and improve people's healthy living standards. In 2020, the National Bureau of Statistics and the General Administration of Sport of China issued the "2019 National Sports Industry Total Size and Growth Data Announcement (《2019年全國體育產業總規模與增加值數據公告》)" and the "Several Opinions on Accelerating the Sports Industry and Stimulating Sports Consumption (《關於加快體育產業、促進體育消費的若干意見》)" issued by the State Council, which indicated that the sports industry in China will gradually be marketized and develop rapidly. The Central Government has also implemented policies to ensure the development of ice sports industry and encourage all people to participate in sports. With the support of national policies and the constant increase in public awareness of their own health, the robust development of sports market demand shall bring about new opportunities to the current and future sports industry.

## 主席寄語

2020年是具挑戰性的一年，新型冠狀病毒「COVID-19」的蔓延使我們經歷許多生離死別，經濟大衰退，成為全球性危機。然而，疫情在另一方面促使我們更加高度關注身體的健康，在防疫的同時，開始尋找更多鍛煉身體的機會。

作為體育文化行業的其中一分子，我們始終秉承「誠心、正意、健康、快樂」的價值觀，致力推動「全民健身」，促進體育文化的行業發展、為中國體育貢獻更多優質的環保運動空間，提升人民的健康生活水平。2020年，國家統計局及國家體育總局發佈的《2019年全國體育產業總規模與增加值數據公告》，以及國務院發佈的《關於加快體育產業、促進體育消費的若干意見》，顯示中國體育產業將逐漸走向市場化並且高速發展。中央政府更實施政策保障冰雪產業發展，鼓勵全民參與體育運動。在國家政策的支持以及民眾自身健康意識不斷提升的促進下，蓬勃發展的運動市場需求為體育產業的當下與未來帶來新機遇。



## CHAIRMAN'S STATEMENT (Cont'd)

As new challenges may arise, we believe that only an exceptional sustainable development strategy can make steady progress and overcome difficulties. Therefore, we actively incorporate the principle of sustainable development into our business, and plan and implement different systems and measures on environmental, social and corporate governance aspects to operate in an ethical, honest and transparent manner. In the coming year, we expect to gradually invest more resources in the four major focuses, namely business, talents, environment and community, to prepare for the sustainable development of the sports and culture businesses. In the face of the challenges brought by sustainable development, it is extremely important to collect valuable opinions from stakeholders. We actively maintain close communication with stakeholders to ensure that we can fully understand their opinions and expectations on environmental, social and governance issues at all times, so as to help enterprises formulate appropriate sustainable development strategies.

Looking forward to 2021, the Group will continue to work towards sustainable development and act in the interests of investors to counter the changes in the ever-changing era.

## 主席寄語 (續)

新的可能帶來的便是新的挑戰，我們相信企業有良好的可持續發展策略，才能穩步向前，迎難以上。因此，我們積極將可持續發展的原則容入業務當中，針對環境、社會及企業管治方面規劃及執行不同制度和措施，以符合道德、誠信及透明的方法進行營運。未來一年，我們期望續漸投放更多資源在業務、人才、環境及社區這四大重點，為體育文化事業的可持續發展作好準備。面對可持續發展帶來的挑戰，收集持份者的寶貴意見顯得極奇重要，我們積極與持份者保持緊密溝通，確保我們能時刻充分了解他們對環境、社會及管治等議題的意見及期望，以幫助企業制定合適的可持續發展策略。

展望2021年，北體集團繼續向可持續發展方向努力，以投資者的利益為依歸，在多變的世代中逆流而上。

## RESPONSIBILITY MANAGEMENT

### ESG management structure

The Group believes that while actively developing its business, it should fulfill its environmental and social responsibilities to achieve a win-win situation for both the enterprise and stakeholders, and only by establishing a stable structure of sustainable development governance can achieve its goal. The governance structure of sustainable development can help the Group identify ESG risks in the shortest time, adopt targeted solutions, supervise the implementation, and reduce the impact of its risks.

The Group implements a high-level sustainable development governance model to integrate environmental and social responsibilities into its daily operations. Each functional department plays its own role in terms of corporate social responsibility, forming a sound ESG governance structure and implementing various ESG measures. We strictly abide by the Companies Ordinance of Hong Kong, the Listing Rules of The Stock Exchange of Hong Kong Limited and the rules and regulations formulated by other regulatory authorities to ensure that corporate social responsibility can be carried out in a compliant and orderly manner.

## 責任管理

### ESG管治架構

北體集團深信，在積極發展業務的同時，企業需要履行環境及社會的責任，實現企業與持份者的共贏，而只有建立穩健的可持續發展管治架構才能達致其目的成功。可持續發展的管治架構能幫助本集團在最短的時間內識別ESG風險，採取具針對性的解決方案，監督落實情況，減低其風險的影響程度。

北體集團履行高水平的可持續發展管治模式，務求將環境、社會責任融入企業日常營運中。各職能部門擔當各自的企業社會責任角色，形成健全的ESG管治架構，落實各項環境、社會及管治措施。我們嚴格遵守香港《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，確保企業社會責任的工作能合規有序地開展。

## RESPONSIBILITY MANAGEMENT (Cont'd)

### ESG management structure (Cont'd)

The Group's governance structure is divided into three levels, and the ESG governance mechanism is promoted from top to bottom to enable steady progress in its operation. At the same time, the Group has established an audit committee to assist the Board to ensure that the work of the Board is strictly and independently reviewed. The Group has also established a remuneration committee and a nomination committee to assist in the implementation of social responsibilities and strengthen the depth and breadth of measures.

### Effective governance

#### ESG Working Group Structure of the Group

## 責任管理 (續)

### ESG管治架構 (續)

本集團的管治架構分為三個層級，並由上而下推進ESG管治機制，使其工作穩步向前。同時，本集團特設審計委員會協助董事會的工作，確保董事會的工作得到嚴格及獨立的審查，集團更成立薪酬委員會及提名委員會，協助社會責任的實施，加強措施的深度和廣度。

### 高效管治

#### 北體集團ESG工作小組架構圖

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



## RESPONSIBILITY MANAGEMENT (Cont'd)

### Stakeholder engagement

We believe that communication with stakeholders can enhance the transparency of information disclosure. The use of different communication channels ensures that we fully understand their opinions and expectations in order to formulate the current and future sustainable development strategies. The Group actively maintains close communication with stakeholders directly affected by its business operations, including employees, customers, shareholders, investors, government departments and suppliers.

## 責任管理 (續)

### 持份者溝通

我們相信與持份者溝通有助提升信息披露的透明度。利用不同溝通渠道，確保我們能充分了解他們的意見和期望，以制定現在和未來可持續發展策略的方針。本集團積極與受業務營運直接影響的持份者保持緊密的溝通，包括員工、客戶、股東、投資者、政府部門和供應商等。

Stakeholders 持份者	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 職業發展與晉升機會 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 trainings 員工活動與培訓 Labor union 勞工工會 Employee email 員工電子信箱 Online opinion surveys 網上意見調查 Organize employee care activities 組織員工關愛活動
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 surveys 客戶滿意度調查 Customer service hotline 客戶服務熱線 Complaint and feedback channels 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 surveys 網上意見調查 Annual review and assessment 年度審核及評估 Sincere cooperation 真誠合作

## RESPONSIBILITY MANAGEMENT (Cont'd)

### Stakeholder engagement (Cont'd)

## 責任管理 (續)

### 持份者溝通 (續)

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
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 meetings 股東大會 Public reports and notifications 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
Regulatory agencies 監管機構	Compliance 遵紀守法 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	Compliance reports 合規報告 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 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 Cooperative research 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

## RESPONSIBILITY MANAGEMENT (Cont'd)

### Analysis on material ESG issues

While developing, the Group attaches great importance to the needs, expectations and evaluations of stakeholders from sectors. Our comprehensive communication with stakeholders is essential for the Group to fulfill its responsibilities in ESG aspects during the Reporting Period, as their opinions and expectations can help the Group identify relevant issues, thereby improving and taking a new step towards sustainable development.

### Materiality assessment process

Establishment of the Issues Library: Based on the "Environmental, Social and Governance Reporting Guide" of Appendix 27 to the Listing Rules of The Stock Exchange of Hong Kong Limited, 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 the Year with reference to stakeholder concerns, to build the Group's 2020 ESG Management Issues Library with a total of 21 issues.

- Stakeholder Engagement: A stakeholder engagement plan for the Year is developed and executed. Opinions/views on stakeholders' issues was obtained through communicating with stakeholders and distributing questionnaires. Stakeholders 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 "materiality to business development" and "materiality to stakeholders" according to the stakeholders' scoring of the issues, and obtain the materiality matrix and list of material issues.

## 責任管理 (續)

### ESG重要性議題分析

北體集團在發展的同時，高度重視各界持份者的需求、期待和評價。我們與持份者的充分溝通對於集團在報告期間內履行環境、社會及管治三方面的責任是極為重要，因他們的意見及期望能幫助集團識別相關議題，從而有所改善，向可持續發展邁進新一步。

### 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2020年ESG管理議題庫，共計21個議題。

- 持份者參與：制定本年度的持份者參與計劃並執行。通過與持份者進行溝通和派發問卷，獲得持份者對議題的意見／看法。持份者包括員工、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：根據不同持份者對議題的評分情況，從「對企業發展的重要性」與「對持份者的重要性」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。

## RESPONSIBILITY MANAGEMENT (Cont'd)

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

#### Materiality assessment process (Cont'd)

- Review Confirmation: The implementation process of the stakeholder's participation in the program and the evaluation of the material issues were submitted to the management for confirmation and approval, and key disclosures in the report.

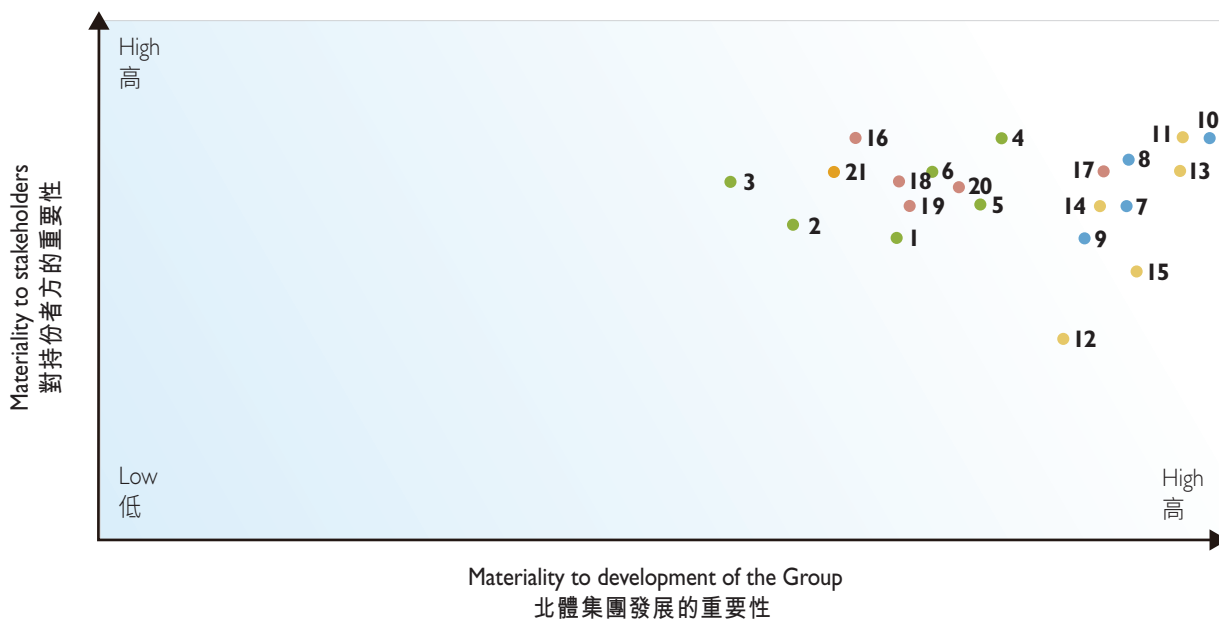
## 責任管理 (續)

### ESG重要性議題分析 (續)

#### 重要性評估過程 (續)

- 審核確認：將持份者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。

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



## RESPONSIBILITY MANAGEMENT (Cont'd)

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

#### Materiality assessment process (Cont'd)

## 責任管理 (續)

### ESG重要性議題分析 (續)

#### 重要性評估過程 (續)

Level 程度	No. 序號	Issue 議題	Scope 範圍
List of material issues 重要議題 列表	10	Integrity and compliance of operation 誠信合規經營	Social 社會
	11	Product quality control 產品品質管理	Social 社會
	13	Research & development and innovation 研發創新	Social 社會
	8	Response to policies 響應政策	Social 社會
	4	Energy saving and emission reduction 節能減排	Environment 環境
	17	Employment in compliance with the regulation 合規用工	Social 社會
	7	Supply chain management 供應鏈管理	Social 社會
	14	Protecting intellectual property rights 保護知識產權	Social 社會
	16	Safety and health of employees 員工安全與健康	Social 社會
	6	Coping with risks associated with changes in climate (such as typhoons, floods, etc.) 應對氣候變化相關的風險 (如颱風、水災等)	Environment 環境



## RESPONSIBILITY MANAGEMENT (Cont'd)

Analysis on material ESG issues (Cont'd)

Materiality assessment process (Cont'd)

## 責任管理 (續)

ESG重要性議題分析 (續)

重要性評估過程 (續)

Level 程度	No. 序號	Issue 議題	Scope 範圍
List of material issues 重要議題 列表	20	Employment and remuneration 僱傭與薪酬	Social 社會
	9	Anti-corruption 反腐倡廉	Social 社會
	5	Water conservation 珍惜用水	Environment 環境
	18	Staff training and development 員工培訓與發展	Social 社會
	21	Charity 公益慈善	Social 社會
	15	Consumer data protection and privacy 保護消費者信息安全及隱私	Social 社會
	19	Employee care and support 員工關愛與幫扶	Social 社會
	3	Ecological conservation 保護生態	Environment 環境
	1	Environmental management 環境管理	Environment 環境
	2	Effective utilisation of resources 物盡其用	Environment 環境
	12	Transparency in information disclosure 信息披露透明度	Social 社會

## RESPONSIBILITY MANAGEMENT (Cont'd)

### Integrity and compliance of operation

The Group strictly abides by the laws and regulations of the PRC, abides by high standards of integrity and business ethics. The Group continuously optimizes the internal control and risk management system. 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.

### Anti-corruption

The Group adopts a zero-tolerance approach to any corruption, fraud and unethical behaviour. We actively promote the integrity construction and anti-corruption work of the enterprise, continuously improve various internal rules and regulations, and require employees to act with integrity, generosity and honesty. We abide by the relevant laws and regulations such as the Company Law of the People's Republic of China, Anti-Money Laundering Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China, the Interim Provisions on Banning of Commercial Bribery, the Anti-Monopoly Law of the People's Republic of China, the Bidding Law of the People's Republic of China, etc. We formulated internal system documents including the Integrity and Self-Discipline Management, Measures on Contract Management, Interim Regulations on the Establishment of Subsidiaries by Subsidiaries of Beijing Sports and Entertainment Industry Group, which explicitly stated the anti-corruption mechanism and relevant specific measures, in order to strengthen anti-corruption education and publicity, strengthen process supervision, and establish a complete internal control system for integrity.

The Group encourages employees to report violations to the legal department or the general department, and undertakes to strictly protect the information of the whistleblower. The Group continuously optimizes the report system, continues 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 had no litigation caused by fraud or malpractice.

## 責任管理 (續)

### 誠信合規經營

北體集團嚴格遵循國家的法律法規，堅守高標準的誠信及商業道德。本集團不斷優化內部控制和風險管理體系，由法務部牽頭加強合規經營管控，以確保公司經營管理規範。本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提供聯繫方式，以舉報涉嫌違法違規或違反公司政策的情況。

### 反腐倡廉

北體集團對任何貪污、訛詐及不道德行為採取零容忍的態度。我們積極促進企業的廉潔建設和反腐敗工作，不斷完善內部各項規章制度，要求員工均秉承正直、無私及誠實態度行事。我們遵守《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》、《中華人民共和國招標投標法》等相關法律法規，制定《廉潔自律管理規定》、《合同管理辦法》及《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，明確列出防腐機制及相關具體措施，以強化反腐倡廉教育宣傳，加強過程監督，建立完善的廉政內控體系。

本集團鼓勵員工向法務部或綜合部舉報違規行為，並且承諾嚴格保密舉報者的個人資料。我們將不斷優化通報機制，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。於報告期間，本集團未發生貪污訴訟的事件。

## ENVIRONMENT • EMBRACE HARMONY TOGETHER

The Group firmly believes that human and the Earth are interdependent, and therefore protecting the nature is the safeguard of human. We believe that environmental protection is not only the social responsibility of an enterprise, but also has a significant relevance to its own sustainable development. Adhering to the core corporate value of “pursuing green development and promoting environmental protection”, we strive to promote the green and circular development of social environment and economy, and assume the leader role of environmental-friendly constructions. Through the promotion of air dome environmental protection technology, energy conservation and emission reduction, water conservation and resource management and other effective measures, we will make contributions to environmental protection and continue to make unremitting efforts on sustainable development.

### Environmental management

The global environmental issues are becoming more serious, which makes us more aware of environmental conservation. As environmental resource management has become the most concerned issue, which involves the optimization of resource use, carbon emission control and reduction of pollutant emission, we are committed to fully integrating the green and low-carbon operation concept in the process of project construction, operation and management, in order to foster green projects and promote the harmony between social development and nature. The Group has formulated the Environmental Protection and Energy Conservation Regulation, which clearly sets out the environmental management responsibilities of each department, specific measures for energy conservation and emission reduction, etc., to ensure that the Group can comprehensively manage carbon emissions and resource consumption. We have also obtained the Environmental Management System Certificate (GB/T24001-2006/ISO 14001:2015) to ensure compliance with relevant guidelines in the research and development of air dome and membrane structure and air dome processing to reduce environmental pollution. During the Reporting Period, we were not subject to any penalty in relation to environmental pollution or excessive emission.

## 環境•共迎和諧

北體集團深信，人類和地球是互相依存，故守護大自然，就是守護人類自己。我們認為保護環境不單是企業需擔負的社會責任，更與自身的可持續發展有著莫大的關連。我們一直以「追求綠色發展、助力環保事業」為企業的核心價值，努力促進社會環境、經濟的綠色循環發展，親自擔當環保建築的大旗。通過推廣氣膜環保技術、節能減排、珍惜用水和資源管理等有效措施，為保護環境出一分力，繼續在可持續發展的路上努力不懈。

### 環境管理

全球的環境問題日趨嚴重，使我們更加重視環境保育。而環境資源管理便成為了最具關注的議題，當中涉及優化資源使用、碳排放控制、減少污染物排放等，故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營運理念，打造綠色工程，促進社會發展與自然的和諧統一。本集團內部制定了《環保節能管理規定》，對各部門的環境管理職責、節能減排具體措施等內容列出明確規定，確保集團能夠全面管理碳排放及資源消耗。我們亦取得環境管理體系認證證書(GB/T24001-2006/ISO 14001:2015)、確保在氣膜及膜結構的研發和氣膜加工過程中遵守相關指引，以減少環境污染。在報告期間，我們未曾收到有關環境污染或超標排放相關的處罰。

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

### Environmental management (Cont'd)

In addition, we strictly comply with applicable laws, regulations and standards related to environmental protection, including but not limited to the Environmental Protection Law of the People's Republic of China, Atmospheric Pollution Prevention and Control Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, Dictionary of National Hazardous Wastes, Law of the People's Republic of China on Environmental Impact Assessment and Code for Indoor Environmental Pollution Control of Civil Building.

### Energy saving and emission reduction

Natural resources are limited and we are taking action to protect the nature and the future of our next generation. We aim to convert waste into secondary resources and minimize waste discharge. While improving resource efficiency, we can reduce costs and our impact on the environment, so that the Group's operations are aligned with the concept of branded products. The measures formulated in the Environmental Protection and Energy Conservation Regulation can effectively reduce energy consumption and unnecessary consumption of relevant materials, and improve the environmental benefits of the Company's operation. We strictly implement the following requirements in our office areas:

Emission reduction measures:

- 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;
- Reduce "white pollution" and prohibit random disposal of paper bags or plastic bags;

## 環境•共迎和諧(續)

### 環境管理(續)

此外，我們嚴格遵守適用的環境保護相關法律法規及標準，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《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》、《中華人民共和國環境影響評價法》及《民用建築工程室內環境污染控制規範》。

### 節能減排

天然資源是有限的，為守護自然及我們下一代的未來，我們現在便要作出行動。我們旨在把廢棄物轉化為二次資源，儘量減少廢棄物排放。在提升資源效益的同時，能降低成本及我們對環境造成的影響，使集團的營運與品牌產品的理念相稱。《環保節能管理規定》當中所制定的措施能有效降低能耗及相關物資的非必要消耗，提高企業營運的環境效益。我們在辦公區域嚴格執行如下規定：

減排措施：

- 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；
- 減少「白色污染」，規定不得隨意丟棄紙袋或塑料袋；

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

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

- It is required to use paper trash bags in the office so that the cleaning staff can reuse the trash bags after turning them out;
- Taking “applicable, durable and cost-effective” as the basic principle of purchasing materials, the Company fully considers indicators such as product materials, energy consumption, noise and emissions and their impact on the environment;
- 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.

### Energy conservation measures:

- Promote “paperless office”, employees should use monochrome as much as possible when using printers, and adopt internet office as much as possible when it is not necessary for printing;
- Monitor the use of paper, stationery, electrical appliances and other materials, aiming to reduce the demand for office supplies;
- When purchasing low-value consumables such as stationeries, the Group will formulate in advance the best procurement plan in terms of quantity based on the inventory level;
- Employees are required to turn off the lights after work, and actively turn off unnecessary lighting facilities;

## 環境•共迎和諧(續)

### 節能減排(續)

- 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；
- 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；
- 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，避免電池酸液電解質會對土壤、水流造成嚴重污染。

### 節能措施：

- 推行「無紙化辦公」，員工使用打印機應儘量設置黑白灰，如無打印需要，儘量利用網絡辦公；
- 監控紙張、文具、電器等物資使用情況，以減少對辦公物資的需求為目標；
- 在採購文具等常用低值易耗品時，提前根據庫存量制定最佳批量採購計劃；
- 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；

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

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

- 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 energy-wasting and avoid safety accidents.

During the Reporting Period, our heating system has been changed to air-conditioning, as such the volume of natural gas used was substantially decreased. The Group has established an internal environmental management system, under which the general department is responsible for formulating the release and publicity of sound and environmental protection regulations, spreading the knowledge of environmental protection and energy conservation, supervising the implementation of daily environmental management, and timely rectifying and dealing with violations of the "Environmental Protection and Energy Conservation Regulation, and guiding employees to practice the spirit of environmental protection and energy conservation in daily work.

In addition, we produce certain wastes such as defective products and materials offcut in the process of product processing. As there were new production processing bases completed construction and commenced operations in the Year, the amount of wastes and packaging materials generated in the Year is more than last year. We convert some of these materials into packaging materials, windshield materials during the construction of air dome stadiums and protective materials for covering the project floor, so as to achieve waste reuse. Substantially all of the wastes were recycled or reused for energy conservation and emission reduction, and reduce unnecessary costs.

In addition to strictly following the requirements of the Quality Management System (GB/T 19001-2016/ISO 9001:2015) and the Environmental Management System (GB/T24001-2006/ISO 14001:2015) for production and processing, the production and processing base of Metaspace in Huzhou, Zhejiang, which completed construction and commenced operation in 2020, has also comprehensively regulated the recycling process of production wastes, such as regularly checking the amount of waste products, sorting and stacking the waste generated in the production and processing process in designated places to ensure the comprehensive recycling of wastes and the safe production process of the Company.

## 環境•共迎和諧(續)

### 節能減排(續)

- 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，以免空調外泄造成能耗浪費；
- 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。

於報告期內，我們的供暖系統已轉為使用空調，因此天然氣的用量大幅減少。本集團構建了內部的環境管理體系，由綜合部負責制定完善和環保規定的發佈與宣傳，普及環保節能知識、監督日常環境管理的實施情況，並且及時糾正、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實踐環保節約精神。

此外，我們在產品加工過程中會產生一些廢棄物，如殘次品、膜材邊角料等。由於本年度有新的生產加工基地建成投產，本年度的廢棄物及包裝物料產生量較去年多。我們把這些物料部分轉化成打包材料、建氣膜場館過程中的擋風物料以及鋪在項目地板的保護物料，從而達致廢物再利用。絕大部分的廢棄物都有經過回收或再用，節能減排之餘，更減低不必要成本。

在二零二零建成投產的約頓氣膜浙江湖州生產加工基地，除了嚴格按照質量管理體系(GB/T 19001-2016/ISO 9001:2015)和環境管理體系(GB/T24001-2006/ISO 14001:2015)的要求進行生產加工，更全面規範生產廢品、廢料的回收流程，例如定期統計核査廢料產品量、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。



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

### Water conservation

Water crisis is another key issue that the world needs to face as it is not only a harm to the environment, but also a life threat to human beings. The Group adopts a prudent approach in water management to reduce our water footprint. We actively promote the awareness of water conservation, set water conservation signs in various areas of the Group, and vigorously encourage 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. All water consumed by the Group's operations comes from municipal water supply and there is no difficulty in sourcing water. Due to the Group's business nature, we do not generate significant amount of wastewater.

### Ecological conservation

The natural living environment provides abundant resources for survival of various organisms. However, with the continuous economic development, the ecological environment has been gradually damaged. The Group attaches great importance to environmental conservation and energy conservation in its daily operation, in hope to create a harmonious industrial ecosystem. During the development, construction and operation of our projects, we try our best to avoid negative impacts of our projects on the surrounding ecosystem and biodiversity. Since the establishment of the Group, there was no event with negative impact on the biodiversity in the places where it operates. In response to climate change, the Group believes that as an enterprise, it should fulfil its own obligations to contribute to the environment. We actively participate in domestic and overseas activities related to the Environmental Protection Day, such as the Earth Hour of the World Wildlife Fund (WWF).

## 環境•共迎和諧(續)

### 珍惜用水

水危機是全球需要面對的另一大關鍵議題，因這不單是對環境的危害，更是對人類的生命威脅。北體集團在水資源管理方面採取謹慎態度，務求減少我們的水足跡。我們積極宣傳節水意識，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。集團所有營運地用水均來自市政供水，並無求取水源困難。基於本集團的業務性質，我們不會產生大量污水。

### 保護生態

自然生境所提供的豐富資源，讓各種生物得以存活。但隨著經濟的不斷發展，生態環境亦續漸被受破壞。北體集團在日常營運過程中，高度注重環境保育及節約能源，盼望能塑造和諧發展的產業生態圈。我們在項目的開發、建設及營運的時候，儘量避免對項目周邊生態系統與生物多樣性造成負面影響。集團自成立以來，未發生在營運所在地對其生物多樣性造成負面影響的事件。而針對氣候變化，北體集團認為，作為一間企業，應當盡諸般的義務為環境出一分力，我們積極參加國內外與環境保護日相關的活動，如世界自然基金會(WWF)地球一小時。

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

### Green construction

The Group adheres to the principle of “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, light and environment according to the possible impacts during the construction and the actual situation of the surrounding environment.

## 環境•共迎和諧(續)

### 綠色施工

北體集團以「安全生產、文明施工」為原則，務求減少施工過程中對周邊環境與生態環境的干擾，集團以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、光與環境的相關處理措施。

#### Air 大氣

- Perform road surface hardening and landscape management in the construction site;  
對施工現場道路實施硬化處理與綠化管理；
- Partly implement closed construction to avoid raising dusts of the construction wastes;  
在部分封閉施工操作避免建築垃圾揚塵；
- 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;  
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；
- 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.  
在施工過程中，集團規定使用液化氣作燃料，電熱水器供水，確保現場廚無煙塵排放。

#### 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;  
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；
- 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。



## PRODUCTS • CREATE VALUE TOGETHER

The Group has been able to rapidly develop to our customers' satisfaction of our products and we are committed to providing quality products and services. 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.

### Supply chain management

High-quality raw materials supplied by suppliers are crucial to the high-quality products provided by the Company. The Group has a comprehensive mechanism in place from selection to management of suppliers. We regularly conduct sample testing, evaluation and on-site investigation for each section of supply process, and update the list of qualified suppliers using the elimination mechanism based on the results of the investigation and review. We also maintain smooth communication with our suppliers to understand their performance and risks in environmental and social aspects, in order to select the most ideal and suitable suppliers for long-term cooperation to achieve sustainable development with mutual benefit and value sharing.

## 產品•共創價值

本集團能夠迅速發展在於客戶滿意我們的產品，故我們致力於提供優質的產品和服務。我們以「合作共贏、攜手共進」為管理理念，不斷加強與多方合作，以合作共贏的開放模式，為社會創造高質量的產品及服務。

### 供應鏈管理

企業能提供優質的產品，實在不可缺少供應商所供應的優質原材料。北體集團從選擇至管理供應商都擁有一套完善的機制，我們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。我們與供應商亦保持順暢溝通，了解其在環境、社會方面的績效與風險，務求選出最為理想、合適的供應商，以長期合作的關係，達到互惠互利，價值共享的可持續發展局面。

Before procurement 採購前	In procurement 採購中	After procurement 採購後
<p>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.</p> <p>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。</p>	<p>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.</p> <p>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。</p>	<p>After the completion of procurement, the procured material lists 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.</p> <p>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。</p>

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

### Quality control

The ultimate goal of the Group is to provide the best experience of sports venues for the public, therefore we are committed to improving product quality and service quality. In addition to managing and controlling the quality of processed products and the construction of venues in accordance with the requirements of the Quality Management System (GB/T 19001-2016/ISO 9001:2015), we have also formulated the "PVC Operation Guide", which clearly sets out the process of processing and production of membrane materials and the standard of operation of production plants, so as to standardize the production process and strengthen quality control.

In terms of product quality inspection, we have two sets of criteria. In addition to requiring suppliers to provide testing reports on membrane materials from third-party certification institutions in accordance with the laws and regulations of the government, we also conduct internal quality inspection and finished product quality inspection. Testing items include tensile strength, thickness and degree of coloring of membrane materials to ensure that the membrane materials meet environmental and safety standards. In terms of stadium construction, the Group strengthened the full-cycle control over all aspects of design, processing and construction by 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.

## 產品•共創價值(續)

### 質量管控

為市民提供最優質的體育場館體驗是北體集團的最終目標，故我們致力提升產品質量和服務素質。除了按照質量管理體系(GB/T 19001-2016/ISO 9001:2015)管理要求，對加工產品的質量及場館建設進行管控之外，我們亦制定了《PVC作業指導書》，當中清晰列明膜材加工製作的流程、生產工廠的作業守則，使生產過程達到標準化以及加強質量控制。

在產品質檢上，我們有著雙重把關，除了要求供應商依法按照政府規定，提供來自第三方認證機構的膜材檢測報告之外，我們亦會進行內部質量檢測及成品質量檢測，測試項目包括抗拉力、厚度、膜材染色程度等，確保膜材符合環境、安全標準。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。

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

### Quality control (Cont'd)

In order to handle customers' complaints and feedback in a timely and effective manner and protect customers' interests, we have formulated the Complaint Handling System, which specifies the handling procedures for handling customers' feedback and complaints. During the Reporting Period, we also started to use the "PubLink (售後寶)", an affiliated APP of the online office platform "DingTalk", to handle customer opinions and complaints, management and maintenance services, etc. We also hold regular cross-departmental meetings to discuss how to improve the quality of our products. In terms of product maintenance, we provide repair and maintenance services. Some of our customers enter into technical service agreements with us and assign staff to conduct on-site inspection on a monthly basis to ensure the normal operation of the air dome stadium. During the product warranty period, customers can obtain technical support through public accounts or phone calls.

We strictly comply with national laws and regulations relating to product responsibility, including but not limited to the Product Quality Law of the People's Republic of China, Trademark Law of the People's Republic of China. During the Reporting Period, there was no incident of product and service recall due to safety and health reasons.

## 產品•共創價值(續)

### 質量管控(續)

為及時、有效地處理客戶的投訴及意見反饋，保障客戶的利益，我們制定《投訴處理制度》，當中訂明瞭處理客戶回饋及投訴的處理程序。在報告期間，我們亦開始利用網上辦公平台「釘釘」的附屬APP「售後寶」，處理客戶意見及投訴、管理維修服務等。我們亦定期舉行跨部門會議，以探討如何改進產品質量。在產品保養方面，我們提供維修保養服務，部分客戶與我們簽訂技術服務協議，每月會委派員工到項目現場檢查，確保氣膜場館能夠正常營運。在產品質保期內，客戶可以透過公眾號或以電話獲取技術支援。

我們嚴格遵循包括但不限於《中華人民共和國產品質量法》、《中華人民共和國商標法》等國家有關營運產品責任的法律法規。報告期間，我們並沒有接獲關於產品及服務因安全與健康理由而須回收的事件發生。

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

MetaSpace attaches great importance to intellectual property rights and is committed to avoiding infringement of intellectual property rights of other companies in the course of business operations. In order to prevent product infringement, the Company has formulated a series of intellectual property rights procedural documents, such as the Intellectual Property Application Process, the Intellectual Property Confidentiality Control Procedures, and the Document Control Procedures, which clearly stated the intellectual property application process and the management of the Company's confidential information. For example, all documents involving intellectual property rights are handled by relevant personnel in a confidential manner; only personnel such as the inventor of the patent application, the director, the intellectual property officer have the right to review the confidential documents such as drawings; access to confidential documents requires to completion of a document access request form, which is reviewed by the relevant department and the human resources and administration department, and registered by the human resources and administration department which shall carry out inspection on the return of confidential documents based on the borrow period.

約頓氣膜高度重視知識產權，致力在業務營運過程中避免侵犯其他公司的知識產權。為防止產品侵權的情況發生，本公司制定了一系列的知識產權程序文件，例如《知識產權申請程序》、《知識產權保密控制程序》、《文件控制程序》等，清楚列明知識產權申請流程以及對於公司機密資料的管理，例如所有涉及知識產權的文件皆由相關專員進行保密處理；只有專利申請發明人、總監、知識產權專員等人員才有權限審查絕密文件如圖紙；保密文件的借閱需填寫文件借閱申請表，由所在部門和人事行政部對其借閱權限進行審核，由人事行政部進行借閱登記，並負責按照借閱期限對保密文件的歸還情況進行核查。

In addition, we also require all of our employees to sign a confidentiality agreement, and our technical department personnel and some of our after-sales engineering department personnel must sign a non-competition agreement. For electronic data, we use 360 Anti-Virus (360殺毒) software to prevent leakage of confidential information due to virus or hacking. Leveraging on the relevant resources of external agency companies and the Intellectual Property Administration, we monitor the market information of the industry once a month to enhance the alert and prevention of intellectual property rights and prevent the risks of infringement and infringed.

此外，我們亦要求所有員工簽署保密協議，技術部人員及部分工程售後部人員則必須簽署競業限制協議。針對電子數據，我們使用360殺毒軟件，防止機密資料因病毒、黑客入侵而外泄。我們會借助外部代理公司及知識產權局的相關資源，每月進行一次監控行業市場信息，增強知識產權預警規避能力，防範侵權與被侵權風險。

For the year ended 31 December 2020, the technology research and development of MetaSpace continued to follow the project closely, and the accumulated numbers of licensed patents, licensed software copyrights, licensed trademarks were 118, 11 and 57 respectively, and 186 intellectual property rights in total. In August last year, Metaspaces successfully passed the re-certification verification of the intellectual property management system. During the Reporting Period, the Group did not encounter any dispute arising from intellectual property rights.

截至2020年12月31日，約頓氣膜的技術研發繼續緊貼項目，擁有的累計授權專利118件，累計授權軟件著作權11件，累計授權商標57件，擁有的知識產權合計數為186件。更於去年8月成功通過了知識產權管理體系的再認證審核。於報告期間，北體集團未發生因知識產權引起的糾紛問題。



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

### Advertising and promotion

During advertising, the Group strictly complies with laws and regulations related to advertising, including but not limited to the Advertising Law of the People's Republic of China. We have formulated the MetaSpace VIS (Visual Identification System) Handbook, which is a corporate identification system and manages the relevant brand trademarks and product designs, so as to effectively promote the brand and establish a good corporate image. On the other hand, before we release the promotional materials of our products, we need to go through internal review of the relevant promotional materials to ensure their authenticity, so as to prevent the transmission of misleading information to the public and protect the rights and interests of consumers.

### Customer privacy

Protecting customers' personal data is the most fundamental condition to gain their trust, and the Group understands that it is our responsibility to manage and protect all sensitive information about our customers. We strictly comply with relevant laws and regulations, including but not limited to the Law of the People's Republic of China on the Protection of Consumer Rights and Interests and the Civil Procedure Law of the People's Republic of China. We are committed to strengthening customer information security management and standardizing the process of access to customer information to prevent the leakage and loss of customer information.

### Promoting win-win cooperation

The Group devotes endeavors to create success together with its partners by integrating the advantages and resources of both parties, continuously deepens cooperation with various stakeholders, and actively breaks through the difficulties of the industry. As such, 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.

## 產品・共創價值(續)

### 廣告宣傳

在進行廣告宣傳時，北體集團嚴格遵守與廣告相關法律及規例，包括但不限於《中華人民共和國廣告法》。我們制定了《約頓氣膜VIS手冊》，其手冊為企業識別系統，管理有關品牌商標、產品設計等，從而有效地進行品牌宣傳，建立良好企業形象。另一方面，我們在發佈產品的宣傳內容前，需要經過公司內部審核有關宣傳材料，確保其真確性，以防止向公眾傳遞具誤導的信息，保障消費者權益。

### 客戶隱私

保護客戶個人資料是獲得他們信賴的最基本條件，北體集團知悉我們有責任管理及保護所有關於我們客戶的敏感資料。我們謹遵相關法律法規，包括但不限於《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》。我們致力加強客戶信息安全，規範客戶信息訪問的流程，防止客戶信息的洩漏和丟失。

### 促進合作共贏

北體集團致力與合作夥伴攜手共創佳績，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。故此，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。



## COMMUNITY • BUILD A BETTER ONE TOGETHER

### Social investment

The Group understands that the success of an enterprise is not only to make profits, but also to make contributions to the society, and to be a social citizen and neighbor of the community. We are committed to actively carrying out poverty alleviation and caring activities, participating in community public welfare undertakings, bringing long-term benefits to local communities and promoting the rapid development of economy and society.

In order to fulfill its corporate social responsibility, the Group donated a total of RMB150,000 to China Foundation for Poverty Alleviation, a nationwide poverty alleviation public welfare organization, through its two subsidiaries, Zhong Hu Sports Culture Development (Beijing) Limited and MetaSpace (Beijing) Air Dome Corp. during the Reporting Period. Through the charitable organizations, we help the underprivileged groups in poverty areas and give back to the society with love and warmth.

## EMPLOYEES • PROMOTE GROWTH TOGETHER

The Group adheres to the “people-oriented” management concept, persists in legal and compliant employment, and continuously improves the human resources management system. We are committed to creating a quality working environment that helps employees’ personal growth and career development. We also hope to protect employees’ rights and interests, care for their mental health, and try our best to satisfy for their needs and provide them with a family-like warmth.

### Employment and remuneration

We believe that employees are the foundation of providing quality products and services for the Company and are one of the keys to corporate sustainable development. Therefore, the Group is committed to attracting and retaining talents, providing them with competitive remuneration and benefits, and building a high-level talent team.

## 社區 • 共建美好

### 社會投資

北體集團深知，企業的成功不僅是賺取營利，更要對社會有所貢獻，作好社會公民以及社區的鄰舍。我們致力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。

為盡力履行企業應有的社會責任，本集團於本報告期間透過旗下的兩間附屬公司—中互體育文化發展（北京）有限公司及北京約頓氣膜建築技術股份有限公司，向慈善公益機構包括全國性扶貧公益組織的中國扶貧基金會捐款共十五萬人民幣。藉慈善公益機構的手，援助貧困地區的弱勢群體，用愛心和溫暖回饋社會。

## 員工 • 共促成長

北體集團持守「以人為本」的管理理念，堅持合法規僱傭，並且不斷完善人力資源管理制度。我們致力締造一個協助員工個人成長及事業發展的優質工作環境，更希望能保護員工權益、關注他們的心身健康，盡力體貼他們的需要，為他們送上家庭般的溫暖。

### 僱傭與薪酬

我們認為，僱員為公司提供優質產品及服務的基礎，是企業能可持續發展的關鍵之一。故此，本集團致力吸引及挽留優秀人才，為他們提供具競爭力的薪酬及福利待遇，打造高水平的人才建設隊伍。

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

### Employment and remuneration (Cont'd)

#### Employment in compliance with the regulation

The Group strictly complies with laws and regulations relating to employment, including but not limited to Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Law of the People's Republic of China on the Protection of Minors and Provisions on the Prohibition of Using Child Labor. We have formulated the Employee Handbook which sets out a series of human resources management systems of the Company, such as the Contract Management System, Attendance Management Regulations, Remuneration Management System and Travel Management Regulations, with fully coverage of the recruitment, promotion, dismissal, remuneration, benefits, training, performance appraisal and other aspects of employees to protect their legitimate rights and interests. In order to eliminate the employment of child labor, the Group has formulated clear procedures for induction, and new employees are required to submit their identity documents during induction to ensure that their age meets the minimum requirement of employees, so as to eliminate the employment of child labor. During the Reporting Period, we entered into labor contracts with 100% of our employees. In case of labor dispatch, we must comply with relevant national regulations and resolutely resist forced labor. If any employment of child labor or forced labor is found, we will investigate and handle it seriously, hold relevant employees accountable and take appropriate measures to rectify the loopholes. During the Reporting Period, we were not aware of any child labor or forced labor.

The Group has been recruiting suitable talents based on the concept of "meritocracy". As long as the candidates meet the requirements of the positions, we offer equal employment opportunities, resolutely eliminate all forms of discrimination such as gender, race, ethnicity, religious belief and cultural background, and strive to build a diversified, inclusive and harmonious team of talents. The Group has established two-way communication channels, continuously increased diversified recruitment channels and expanded recruitment channels for professionals, mainly including contracted websites, public websites and internal recommendation channels. 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.

## 員工•共促成長(續)

### 僱傭與薪酬(續)

#### 合規僱傭

北體集團嚴格遵循有關僱傭的法律法規，當中包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年工保護法》及《禁止使用童工規定》。我們制定了《員工手冊》，而當中列明瞭一系列的公司人力資源管理制度，如《合同管理制度》、《考勤管理規定》、《薪酬管理制度》及《出差管理規定》，全面覆蓋員工的招聘、晉升、解僱、薪酬、福利、培養、績效考核等方面，保障員工的合法權益及福利。為杜絕僱傭童工現象的出現，本集團制定了明確的入職手續程序，新員工在入職時需要提交身份證明文件，確保其年齡是符合最低的員工標準，以杜絕僱用童工的現象。於報告期間，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。如有發現任何聘用童工或強制勞工的情況，我們將嚴肅調查處理，對相關員工進行問責以及採取適當措施以修正漏洞。於報告期間，我們未發現使用童工或強制勞工的現象發生。

北體一直以「用人唯才」的理念招聘合適人才，應聘者只要符合職位要求，我們皆給予同等的受聘機會，堅決杜絕性別、種族、民族、宗教信仰及文化背景等一切性質的歧視，致力建設多元化和包容和諧的人才隊伍。集團建立雙向溝通的途徑，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、內部推薦等途徑。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。

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

### Employment and remuneration (Cont'd)

#### Salary and welfare

We provide employees with a competitive remuneration and welfare system in the industry. The salary of employees consists of fixed salary, performance bonus and floating wages. We provide reasonable salary to stimulate employees' endogenous advancement momentum. The Group has formulated the Regulations on Paid Annual Leave for Employees to clarify the employees' leave process, salary arrangement, etc., and according to the specific provisions of the salary and welfare system, eligible employees can enjoy allowances and benefits such as housing and Women's Day, so as to enhance employees' sense of belonging and happiness. During the Reporting Period, the social insurance coverage rate of the employees of the Group reached 100%.

#### Training and development

The Group attaches great importance to improving the knowledge and skills of employees in performing their duties, and actively carries out various training activities to help employees enhance their personal competitiveness. Through the improvement of the internal training system, a broad promotion ladder is provided to meticulously help employees grow and develop.

#### Employee promotion

We pay attention to the career planning of employees through building a broad career development platform for employees, providing customized development paths for talents, helping employees achieving their personal values, so as to promote the mutual growth of employees and the enterprise. We have set out the relevant management system for employee promotion in the Employee Handbook, which regulates the methods and procedures for employee promotion appraisal and the working process for promotion, and clarifies that employees can transfer their positions according to their personal development and capabilities to a certain extent, effectively ensuring the development of diversified talents.

## 員工•共促成長(續)

### 僱傭與薪酬(續)

#### 薪酬福利

我們為員工提供具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，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如住房及婦女節的津貼福利，增強員工的歸屬感與幸福感。於報告期間，北體集團員工社會保險覆蓋率達100%。

#### 培訓與發展

北體集團重視提升員工履行崗位職責的知識及技能，積極開展各類培訓活動，幫助員工增強個人競爭力。透過完善內部培訓制度，提供一個廣闊的晉升階梯，用心助力員工成長與發展。

#### 員工晉升

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，提供因材施教的發展通道，幫助員工實現個人價值，促進員工與企業共同成長。我們在《員工手冊》中列明員工晉升的相關管理制度，當中規範員工晉升考核的方法與流程、晉級工作流程，並明確員工可在一定程度下依據個人發展及能力進行崗位調動，切實保障多元化人才的發展。



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

### Training and development (Cont'd)

#### Employee training

The Group is committed to building a multi-level, all-round, three-dimensional talent team with characteristics of the Group, continuously promoting school-enterprise cooperation, helping talents to learn in practice, and providing professional talent reserves for the Plan for 1,000 Stadiums. We attach great importance to the career development of employees, and provide training for talents of different levels and professions<sup>1</sup>. We comprehensively improve the professional level of employees' business and operation management, enhance the knowledge reserve of employees in important fields of the industry, fully understand the Group's development strategy and planning, and achieve a win-win goal of mutual growth of employees and the Group. During the Reporting Period, we held various types of trainings, including induction training, corporate system training, park system training, etc.

#### Safety and health

Safe production and employees' occupational health can ensure the stable operation of the Company, and the Group is committed to providing a safe and harmonious working environment for employees. We regularly organize various safety production activities, continuously implement safety measures, and ensure the healthy and happy development of each employee.

## 員工•共促成長(續)

### 培訓與發展(續)

#### 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。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<sup>1</sup>，全面提升員工業務及營運管理的專業水平，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。於報告期間，我們舉辦了不同類型的培訓，包括入職培訓、公司制度培訓、園區制度培訓等。

#### 安全與健康

安全生產與員工的職業健康能保障企業穩健地營運，北體集團承諾提供一個安全和諧的工作環境給員工。我們定期舉辦多項安全生產活動，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。

<sup>1</sup> Due to the pandemic, a number of internal and external training activities, such as training on intellectual property rights, were suspended during the Reporting Period.

<sup>1</sup> 礙於疫情的原故，多個內外部培訓活動在報告期間暫停舉辦，如知識產權相關培訓。

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

### Safety and health (Cont'd)

#### Strengthening safety production

The Group adheres to the management policy of "putting safety first and stressing prevention" and strictly abides by the laws and regulations related to safe production, including but not limited to the Production Safety Law of the People's Republic of China and the Labor Law of the People's Republic of China. Therefore, we have formulated internal policy documents such as the Safety Administration Regulations on Office Area to specify the person in charge of safety management at all levels and their specific contents, so as to effectively ensure the implementation of various safety measures. In response to various laws and regulations and internal rules, the Group regularly organizes safety knowledge training activities, including lectures on fire safety management measures of office buildings, daily fire safety general knowledge and self-rescue measures, knowledge education activities on fire safety knowledge and escape measures of office buildings, and workshop safety training activities to continuously improve employees' awareness of safe production. In addition, in order to strengthen the safety of electricity and fire in daily office work and project construction, and enhance the life-saving skills of employees, the Group specially provides employees with safety training, and regularly organizes employees to conduct fire emergency drills, which enhances employees' fire safety awareness and self-protection capabilities through emergency drills, and further strengthens the safety production construction of the enterprise.

## 員工•共促成長(續)

### 安全與健康(續)

#### 加強安全生產

北體集團堅持「安全第一、預防為主」的管理方針，嚴格遵守安全生產相關的法律法規，包括但不限於《中華人民共和國安全生產法》、《中華人民共和國勞動法》。我們亦因而制定了《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、辦公消防安全知識與逃生辦法的知識普及教育活動以及車間安全培訓活動，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。

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

### Safety and health (Cont'd)

#### *Guaranteeing occupational health*

We care about the health and safety of employees at all times, and regularly arrange all employees of the Group to receive health checks, with coverage rate reaching 100% during the Reporting Period. For positions with occupational health risks, the Group strengthens the education of protection knowledge and provides professional protective equipment to avoid industrial accidents. There was one case of work injury incident in the Year; the human resources department of the Company has followed up and conducted work injury identification and compensation measures. We also provide psychological counseling for employees in need, and care for employees with action, hoping that every employee can work in a mentally and physically healthy condition. In the face of the outbreak of COVID-19, we need to prevent further spread of the pandemic in the workplace and safeguard the lives of employees. Therefore, we have adopted a number of anti-epidemic measures, including providing sufficient amount of disposable face masks for every employee, regularly disinfecting and cleaning the office area, and using the online platform "DingTalk" to immediately inform the locations of the employees who are on business trips. If the area is of intermediate risk level of the pandemic or above, employees are required to report to their superiors, so that the Company can keep abreast of and follow up the latest situation of employees.

#### *Care and support*

The Group understands that the mental and physical well-beings of the staff are equally important. In order to promote the physical and mental health of the staff, the Group takes active care for the staff, understand the difficult situations of the staff, strives to solve the problems raised in staff feedback, and provides care and warmth in a timely manner. We carefully present our employees with heart-warming gifts on their birthdays, convey the Company's "people-oriented" value, and distribute festive gifts on traditional festivals such as the Mid-Autumn Festival to create a family-like warmth for our employees. At the same time, we pay attention to the living conditions of employees in need, and actively provide medical assistance, medical insurance, care during their illness for employees who are hospitalized, in order to effectively solve their actual difficulties.

## 員工•共促成長(續)

### 安全與健康(續)

#### *保障職業健康*

我們無時不刻地關心員工的健康與安全，定期組織集團全體人員接受健康體檢，其覆蓋率於報告期間達至100%。對有職業健康風險的崗位，則加強防護知識教育以及提供專業的防護用具，避免發生工業意外。本年度有一宗工傷事故，公司的人力資源部已跟進，並進行工傷認定及賠償措施。我們亦為有需要的員工提供心理輔導，用行動關懷員工，願每一位員工能處於一個心身靈健康的狀態下工作。面對COVID-19的爆發，我們需要防止疫情在工作場所進一步蔓延，保護員工的生命安全。故此，我們採取多項防疫措施，包括為每名員工提供足夠數量的一次性口罩，定期於辦公室區域進行消毒清潔，並利用網上平台「釘釘」即時獲知出差員工的所在地，若該區域為疫情中級風險程度或以上的，要求員工向上級報告，以便公司掌握員工的最新狀況及跟進處理。

#### *關愛與幫扶*

北體集團深知，心靈與健康的身體同樣重要，故為促進員工的身心健康，北體集團積極關愛員工，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。我們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，並在中秋節等傳統節日發放節日禮物，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。

ENVIRONMENTAL KEY PERFORMANCE INDICATOR<sup>1</sup>

## 環境關鍵績效指標

ESG Indicator ESG指標	Unit 單位	2020 2020年	2019 2019年
Aspect A1: Emissions 層面A1：排放物			
A1.1	<b>Exhaust gas emissions<sup>2</sup></b> <b>廢氣排放<sup>2</sup></b>		
	Nitrogen oxides 氮氧化物	kg 千克	52.76 —
	Sulfur oxides 硫氧化物	kg 千克	1.05 —
	Suspended particles 懸浮粒子	kg 千克	2.56 —
A1.2	<b>Greenhouse gas emissions</b> <b>溫室氣體排放</b>		
	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	47.52 288.78
	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	384.34 981.26
	Total greenhouse gas emission 溫室氣體排放總量	tCO <sub>2</sub> e 噸二氧化碳當量	431.86 1,270.03
	Intensity of greenhouse gas 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	3.57 7.22
A1.3	<b>Hazardous waste</b> <b>有害廢棄物</b>		
	Total 總量	kg 千克	2,139.71 451.71
	Intensity 密度	kg/operating income in HKD million 千克／百萬港元 營業收入	17.70 2.57

<sup>1</sup> The scope of data collection in this year has changed as compared to that of last year; please refer to the section headed "Reporting Period and Scope" on page 13 of this report.  
今年的數據收集範圍相比去年有變化，請參閱本報告第13頁「報告期間及範圍」部分。

<sup>2</sup> Data on nitrogen oxides, sulfur oxides and suspended particles are disclosed from 2020 onwards.  
氮氧化物、硫氧化物和懸浮粒子的數據由2020年度開始披露。

ENVIRONMENTAL KEY PERFORMANCE INDICATOR<sup>1</sup> (Cont'd)

## 環境關鍵績效指標 (續)

ESG Indicator ESG指標	Unit 單位	2020 2020年	2019 2019年
A1.4	Non-hazardous waste produced 所產生的無害廢棄物		
Total 總量	kg 千克	2,512.92	1,029.58
Intensity 密度	kg/operating income in HKD million 千克／百萬港元 營業收入	20.79	5.85
A1.6	Total non-hazardous waste recycled 無害廢棄物回收總量	2,435.20	989.80
Aspect A2: Use of Resources 層面A2：資源使用			
A2.1	Consumption of energy 能源消耗量		
Direct energy 直接能源			
Gasoline 汽油	kWh 千瓦時	184,903.78	251,616.93
Diesel 柴油	kWh 千瓦時	4,314.33	0.00
Natural gas 天然氣	kWh 千瓦時	0.00	1,149,183.64
Indirect energy 間接能源			
Purchased electricity 外購電	kWh 千瓦時	528,824.45	1,037,157.00
Total energy consumption 能源總消耗量	kWh 千瓦時	718,042.56	2,437,957.57
Intensity 密度	kWh/operating income in HKD million 千瓦時／百萬港元 營業收入	5,940.13	13,857.39

ENVIRONMENTAL KEY PERFORMANCE INDICATOR<sup>1</sup> (Cont'd)

## 環境關鍵績效指標 (續)

ESG Indicator ESG指標	Unit 單位	2020 2020年	2019 2019年
A2.2	<b>Water resources 水資源</b>		
Total water consumption 耗水總量	m <sup>3</sup> 立方米	2,429.68	4,151.00
Intensity 密度	m <sup>3</sup> /operating income in HKD million 立方米／百萬港元 營業收入	20.10	23.60
A2.5	<b>Packaging materials used for finished products 製成品所用的包裝物料</b>		
Total 總量	kg 千克	900.00	—
Intensity 密度	kg/operating income in HKD million 千克／百萬港元 營業收入	7.45	—



## SOCIAL KEY PERFORMANCE INDICATOR

## 社會關鍵績效指標

ESG Indicator ESG指標	Unit 單位	2020 2020年	2019 2019年
Aspect B1: Employment 層面B1：僱傭			
B1.1	<b>Number of staff 僱員數目</b>		
Total number of staff 員工總人數	person 人	121	144
	<b>By gender 按性別劃分</b>		
Male 男性	person 人	82	101
Female 女性	person 人	39	43
	<b>By employment type 按僱員類別劃分</b>		
Senior management 高級管理層	person 人	10	13
Middle management 中層管理層	person 人	19	29
Junior-level employees 基層員工	person 人	92	102
	<b>By age 按年齡劃分</b>		
Below 29 29歲以下	person 人	36	35
29-49 29-49歲	person 人	75	100
50 or above 50歲或以上	person 人	10	9
	<b>By geographical region 按地區劃分</b>		
Mainland China 中國內地	person 人	121	130
Hong Kong, Macau & Taiwan 港澳台	person 人	0	14
Overseas 海外	person 人	0	0

## SOCIAL KEY PERFORMANCE INDICATOR (Cont'd)

## 社會關鍵績效指標 (續)

ESG Indicator ESG指標	Unit 單位	2020 2020年	2019 2019年
Aspect B2: Health and Safety 層面B2：健康與安全			
B2.1	<b>Work-related deaths (person)</b> <b>因工作關係而死亡的人數</b>		
	Work-related deaths (person) 因工作關係死亡人數	0	0
	Work-related death rate 因工作關係死亡比率	0	0
B2.2	<b>Working days lost due to work injuries</b> <b>因工傷損失工作日數</b>		
	Number of work-related injuries 工傷發生次數	1	1
	Working days lost due to work injuries 因工傷損失工作日數	206	125
Aspect B3: Development and Training 層面B3：發展與培訓			
B3.1	<b>Average number of employees trained</b> <b>平均僱員培訓人數</b>		
	Total number of employees trained 受訓總人數	18	79
	<b>By gender</b> <b>按性別劃分</b>		
	Male 男性	7	51
	Female 女性	31	65
	<b>By employee category</b> <b>按僱員類別劃分</b>		
	Senior management 高層管理人員	0	108
	Middle management 中層管理人員	21	62
	Junior-level employees 基層人員	15	46
	<b>Training hours of employees</b> <b>僱員培訓時數</b>		
	Average training hours of employees 僱員平均培訓時數	1	3

SOCIAL KEY PERFORMANCE INDICATOR (Cont'd)

社會關鍵績效指標 (續)

ESG Indicator ESG指標	Unit 單位	2020 2020年	2019 2019年
Aspect B5: Supplier Management 層面B5：供應商管理			
B5.1	<b>Number of suppliers</b> <b>供應商數目</b>		
	China 中國	supplier 家	47 109
B6.2	<b>Product responsibility</b> <b>產品責任</b>		
	Number of products and service-related complaints 產品及服務投訴數目	case 次	0 0
Aspect B7: Anti-corruption 層面B7：反貪污			
B7.1	<b>Corruption litigation</b> <b>貪污訴訟</b>		
	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 宗	0 0
Aspect B8: Community Investment 層面B8：社區投資			
B8.1	<b>Resources contributed to the focus areas</b> <b>在專注範疇所動用資源</b>		
	Donation 捐款	RMB 人民幣	150,000.00 0.00

Indicators 指標	Description 指標描述	Corresponding Section 對應報告章節
<b>A. Environment</b>		
<b>A.環境</b>		
<b>AI Emissions</b>		
<b>AI 排放物</b>		
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
AI.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	Environmental key performance indicator 環境關鍵績效指標
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)	Environmental key performance indicator 環境關鍵績效指標
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)	Environmental key performance indicator 環境關鍵績效指標
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)	Environmental key performance indicator 環境關鍵績效指標
AI.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
AI.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

Indicators 指標	Description 指標描述	Corresponding Section 對應報告章節
<b>A2 Use of Resources</b>		
<b>A2資源使用</b>		
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)	Environmental key performance indicator 環境關鍵績效指標
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility) 總耗水量及密度 (如以每產量單位、每項設施計算)	Environmental key performance indicator 環境關鍵績效指標
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, 以及提升用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	Environmental key performance indicator 環境關鍵績效指標
<b>A3 The Environment and Natural Resources</b>		
<b>A3環境及天然資源</b>		
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

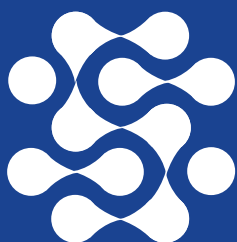
Indicators 指標	Description 指標描述	Corresponding Section 對應報告章節
<b>B. Social</b>		
<b>B. 社會</b>		
<b>B1 Employment and Labour Practices</b>		
<b>B1 僱傭及勞工常規</b>		
General Disclosure 一般披露	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer 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	Social key performance indicator 社會關鍵績效指標
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	This report does not disclose this KPI at the moment 本報告暫不披露此KPI
<b>B2 Health and Safety</b>		
<b>B2 健康與安全</b>		
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	Social key performance indicator 社會關鍵績效指標
B2.2	Lost days due to work injury 因工傷損失工作日數	Social key performance indicator 社會關鍵績效指標
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	Employees • Promote Growth Together 員工 • 共促成長



Indicators 指標	Description 指標描述	Corresponding Section 對應報告章節
<b>B3. Development and Training</b>		
<b>B3. 發展及培訓</b>		
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	Social key performance indicator 社會關鍵績效指標
B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	This report does not disclose this KPI at the moment 本報告暫不披露此KPI
<b>B4. Labour Standards</b>		
<b>B4. 勞工準則</b>		
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	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
<b>B5. Supply Chain Management</b>		
<b>B5. 供應鏈管理</b>		
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	Product • Create Value Together 產品 • 共創價值
B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目	Social key performance indicator 社會關鍵績效指標
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣 例的執行及監察方法	Product • Create Value Together 產品 • 共創價值

Indicators 指標	Description 指標描述	Corresponding Section 對應報告章節
<b>B6. Product Responsibility</b>		
<b>B6. 產品責任</b>		
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  Social key performance indicator 社會關鍵績效指標
B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	Social key performance indicator 社會關鍵績效指標
B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	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

Indicators 指標	Description 指標描述	Corresponding Section 對應報告章節
<b>B7. Anti-corruption</b>		
<b>B7. 反貪污</b>		
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 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	Social key performance indicator 社會關鍵績效指標
		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
<b>B8. Community Investment</b>		
<b>B8. 社區投資</b>		
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
		Social key performance indicator 社會關鍵績效指標



HK01803

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