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

(Incorporated in the Cayman Islands with limited liability)  
(於開曼群島註冊成立的有限公司)

(Stock code 股份代號 : 01803)

ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT **2021**  
**2021 環境、社會及管治報告**

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## ABOUT THE GROUP

Beijing Sports and Entertainment Industry Group Limited (the “Company”) and its subsidiaries (collectively referred as the “Group” or “we”) are principally engaged in the sports and entertainment-related industry in the People’s Republic of China (“PRC” or “Mainland China”) with the focus on air dome construction, operation and management. The Group was established in June 2011 and listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) in January 2012 to meet the needs of future business development.

The Group actively promotes the national fitness and cultural undertakings, takes the lead in launching the “Plan for 1,000 Stadiums” and establishes the “1,000 Stadiums Construction Alliance”, integrates the whole industry chain platform such as investment, development, construction and operation, and has advantages regarding industry technology, operational, content, investment and financing, government resources and international industrial resources.

The Group operates in one major business segment, including:

- Innovative sports park, the development, investment, construction, and operation of new stadiums, providing the solutions of urban stadium construction
- Ice and snow industry
- Investment and operation of sports training

## 關於北體集團

北京體育文化產業集團有限公司（以下簡稱「本公司」）及其附屬公司（統稱為「北體集團」或「本集團」或「我們」）主要於中華人民共和國（「中國」或「中國內地」）從事體育及娛樂相關行業，專注於氣膜建造、營運及管理。北體集團成立於2011年6月，並在2012年1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，在行業技術、營運、內容、投融資、政府資源以及國際化的產業資源方面擁有優勢。

本集團經營一個主要業務板塊，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

## ABOUT THE GROUP (Cont'd)

### Innovative sports park

We invest in the construction of air dome stadiums with air-quality-controllable, energy saving and environmentally-controllable, and temperature-and-humidity-modifiable over the cities and suburbs, with a variety of outdoor sports facilities such as fitness trails and cycling trails. Through the introduction of a professional and high-standard operating team, unified management, and related projects such as spectator events, sports training, and athletic rehabilitation, we hope to create a multi-functional, all-weather innovative sports park that combines indoor sports stadiums and outdoor sports facilities.

### Ice and snow industry

As Beijing detained the right to host the 24th Winter Olympic Games in 2022, under this opportunity and the strong support of national policies, the domestic ice and snow industry has an unprecedented opportunity for development. To this end, we have begun to lay out the ice-and-snow industry, with the introduction of concepts, research and development, investment, construction and operation in the form of air dome as the core structure, through the construction of ice and snow air dome sports stadiums to enrich the ice and snow industry, the use of 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 investment and operation of various sports training institutes and sports-related clubs, we established a professional operation and management platform of stadiums integrating collective sports (including football, basketball, tennis, badminton, etc.), fitness, training, leisure and entertainment, and parent-child interaction. Starting from the introduction of high-quality vocational training, youth training, coach training, sports events, parent-child entertainment and other services from the Group's sports stadiums and contracted venues, we will improve the core competitiveness of the Group's sports venues and cultivate the professional management and operation team towards 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投資建設空氣質量可控、節能環保以及恆溫恆濕的氣膜體育場館，配以健身步道及騎行道等多種室外體育設施。我們通過導入專業化且高標準的營運團隊、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，希望打造結合室內運動場館及室外運動設施的多功能、全天候創新型體育公園。

### 冰雪產業

因著北京獲得2022年第24屆冬季奧林匹克運動會舉辦權的契機和國家政策大力支持下，國內的冰雪產業有了空前未有的發展機會。為此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，並向社會品牌化輸出專業的管理營運團隊。



### *Introduction of our subsidiaries*

The Group leads its holding subsidiaries throughout the country, such as Beijing, Shanghai, Shenzhen and Hong Kong, to develop and operate sports stadiums with health as the core value. In 2021, the Group will continue to promote the construction of national and regional sports stadiums, and promote new cooperation possibilities between sports and other industries.

#### *MetaSpace*

MetaSpace (Beijing) Air Dome Corp.\* (“MetaSpace”), founded in 2006, is a subsidiary of the Group. MetaSpace incorporates R&D, planning, design, manufacturing, operation and industrial investment as one, it is the world’s leading comprehensive service provider of air dome structure technology application solutions. Its business covers sports, Commercial Cultural Tourism, industrial environmental protection, logistics and warehousing, highland military and other application fields. As a leading enterprise in China’s air dome industry, MetaSpace pursues green air dome building, to provide a green living experience to the public. MetaSpace was awarded the honorary 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 to commend its efforts in green building.

\* For identification purpose only

### **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、香港等控股子公司，開發和營運以健康為核心價值的運動場館。在2021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，促進體育與其他產業新的合作可能。

#### *約頓*

北京約頓氣膜建築技術股份有限公司（「約頓」），成立於2006年，為北體集團旗下的控股子公司。約頓集研發、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，約頓致力於追求綠色氣膜建築，提供綠色生活體驗給大眾。約頓分別在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，以表揚其於綠色建築的努力。

\* 僅供識別

MetaSpace (Beijing) Air Dome Corp.\*  
北京約頓氣模建築技術股份有限公司

Zhejiang Yuedun Zhizao Technology Limited\*  
浙江約頓智造科技有限公司

Beijing Technologically Advanced “Little Giant” Enterprises  
北京市專精特新“小巨人”企業  
*Beijing Municipal Bureau of Economy and Information Technology*  
北京市經濟和信息化局

Selected as “Zhejiang Science and Technology Small and Medium-sized Enterprise”  
入選“浙江省科技型中小企業”  
*Huzhou Science and Technology Bureau*  
湖州市科技局

Technologically Advanced Small and Medium-sized Enterprises  
專精特新中小企  
*Beijing Municipal Bureau of Economy and Information Technology – Small and Medium-sized Enterprises Division*  
北京市經濟和信息化局—中小企業處

Five-star Enterprise of Zhongguancun Enterprise Credit Promotion Association  
中關村企業信用促會五星級企業  
*Administrative Commission of Zhongguancun Science Park*  
中關村科技園管理委員會

Completed and passed the review of “National High-tech Enterprise”  
已完成並通過“國家高新技術企業”復審  
*Beijing Municipal Science and Technology Commission, Beijing Municipal Finance Bureau and Beijing Municipal Tax Service, State Taxation Administration*  
北京市科學技術委員會、北京市財政局以及國家稅務總局  
北京市稅務局

\* For identification purpose only

\* 僅供識別

## CHRONICLE OF EVENTS IN 2021 (Cont'd)

### Major events

#### 1. *The glamour of MetaSpace shines in all directions of Shanghai, and creates in-depth values at the China Sports Show*

The 39th China International Sporting Goods Show opened in late May. The theme of MetaSpace this year was “Glamorous Dome” which continued to demonstrate the possibilities of new building structures, while providing more efficient environmental protection sports space for national sports and exerting its dazzling brilliance as a new carrier of diversified characteristics.

## 2021年度大事記(續)

### 大事件

#### 1. *約頓膜力四射耀申城，亮相體博會深度創造價值*

第39屆中國國際體育用品博覽會於5月下旬開幕，約頓今年度的主題為「膜力四射」，繼續展示新型建築結構的可能性，同時為多元化特質的新載體，為國家體育提供更多高效的環保運動空間，發揮其耀眼的光彩。



## CHRONICLE OF EVENTS IN 2021 (Cont'd)

### Major events (Cont'd)

#### 2. Seamless integration of sports culture and tourism, MetaSpace highlights the brand strength

The 2021 China (Beijing) International Amusement Facilities and Equipment Expo opened at the China International Exhibition Center on the same day as the end of the Sports Expo. As a highly influential professional brand expo in the international attractions industry, it covers facilities and equipment of different tourism, leisure and entertainment projects, including intelligent tourism, ice-and-snow entertainment, cultural tourism project planning and design, etc. MetaSpace is the only air dome company to participate in the exhibition, and continues to highlight the air dome products that are conducive to enriching the cultural life of the people with its characteristics of low construction cost, fast cycle, large space and detachability, and has attracted much attention at the exhibition.



#### 3. MetaSpace ignites the ice-and-snow enthusiasm, and brings a low-energy four-season ice-and-snow stadium to the Winter Expo to help the development of the industry

The 2021 International Winter Sports (Beijing) Expo ("Winter Expo") was held at the China National Convention Center in Beijing. This Winter Expo continues to be co-organized with the China International Fair for Trade in Services, continuing the theme of ice-and-snow power, docking international winter sports resources through various forms of activities, and promoting the development of the ice-and-snow industry. Yoton Air dome with the latest air dome ice rink, air dome snow field application technology solutions debuted at the Winter Expo, vigorously promoting the popularization of winter sports.

## 2021年度大事記 (續)

### 大事件 (續)

#### 2. 體育文旅無縫對接約頓彰顯品牌實力

2021中國(北京)國際遊樂設施設備博覽會在體博落幕的同一日於中國國際展覽中心開幕。作為國際景點行業極具影響力的專業品牌博覽會，當中覆蓋了不同旅遊休閒娛樂項目的設施設備，包括智慧旅遊、冰雪娛樂、文旅項目規劃設計等。約頓是唯一一家參展的氣膜公司，繼續以其建造成本低、週期快、空間大、可拆卸等特性，彰顯有利豐富國民文化生活的氣膜產品，並於展會深受矚目。

#### 3. 約頓點燃冰雪熱情，攜低能耗四季冰雪場亮相冬博會助產業發展

2021國際冬季運動(北京)博覽會(「冬博會」)在北京國家會議中心舉辦。本屆冬博會繼續與中國國際服務貿易交易會合辦，延續「冰雪力量」主題，通過多種活動形式對接國際冬季運動資源，拉動冰雪產業發展。約頓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，大力推動冬季運動普及。

## CHRONICLE OF EVENTS IN 2021 (Cont'd)

### Major events (Cont'd)

#### 4. *Notice of the State Council on Printing and Distributing the National Fitness Plan (2021-2025)*

On 3 August 2021, the State Council issued the Notice of the State Council on Printing and Distributing the National Fitness Program (2021-2025) (the "Plan"), which mentions that the main tasks include "increasing the supply of fitness venues and facilities for the whole people" and "extensively carrying out national fitness events" to "consolidate and expand the participation of 300 million people in ice-and-snow sports" Results". MetaSpace continues to contribute to the sports world, especially in the ice-and-snow industry, to promote the sustainable development of its industry and help promote national fitness.



#### 5. *2022 Winter Olympics Games*

At the 24th Winter Olympic Games (the "Winter Olympics") in 2022, MetaSpace played an important role in it, and the The National Snow Events Training Base in Chengde, Hebei for the participants of the Winter Olympic Games adopted our air dome structure double-layer insulation system, together with the surface cooling and ventilation system, to achieve the effect of keeping the snow in the gallery insoluble during the non-snow season Hebei Chengde National Snow Sports Training Base has not only become the world's first "air dome structure insulated cross-country skiing track", but also provided a training venue for many ice-and-snow sports athletes with "It's like winter all the year round". MetaSpace will continue to help promote the construction of ice-and-snow venues and make greater contributions to the upcoming Winter Olympics.

## 2021年度大事記 (續)

### 大事件 (續)

#### 4. 《國務院關於印發全民健身計劃 (2021-2025年) 的通知》

國務院在2021年8月3日發佈《國務院關於印發全民健身計劃 (2021-2025年) 的通知》(「計劃」)，計劃提到主要任務包括「加大全民健身場地設施供給」及「廣泛開展全民健身賽事活動」，以「鞏固拓展『三億人參與冰雪運動』成果」。約頓當仁不讓，繼續在體育界特別是在冰雪產業上作出貢獻，促進其產業的可持續發展，助力推廣「全民健身」。

#### 5. *2022年冬季奧林匹克運動會*

於2022年第24屆冬季奧林匹克運動會(「冬奧會」)上，約頓在當中更是擔當了一個重要的角色，為冬奧項目參賽選手服務的河北承德國家雪上項目訓練基地便採用了我們的膜結構雙層保溫系統，配合地表製冷和通風系統，達致保持廊內積雪在非雪季不溶的效果，令河北承德國家雪上項目訓練基地不但成為世界上首條「膜結構保溫越野滑雪賽道」，更為多個冰雪項目運動員提供「四季如冬」的訓練場地。約頓氣模將繼續協助推動冰雪場館建設，為即將舉辦的冬奧會作出更大貢獻。

## ABOUT THIS REPORT

### Reporting purpose

The Group is pleased to release the Environmental, Social and Governance Report 2021 (the “Report”) to the stakeholders, which aims to disclose the Group’s performance and strategies in environmental, social and governance (“ESG”) over the past year.

### Reporting period and scope

The Reporting Period for this Report is from 1 January 2021 to 31 December 2021 (“Reporting Period” or the “Year”). The scope of the Report is consistent with last year and covers the Group’s three major subsidiaries in the PRC, including Zhong Hu Sports and Culture Development (Beijing) Limited, MetaSpace (Beijing) Air Dome Corp.\* and Zhejiang Yuedun Zhizao Technology Limited\*.

### Data source and confirmation of the Report

The data and study cases in this Report are mainly derived from the Company’s statistical reports and internal related documents. The Company undertakes that this Report is free from any misrepresentation or misleading statements and is responsible for the truthfulness, accuracy and completeness of its contents. This Report was approved by the Board of Directors in May 2022 following confirmation by the management. In the event of any inconsistency or inconsistency between the English and Chinese versions, the Chinese version shall prevail.

\* For identification purpose only

## 關於本報告

### 報告目的

本集團欣然向持份者發佈2021年環境、社會及管治報告（「本報告」），旨在披露本集團在過去一年於環境、社會及管治（「ESG」）方面的績效表現及策略。

### 報告期間及範圍

本報告的報告期間為2021年1月1日至2021年12月31日（「報告期」或「本年度」）。報告範圍與去年一致，涵蓋本集團於中國的三間主要附屬公司，包括中互體育文化發展（北京）有限公司、北京約頓建築技術股份有限公司以及浙江約頓智造科技有限公司。

### 報告數據來源及確認

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。本報告經由管理層確認後，於2022年5月獲董事會通過。如中英版本有任何抵觸或不相符之處，概以中文版本為準。

\* 僅供識別

## ABOUT THIS REPORT (Cont'd)

### Reporting principles

This Report has been prepared in accordance with the Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Listing Rules") Environmental, Social and Governance Reporting Guide ("ESG Reporting Guide") and follows the four reporting principles set out in the ESG Reporting Guide, to define the content of this Report and the presentation of information:

## 關於本報告 (續)

### 匯報原則

本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《環境、社會及管治報告指引》（「ESG報告指引」）編製而成並遵循該指引所列明的四大匯報原則，以界定本報告的內容及資訊的呈列方式：

#### Materiality 重要性

- The issues covered in this Report reflect the Group's significant impact on the environment and society, and are determined based on the results of ESG issues' materiality analysis.
- 本報告所涵蓋的議題反映本集團對經濟、環境及社會的重大影響，以及根據持份者和本集團管理層參與的ESG重要性議題分析的結果作出判定。

#### Quantitative 量化

- This Report discloses environmental and social key performance indicators in a measurable manner to evaluate the Group's ESG governance effectiveness. The key performance indicators ("KPI") will be accompanied by explanations where appropriate, explaining their purpose and impact.
- 本報告以可予計量的方式披露環境及社會關鍵績效指標以評估本集團在ESG的管治效益，關鍵績效指標會在適當情況下附帶說明、闡述其目的及影響。

#### Balance 平衡

- This Report will provide a comprehensive account of the Group's environmental, social and governance performance, including the challenges that we encountered and relevant solutions.
- 本報告將全面闡述本集團在環境、社會及管治方面的績效，亦包括說明我們當中所遇到的挑戰及解決方案。

#### Consistency 一致性

- The Group uses consistent disclosure statistics so that ESG data can be meaningfully compared on a year-on-year basis. If there are any changes in statistical methods and reporting scope, they will be explained in the notes for readers' reference.
- 本集團使用一致的披露統計方法，務求環境、社會及管治數據可按年作有意義的比較。若有任何的統計方法及報告範圍變動，即在附注中解釋以供讀者參考。

## Feedback

Your valuable comments will help us establish a better and longer-term sustainability approach and strategy. If you have any comments on this Report or the Group's sustainability performance, please feel free to contact us through the following channels:

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## 意見回饋

閣下的寶貴意見有助我們建立更完善及長遠的可持續發展方針及策略。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：

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## CHAIRMAN'S STATEMENT

Looking around the world, 2021 remained a challenging year. Although the new coronavirus epidemic situation is slightly stable, we insist on strict control in epidemic prevention and never take it lightly. At the same time, global climate change is imminent, and we need to do an excellent job in environmental resource management, including reducing pollutant emissions, conserving water resources, and protecting the natural environment.

In response to climate change, the Central Government has announced "carbon peak" and "carbon neutrality" targets in 2020, and country leaders have signed several agreements at the 26th UN Climate Change Conference to 2050. The goal of limiting global warming to 1.5 degrees above pre-Industrial Revolution levels a year ago is even further. As a part of the environmental protection air dome industry, the Group continues to work tirelessly on the road, responding to national policies and the appeal of the United Nations, and trying to make more contributions to controlling global warming.

In recent years, national policies have also prepared for China's 2022 Winter Olympic Games. In addition to last year's "Several Opinions on Accelerating the Sports Industry and Promoting Sports Consumption", in August this year, the "Notice of the State Council on Printing and Distributing the National Fitness Plan (2021-2025)" issued by the State Council clearly stated that the main tasks are to "increase the supply of national fitness venues and facilities" and "widely carry out national fitness events" to consolidate and expand the outcomes of "300 million people participating in ice and snow activities". With the support of national policies and the drive of the Winter Olympic Games, the development of the sports industry, especially the ice and snow sector, will move towards marketization develop at high speed and vigorously. The Group is full of confidence in the future prospects of its air dome business.

## 主席寄語

環顧全球，2021年依然是充滿挑戰的一年。縱使新型冠狀病毒疫情稍為穩定，但我們堅持在防疫方面嚴謹把關，絕不掉以輕心。同一時間，影響全球的氣候變化已迫在眉睫，我們需要做好環境資源管理，包括減少污染物排放、珍惜用水、保護自然環境等。

針對氣候變化，中央政府已於2020年度宣佈「碳達峰」及「碳中和」的目標，而各國首領亦在第26屆聯合國氣候峰會上簽署多份協議，為於2050年之前把全球升溫控制在工業革命前水平高出1.5度內的目標更進一步。作為環保氣膜產業的一份子，北體集團繼續在路上孜孜不倦，響應國家政策及聯合國呼籲，盡力為控制全球升溫上作出更多貢獻。

近年，國家政策亦為由我國主辦的2022年冬季奧林匹克運動會作好準備。除了去年的《關於加快體育產業、促進體育消費的若干意見》，今年8月，由國務院發佈的《國務院關於印發全民健身計劃（2021—2025年）的通知》清楚列明其中的主要任務是「加大全民健身場地設施供給」及「廣泛開展全民健身賽事活動」，以「鞏固拓展『三億人參與冰雪運動』成果」。在國家政策的支持及冬奧會的帶動下，體育產業特別是冰雪產業的發展將會走向市場化，並且高速及蓬勃發展。北體集團對於自身的氣膜業務的未來前景充滿信心。

## CHAIRMAN'S STATEMENT (Cont'd)

In the face of more and more complex challenges, the Group has always adhered to the value concept of "sincerity, positive, health and happiness", and believes that only by rooting sustainable development in corporate culture, enhancing employee awareness and implementing it in daily operations is the key to long-term business development. We continue to operate ethically, honestly and transparently; plan and implement different systems and measures for environmental, social and corporate governance aspects; and address four broad areas: business, talent, environment and community. Invest more resources to lay the foundation for the sustainable development of China's sports culture industry. At the same time, we know that stakeholder input can help companies formulate current and future policies and measures to improve their competitiveness. Therefore, we continue to maintain close communication with our stakeholders and listen carefully to their needs and expectations on environmental, social and governance issues.

I would like to express my gratitude to the whole Group's dedication to perform their duties under this challenging circumstances. Looking to the year ahead, we will continue to balance the opinions of our stakeholders and the interests of our investors, rising to the challenges of these uncertain times and continuing to work towards sustainable development.

## 主席寄語 (續)

面對越來越多複雜的挑戰，北體集團始終秉持「誠心、正意、健康、快樂」的價值觀，並深信唯有把可持續發展植根於企業文化、增強員工意識及執行在日常營運當中，才是令業務能長遠發展的關鍵。我們繼續以符合道德、誠信及透明的原則進行營運；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；就四大方面：業務、人才、環境及社區投放更多資源，為中國體育文化產業的可持續發展打好根基。同時，我們知道持份者的意見能幫助企業制定現在及未來的政策和措施，提高企業的競爭力。故我們繼續與持份者保持緊密溝通，認真聆聽他們對企業有關環境、社會及管治等議題的需求及期望。

本人謹此感謝北體集團上下在充滿挑戰的環境下，仍然盡心盡力、各司其職。展望未來一年，我們將繼續以平衡持份者的意見及投資者的利益為依歸，在這變幻莫測的時代當中迎難而上，為實踐可持續發展繼續努力。

## RESPONSIBLE MANAGEMENT

### ESG governance structure

The Group attaches great importance to the establishment of a good and stable governance structure for sustainable development, and only when enterprises fulfill their environmental and social responsibilities can they achieve win-win results between enterprises and stakeholders. Its governance structure helps the Group to identify ESG risks in the shortest possible time, adopt targeted solutions, monitor implementation and minimise the impact of its risks.

The Group implements a high-level sustainable governance model to integrate environmental and social responsibility into the daily operations of the Company. Each functional department assumes its Corporate Social Responsibility (“CSR”) role, forms a sound ESG governance structure, and implements various environmental, social and governance measures. We strictly abide by the Companies Ordinance of Hong Kong, the Listing Rules of The Stock Exchange of Hong Kong Limited and other rules and regulations formulated by regulatory authorities to ensure that our CSR can be carried out in a compliant and orderly manner. In addition, the Group has appointed Riskory Consultancy Limited as the consultant to provide ESG and sustainability consulting services.

## 責任管理

### ESG管治架構

北體集團高度重視建立一個良好且穩健的可持續發展管治架構，只有企業履行環境及社會的責任，才能實現企業與持份者的共贏結果。其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。此外，本集團亦委任Riskory Consultancy Limited為顧問，提供ESG及可持續發展方面的諮詢服務。

## RESPONSIBLE MANAGEMENT (Cont'd)

### ESG governance structure (Cont'd)

The ESG governance mechanism adopted by the Group is managed from the top-down approach and divided into three levels to steadily move its work forward. At the same time, the Group's ad hoc Audit Committee assists the Board in its work to ensure that the work of the Board is rigorously and independently reviewed, and the Group has set up a Remuneration Committee and a Nomination Committee to assist in the implementation of social responsibility and enhance the depth and breadth of measures. For more information on the Group's corporate governance, please refer to the Corporate Governance Report section of the Group's Annual Report 2021.

### Effective Governance – ESG Working Group

## 責任管理 (續)

### ESG管治架構 (續)

本集團採用的ESG管治機制是由上而下進行管理，並分為三個層級使其工作穩步向前。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。有關本集團企業管治的更多資料，敬請參閱本集團《2021年報》內的《企業管治報告》章節。

### 高效管治—ESG工作小組架構圖

#### ESG Working Group Structure ESG工作小組架構圖



## RESPONSIBLE MANAGEMENT (Cont'd)

### Stakeholders engagement

The Group believes that close communication with stakeholders is one of the indispensable elements for enterprises to move towards sustainable development. Therefore, we use different communication channels to ensure that their opinions and expectations are fully understood to help develop the direction of current and future sustainability 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

北體集團深信與持份者建立緊密溝通是企業邁向可持續發展不可或缺的要素之一。故此，我們利用不同溝通渠道，確保能充分了解他們的意見和期望，以幫助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	Main communication and response channels 主要溝通及回應渠道
Employee 員工	Career development and promotion opportunities 職業發展與晉升機會 Wage and benefits protection 工資及福利保障 Health & safety 健康與安全 Democratic governance 民主管理 Humanistic care 人文關懷	Employee activities and training 員工活動與培訓 Employee e-mail 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	Perform the contract in good faith 誠信履約 High quality of service 高品質服務質量 Stadium security 場館安全 Handling of opinions and complaints 意見與投訴處理 Protect privacy 保護隱私	Guarantee the quality of service 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 Effective complaint and feedback channels 有效投訴及意見反饋渠道
Business partners 商業夥伴	Perform the contract in good faith 誠信履約 Harmonious and efficient communication 和諧、高效溝通 Resource sharing 資源共享 Win-win cooperation 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 audits and assessments 年度審核及評估 Sincere cooperation 真誠合作

RESPONSIBLE MANAGEMENT (Cont'd)

責任管理 (續)

Stakeholder engagements (Cont'd)

持份者溝通 (續)

Stakeholders 持份者	Expectations and requirements 期望與要求	Main communication and response channels 主要溝通及回應渠道
Investors/shareholders 投資者／股東	Information disclosure and transparency 信息公開透明 Protect the rights and interests of shareholders 保障股東權益 Return on investment 獲取投資回報	General meeting of shareholders 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 Guaranteed shareholder returns 保證股東回報
Regulators 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 Actively communicate policies 積極溝通政策 Understand the compliance requirements of relevant regulatory bodies 了解相關監管機構的合規要求 Promote regional cultural 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 exchanges 業界交流 Win-win cooperation 合作共贏	Industry exchanges and forums 業界交流與論壇 Collaborative research 合作研究 Mutual visits 相互訪問
Charity/community-based organizations 公益／社區組織	Cooperation in public welfare activities 公益活動合作 Joint poverty alleviation 共同扶貧	Actively communicate with local residents and local residents actively communicate 和當地居民積極溝通交流 Organize public welfare charity activities 舉辦公益慈善活動 Carry out targeted poverty alleviation 開展精準扶貧

## RESPONSIBLE MANAGEMENT (Cont'd)

### Materiality analysis of ESG issues

The Group attaches great importance to the needs, expectations and evaluations of stakeholders from all walks of life during the development of the Group. Our adequate communication with our stakeholders is critical to the Group's environmental, social and governance responsibilities during the Reporting Period, as their views and expectations will help the Group identify relevant issues and thus improve and take a new step towards sustainable development.

### Materiality assessment process

- *Review and examine of material issues*

The Group considered the concerns of stakeholders, the development of industry trends, and the "Environmental, Social and Governance Reporting Guide" in Appendix 27 of the Listing Rules of The Stock Exchange of Hong Kong Limited. In order to review and examine the ESG management-related issues and assessment results of the Group in the previous year, whether it is still applicable to 2021.

- *Revise the issue and adjust the order of importance*

The management of the Group adjusted and revised the ESG management-related issues library and importance ranking of the previous year after referring to the above considered factors. The revised issues of the Year are "Addressing the risks (such as typhoons, floods, etc.) and opportunities associated with climate change" and "Anti-corruption (including provision of anti-corruption trainings)" in response to the new requirements of the supervisory authorities.

- *Respond to materiality assessment result*

According to this Year's materiality assessment ranking result, the Group confirmed the direction of its ESG governance strategy formulation and focused disclosure on issues with higher importance to the Report.

## 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

- *重要性議題回顧及審視*

北體集團參考利益相關方的關注點、行業發展趨勢以及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》等多方面考慮因素，並結合本年度北體集團業務發展情況，以審視回顧上年度北體集團ESG管理相關議題及評估結果是否依然適用於2021年度。

- *修訂議題及調整重要性排序*

北體集團的管理層參考上述的考慮因素後就上年度的ESG管理相關議題庫及重要性排序進行調整及修訂。於本年度修訂的議題分別為「應對氣候變化相關的風險（如颱風、水災等）及機遇」和「反腐倡廉（包括提供反貪污培訓）」以回應監管機構新增要求。

- *回應重要性評估結果*

根據本年度的重要性評估排序，北體集團確認其ESG管治策略的制定方向及就重要性較高的議題在本報告進行重點披露。

## RESPONSIBLE MANAGEMENT (Cont'd)

### Materiality analysis of ESG issues (Cont'd)

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

##### List of material issues

Based on the results of the internal materiality assessment conducted by the Group's management, the ranking of the importance issues for the Year are listed as follows:

Level of importance 重要性程度	Serial Number 序號	Category 範疇	Issues 議題
Very important 非常重要	4	Environment 環境	Energy saving and emission reduction 節能減排
	6		Addressing the risks (such as typhoons, floods, etc) and opportunities associated with climate change 應對氣候變化相關的風險 (如颱風、水災等) 及機遇
	7	Governance 管治	Supply chain management 供應鏈管理
	8		Policy response 響應政策
	9		Anti-corruption (including the provision of anti-corruption trainings) 反腐倡廉 (包括提供反貪污培訓)
	10		Integrity and compliance management 誠信合規經營
	11		Product quality management 產品質量管理
	13		R&D innovation 研發創新
	14		Protecting intellectual property rights 保護知識產權
	16	Society 社會	Employee safety and health 員工安全與健康
17		Legal compliance in employment 合規用工	
20		Employment and remuneration 僱傭與薪酬	

## 責任管理 (續)

### ESG重要性議題分析 (續)

#### 重要性評估過程 (續)

##### 重要議題列表

根據由本集團的管理層進行內部重要性評估的結果，本年度的重要性議題排序如下：



RESPONSIBLE MANAGEMENT (Cont'd)

Materiality analysis of ESG issues (Cont'd)

Materiality assessment process (Cont'd)

List of material issues (Cont'd)

責任管理 (續)

ESG重要性議題分析 (續)

重要性評估過程 (續)

重要議題列表 (續)

Level of importance 重要性程度	Serial Number 序號	Category 範疇	Issues 議題
	1	Environment 環境	Environmental management 環境管理
	2		Effective utilization of resources 物盡其用
	3		Ecological conservation 保護生態
	5		Water conservation 珍惜用水
Relatively important 較重要	12	Governance 管治	Transparency in information disclosure 信息披露透明度
	15		Data security and privacy protection for consumer 保護消費者信息安全及隱私
	18	Society 社會	Employee training and development 員工培訓與發展
	19		Employee care and support 員工關愛與幫扶
	21		Philanthropy 公益慈善

## RESPONSIBLE MANAGEMENT (Cont'd)

### Integrity and compliance operation

The Group strictly abides by national laws and regulations, adheres to high standards of integrity and business ethics. The Group continuously optimizes its internal control and risk management system, and the legal department takes the lead in strengthening compliance management control to ensure the Company's operation and management standards. The Group maintains an open attitude to external supervision, sets up compliance hotlines, mailboxes and website comment to provide contact information for employees, customers, suppliers and other members of the community to report suspected violations of laws and regulations or violations of Company policies.

### Anti-corruption

The Group does not accept any form of fraud, corruption and unethical behavior. We expect our employees at all levels to act with honesty and integrity. To this end, we have been carrying out the work of building integrity and fighting corruption.

We abide by the Company Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, the Interim Provisions on Banning Commercial Bribery, the Anti-Monopoly Law of the People's Republic of China, The Bidding Law of the People's Republic of China, and other relevant laws and regulations. The Group has formulated internal institutional documents such as the "Provisions on the Administration of Integrity and Self-Discipline", the "Measures on Contract Management" and the "Interim Regulations on the Establishment of Subsidiaries by the Subsidiaries of Beijing Sports Entertainment Industry Group," which clearly list the anti-corruption mechanisms and related specific measures, strengthen process supervision, and establish a sound internal control system for clean government. We have provided the anti-corruption training and related teaching materials to the Board, the employees of the Group will sign an "Integrity and Self-discipline Agreement" when they are hired. We will also include the content on integrity and self-discipline in the new employee orientation for new employees to understand the internal system documents and measures of the Group for anti-corruption so as to enhance their knowledge and awareness of corruption prevention.

## 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。本集團保持開放的態度接受外界監督，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

北體集團不接受任何形式的欺詐、貪污及不道德行為。我們期望所有職級的員工秉承誠實及正直的態度行事。為此，我們一直進行廉潔建設和反腐敗的工作。

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，本集團制定《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，明確列出防貪腐機制及相關具體措施，加強過程監督，建立完善的廉政內控體系。我們為董事會提供反貪污培訓及相關教材，本集團的員工在入職時會簽署一份《廉潔自律協議》，我們亦會為新員工舉辦的新入職培訓中加入廉潔自律的內容，讓新員工了解集團內部針對反腐倡廉的制度文件及措施，以增加其相關知識及加強拒腐防變意識。

## RESPONSIBLE MANAGEMENT (Cont'd)

### Anti-corruption (Cont'd)

The Group encourages employees to report violations to the legal department or general department and undertakes to keep the personal data of the whistleblowers strictly confidential. We will continue to optimize the notification mechanism and build a solid defense line against corruption and the promotion of clean government. We have strictly investigated and dealt with and rectified the phenomenon of corruption and effectively guarded against the integrity risk. During the Reporting Period, there were no incidents of corruption litigation in the Group.

## ENVIRONMENT • EMBRACE HARMONY TOGETHER

The Group understands the importance of sustainable development to the environment and understands that enterprises have a responsibility to protect nature. Therefore, we take the concept of "pursuing green development and helping environmental protection" as the core value of the enterprise, in order to promote the development of green economy, and personally raise the great banner of green buildings. We reduce our own carbon footprint and water footprint by promoting environmental protection technologies of air domes, adopting the effective measures in energy conservation and emission reduction, water conservation and resource management.

## 責任管理 (續)

### 反腐倡廉 (續)

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。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，本集團並未有發生貪污訴訟的事件。

## 環境 • 共迎和諧

北體集團知悉可持續發展對環境的重要性，亦清楚明白企業有保護大自然的責任。故我們把「追求綠色發展、助力環保事業」的理念作為企業的核心價值，務求促進綠色經濟發展，親自擔當高舉環保建築的大旗。我們透過推廣氣膜環保技術、使用節能減排、珍惜用水及資源管理等有效措施，減低自身的碳足跡和水足跡。

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

### Environmental management

Environmental resource management is the key to achieving green operations, which involves optimizing resource use, carbon emission control, and reducing pollutant emissions. Therefore, we strive to fully integrate the concept of green and low-carbon into the project construction, operation and management process, create green projects, and promote the harmonious unity of social development and nature. The Group has formulated the “Environmental Protection and Energy Conservation Regulation”, which lists the environmental management responsibilities of each department and the specific measures for energy conservation and emission reduction to ensure that the Group can comprehensively manage carbon emissions and resource consumption. We have also obtained the Environmental Management System Certification (GB/T24001-2006/ISO 14001:2015) to ensure compliance with the relevant guidelines during the development of air dome structures and the processing of air domes to minimize the generation and emission of pollutants. The Group has established an internal environmental management system, and the general department is responsible for formulating, improving and issuing environmental protection regulations related to publicity, popularizing environmental protection and energy conservation knowledge, supervising the implementation of daily environmental management, and timely correcting and dealing with violations of the “Environmental Protection and Energy Conservation Regulation”, and guiding employees to practice the spirit of environmental protection and conservation in their daily work.

## 環境•共迎和諧(續)

### 環境管理

環境資源管理是實現綠色營運的關鍵所在，當中涉及優化資源使用、碳排放控制、減少污染物排放等。故我們力求在項目施工、營運以及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)，確保在氣膜結構的研發和氣膜加工過程中遵守相關指引，以盡量降低污染物產生及排放。本集團建構了內部的環境管理體系，由綜合部負責制定、完善以及發佈與宣傳有關的環保規定，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。



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

### Environmental management (Cont'd)

In addition, we strictly comply with applicable laws and regulations and standards related to environmental protection, including but not limited to the Environmental Protection Law of the People's Republic of China, the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, the Water Pollution Prevention and Control Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, the Directory of National Hazardous Wastes, the Law of the People's Republic of China on Environmental Impact Assessment and the Standard for Indoor Environmental Pollution Control of Civil Building Engineering. During the Reporting Period, the Group did not find any prosecutions for violations of laws and regulations relating to air and greenhouse gas emissions, discharges to water and land, and the generation of hazardous and non-hazardous waste.

### Energy saving and emission reduction

The Group will strive to improve overall energy efficiency and reduce energy consumption through the implementation of relevant measures. The implementation of our policy of orderly production and taking full advantage of the industry's low energy consumption can achieve stable business output, which will help us to set long-term emission reductions and energy saving targets. Protecting natural resources also safeguards our homes and the future of the next generation. That is why we need to act now. We aim to convert waste into secondary resources and minimize waste discharge. While enhancing resource efficiency, it can reduce costs and our impact on the environment, making the Group's operations commensurate with the philosophy of the brand's products. The measures formulated in the "Environmental Protection and Energy Conservation Regulation" can effectively reduce the non-essential consumption of energy and related materials, and improve the environmental efficiency of enterprise operations. In addition, we actively participate in local and overseas events related to Environmental Protection Day abroad, such as the World Wide Fund for Nature (WWF) Earth Hour. In addition, in response to the national policy on electricity rationing, we have a backup power system in the plant to ensure that the progress of the production plan is not affected. This Year, we had the arrangement for working on the plant to reduce electricity and energy consumption.

## 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工程污染控制規範》。報告期間，本集團並未發現有任何因違反有關空氣及溫室氣體排放、向水及土地之排放以及產生有害及無害廢棄物之法律法規而遭到檢控的情況。

### 節能減排

北體集團將致力透過執行相關措施以提高整體能源效益及減少能源消耗。我們的有序進行生產以及將行業低能源消耗的優勢充分發揮等執行方針能達到業務產量穩定，從而有利於我們長遠地制定減排及節能目標。保護自然資源，就是保護我們的家園及下一代的未來。為此，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。另外，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。加上，因應國家實行的限電政策，我們在廠房內設有備用電力系統，確保生產計劃的進度不受影響。我們約頓今年安排留在廠區辦公，以減少電力能源消耗。

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

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

The following rules are strictly enforced in the office area:

Emission reduction measures: (including indoor air pollutants)

- Encourage employees to adopt green communication methods, such as video and teleconferencing;
- Conduct regular testing for the Group's vehicles to ensure that our vehicles meet the emission standards and control the level of emission; and
- Smoking is strictly prohibited in any areas of the office building to ensure that the indoor air is fresh.

Energy saving measures:

- To implement the "paperless office", employees should set up monochrome and grayscale mode when using printers if possible, and try to work on the digital documents if there is no printing need;
- Monitor the use of paper, stationery, electrical appliances and other materials with the goal of reducing the demand for office supplies;
- When purchasing stationery and other commonly used low-value consumables, make the best bulk-purchasing plan in advance according to the inventory;
- Employees are required to develop the habit of turning off the lights at will, and should take the initiative to close unnecessary lighting facilities in a timely manner;

## 環境•共迎和諧(續)

### 節能減排(續)

在辦公區域嚴格執行如下規定：

減排措施：(包括室內空氣污染物)

- 鼓勵員工採用綠色溝通方法，例如視像及電話會議；
- 為本集團旗下車輛定期進行檢測，確保我們車輛的廢氣排放符合標準，控制排放水平；以及
- 寫字樓內任何範圍嚴禁吸煙，保障室內空氣清新。

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及灰階模式，如無打印需要，儘量利用；
- 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 control the use of air conditioners. When the indoor temperature is suitable, employees can intermittently use the air conditioner and not open doors and windows to avoid wasting energy due to air conditioner leakage.
- Employees are strictly prohibited from using high-power electrical appliances without approval to avoid wasting power consumption and causing safety accidents.

### Waste reduction management

The Group will generate some waste in the process of product processing, such as defective products, air dome fabric scraps, etc. Since the completion and operation of our production and processing base, both output and processing volume have increased compared to last year. Furthermore, to cooperate with the research and development of the air dome structure business this Year, the amount of waste and packaging materials generated this Year was higher than last year. The Group is committed to reducing waste generation through a series of measures, and we have converted some of the air dome fabric scraps into packaging materials, wind-shielding materials during the construction of the air dome stadium and protective materials laid on the project floor, and the remaining scrap materials will be sold externally to achieve waste reuse. The vast majority of waste is recycled or reused, saving which can save and reduce emissions, and more importantly to reduce unnecessary costs.

In addition, the Huzhou production base conducts production and processing under strict compliance with the Quality Management System (GB/T 19001-2016/ISO 9001:2015) and Environmental Management System (GB/T24001-2006/ISO 14001:2015) requirements. It comprehensively regulates the production and recycling process of waste products such as regular statistics and verification of the number of waste products, and waste products generated during production and processing should be classified and stacked in designated locations, etc., to ensure the comprehensive recycling of waste and the Company's safe production process.

## 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。

### 減廢管理

北體集團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。自我們的生產加工基地建成投產以來，不論在產量及加工量上都較過往有所增加。再者，為配合本年度的膜結構業務研發，本年度的廢棄物及包裝物料產生量較去年多。本集團致力透過執行一系列措施以減少廢棄物產生，我們把部分膜材邊角料轉化成打包材料、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，剩餘的邊角料將對外售賣，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，更能減低不必要成本。

湖州生產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，例如定期統計核實廢料產品量、生產加工過程中產生的廢品廢料需分類堆放於指定地點等，以保障全面回收廢料及公司的安全生產過程。

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

### Waste reduction management (Cont'd)

Waste reduction measures:

- It is stipulated that the employees should not discard paper or plastic bags to reduce “white pollution.”
- Regulate the use of paper basket garbage bags in the office so that cleaning personnel can reuse them after dumping the garbage;
- Take “applicable, durable and cost-effective” as the basic principle of purchasing materials, and fully consider the indicator elements such as product material, energy consumption, noise, emissions and their impact on the environment; and
- The front desk specifically set up the waste battery recycling point, arrange the general department to uniformly recycle the waste battery to the professional processing agency, strictly prohibit discarding, to avoid the acid and alkali electrolyte of batteries to cause severe pollution to the soil and water.

### Water conservation

The Group understands the value and importance of water resources. To ensure that we can use water responsibly and reduce our water footprint, we actively promote water conservation awareness, set up water-saving slogans in all areas of the Group, and vigorously urge employees to cherish water resources. The Group encourages employees to develop the habit of turning off the faucet after use in daily life and work and encourages employees to develop the habit of using water in small quantities and intermittent water. The relevant employees of the Group shall observe the operation of the water devices in a timely manner; and also encourage employees to supervise the water devices and notify the relevant departments for maintenance immediately if any breakdown is found. We are committed to continuing our work on water efficiency and continuing to collect relevant data to help us gradually set water efficiency targets in the future. All of the Group's operating locations obtain water resources from municipal water supply and there is no difficulty in obtaining water sources. Due to the nature of the Group's business, we do not generate large amounts of sewage.

## 環境•共迎和諧(續)

### 減廢管理(續)

減廢措施：

- 減少「白色污染」，規定員工不得隨意丟棄紙袋或塑料袋；
- 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；及
- 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，避免電池的酸鹼電解質對土壤、水流造成嚴重污染。

### 珍惜用水

北體集團深明水資源的寶貴及其重要性。為確保我們能負責任地使用水資源及減少水足跡，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。本集團鼓勵員工在日常生活和工作中養成在使用後關閉水龍頭的習慣，並鼓勵員工養成小水量用水與間歇用水的習慣。本集團相關工作人員需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，若發現任何故障應及時通知相關部門進行維修。我們致力延續上述用水效益的工作並繼續收集相關數據，以助我們未來逐步制定用水效益的目標。本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。



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

### Ecological conservation

Human beings rely on the natural environment to have a place to live and resources to enjoy. The Group attaches great importance to environmental conservation and energy conservation and hopes to shape a harmonious development of the industrial ecosystem. We ensure to avoid negative impacts on the ecosystem and biodiversity surrounding the project when developing, constructing and operating the project. Since its inception, the Group has not identified any incidents that have negatively affected its biodiversity in the places where it operates.

### Green construction

Based on the principle of "safe production and civilized construction", in order to reduce the interference with the surrounding and ecological environment during the construction process, we have formulated relevant appropriate measures including air, light and noise in accordance with the environmental management system regulations combined with the possible impact of the construction process and the actual situation of the surrounding environment, in order to meet the national environmental quality standards.

## 環境•共迎和諧(續)

### 保護生態

人類依賴自然環境得以有居所可住，有資源可享用。北體集團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。確保我們在項目開發、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。本集團自成立以來，並未發現在營運所在地對其生物多樣性造成負面影響的事件。

### 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，我們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，制定了包括空氣、光與噪音的相關對應措施，以符合國家各項環境質量的標準。

### Air 空氣

- Implement hardening treatment and greening management of roads at the construction site;  
對施工現場道路實施硬化處理與綠化管理；
- Implement partially enclosed construction operations to avoid construction waste dust;  
實施部分封閉施工操作以避免建築垃圾揚塵；
- For the transporting materials that are easy to scatter and fly, the carriage is required to be covered;  
對於運輸易散落、易飛揚的材料，要求車廂進行覆蓋；
- Overloading is prohibited; and  
嚴禁超載運輸；及
- During the construction process, it is stipulated that liquefied gas is used as fuel and electric water heaters are used to supply water to ensure that no smoke and dust are emitted at the on-site kitchen.  
在施工過程中，規定使用液化氣作燃料以及電熱水器供水，確保現場廚房無煙塵排放。

## Light and noise 光與噪音

- Reasonable selection of construction machinery in the construction process and strengthening mechanical maintenance;  
在施工過程中合理選用施工機械，加強機械維修保養；
- Reduce equipment noise and require operators to control noise manually during the process of operation; and  
減少設備噪音，並要求操作人員在操作過程中控制作業時產生噪音；及
- Unified lamps and lanterns at the construction site, equipped with directional removable lampshades, to avoid the phenomenon of 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。

### Climate change

The growing crisis brought by climate change affects billions of lives and properties worldwide. At the 26th UN Climate Change Conference held in November 2021, the countries have set various agreements further to keep global warming within 1.5 degrees as the target before the level of the Industrial Revolution. As a part of green building supporters, we are determined to make a contribution and continue to exert the green power of our enterprise. From the development of air dome structure to the operation of the stadium, we have carefully designed the air dome stadium in terms of construction requirements, including time, building materials and construction scope. Compared with the traditional gymnasium, the energy consumption is even one-third of that of traditional stadiums, which greatly reduces construction and operating costs. The Group has identified climate change as one of our operational risks, responding to frequent extreme weather conditions, and the solid performance of the air dome structure helps to adapt to different extreme climates, such as strong wind, heat and cold resistance, and the factory area will also respond to the situation through the intelligent management system to adjust the air dome's pressure in advance, we also have an emergency plan and strictly follow the local government's warnings and instructions to ensure the safety of employees and factory facilities.

### 氣候變化

氣候變化帶來的危機日益嚴重，影響全球各地數以十億計的人命財產。在2021年11月舉行的《第26屆聯合國氣候峰會議》當中，各國進一步為將全球升溫控制在工業革命前水平高出1.5度內的目標訂下不同的協議。作為環保建築的一份子，我們定意要貢獻一分，繼續發揮自身企業的綠色力量。由膜結構研發至場館營運都經過我們精心設計，其氣膜場館在建設要求上，包括時間、建築材料以及建築範圍相比傳統體育館較少，而能源消耗方面甚至只是傳統體育館的三分之一，大大降低建設及營運成本。北體集團辨識氣候變化為我們營運風險之一，應對頻繁的極端天氣的情況，膜結構的穩固性能有助適應不同極端氣候，例如抵禦強風、耐熱及耐寒，廠區同時亦會因應情況透過智能管理系統提前調整膜結構的壓力；我們亦設有應急預案，並且嚴格遵循當地政府預警及指示，保障員工及廠區設施的安全。

## PRODUCTS • CREATE VALUE TOGETHER

The Company's top priority is to satisfy our customers with our products and services. Holding the vision of "win-win cooperation and working together", the Group actively cooperates with suppliers to provide customers with higher quality products and services.

### Supply chain management

The quality of raw materials determines what quality products we will provide to customers, so the Group takes a rigorous approach to selecting and managing suppliers. We have a complete supplier management mechanism, including regular sample testing, identification and on-site investigation for each supply session, based on the results of investigation and review, and use the elimination mechanism to update the list of qualified suppliers. With the implementation of the "staggered peak electricity" policy, some of the deliveries of our suppliers have been affected, and the Group has developed a list of alternate suppliers to ensure a smooth production process. We also maintain smooth communication with our suppliers to understand their environmental and social performance and risks, so as to select the most ideal and suitable suppliers. In order to actively respond to the national "Dual Carbon" policy, our products need to meet environmental protection requirements in addition to the quality of materials. We will actively research and invest more resources to develop environmentally friendly air dome products, and the Group may cooperate with suppliers in the future to promote the use of more environmentally friendly materials and achieve a sustainable development situation of mutual benefit and value sharing with long-term cooperative relationships.

## 產品•共創價值

企業的首要任務就是讓客戶滿意我們的產品及服務。北體集團抱著「合作共贏、攜手共進」的願景，積極與供應商合作，務求為客戶提供更高質量的產品及服務。

### 供應鏈管理

原材料的質量決定我們會提供甚麼質素的产品給客戶，故北體集團以嚴謹的態度去揀選及管理供應商。我們擁有一套完善的供應商管理機制，包括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。隨著「錯峰用電」政策實施，我們供應商的部分交付受到影響，北體集團有制定備用供應商名單去確保生產流程流暢。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。為積極響應國家的雙碳政策，我們的產品除了物料上質量要達標，還需要符合環保方面的要求。我們將積極研究及投放更多資源去研發環保友善的氣膜系列產品，本集團未來或與供應商合作促使採用較為環保的物料，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>對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 meets 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，符合採購部門的要求，不超過銷售部提供的預算成本價格，方可進行採購。</p>

**Quality control**

In order to achieve "national fitness", we need to be meticulous in the construction of air dome stadiums. Therefore, we are committed to maintaining the quality of our products. In addition to the quality management system (GB/T 19001-2016/ISO 9001:2015) management requirements, the quality of processed products and the construction of stadiums are controlled, and we have also formulated the "PVC Work Instructions", which clearly lists the process of air dome processing and production, and the operating rules of the production plant, so that the production process can be standardized and quality control can be strengthened.

**質量控制**

為實現「全民健身」，我們需要在建設氣膜體育場館中做到一絲不苟。故此，我們致力保持產品的應有質量。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。

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

### Quality control (Cont'd)

In terms of product quality inspection, we have a double check, in addition to requiring suppliers to provide air dome testing reports from third-party certification agencies in accordance with government regulations, we will also conduct internal quality inspection and finished product quality inspection, test items including tensile strength, thickness, film dyeing degree, etc., to ensure that air domes meet environmental and safety standards. In terms of stadium construction, the Group strengthens the full-cycle control of all aspects of design, processing and construction, requires compliance with enterprise standards in each session, and stipulates that the on-site goods must be inspected by technical personnel to ensure that the goods meet the requirements of the project before they can be used.

In order to deal with customer complaints and feedback in a timely and effective manner, we have formulated the "Complaint Handling System", which stipulates the procedures for handling customer feedback and complaints. During the Reporting Period, we began to use DingTalk's subsidiary APP "PubLink" on the online office platform to handle customer opinions and complaints, manage maintenance services, etc. We also hold regular cross-departmental meetings to explore how to improve product quality. In terms of product maintenance, we provide maintenance services, some customers sign technical service agreements with us, and will appoint staff to the project site for inspection every month to ensure that the air dome stadium can operate normally. Customers can obtain technical support through the official account or telephone during the product warranty period.

We strictly abide by the laws and regulations of the People's Republic of China on the liability of operating products, including but not limited to the Product Quality Law of the People's Republic of China and the Trademark Law of the People's Republic of China. During the Reporting Period, we did not receive any incidents in which our products and services were subject to recall for safety and health reasons.

## 產品•共創價值 (續)

### 質量控制 (續)

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，確保膜材符合環境及安全標準。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。

為及時、有效地處理客戶的投訴及意見反饋，我們制定《投訴處理制度》，當中訂明處理客戶回饋及投訴的處理程序。在報告期間，我們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

MetaSpace has established a sound intellectual property management system  
 約頓建立完善的知識產權管理體系

As a company in the design and development of air domes, MetaSpace understand the importance of protecting intellectual property rights. Therefore, we are committed to safeguarding our own intellectual property rights in the course of our business operations, and we also strive to avoid infringing the intellectual property rights of other companies.

作為氣膜設計及開發的企業，約頓深明保護知識產權的重要性。故我們致力在業務營運過程中維護自身的知識產權之外，亦盡量避免侵犯其他公司的知識產權。

In order to prevent the occurrence of product infringement, the company obtained the “Intellectual Property Management System Certification” and formulated a series of intellectual property procedures, such as “Intellectual Property Application Procedures”, “Intellectual Property Confidentiality Control Procedures”, and “Document Control Procedures”, which are clearly listed the intellectual property application process and the management of the Company’s confidential information, such as all documents involving intellectual property rights are kept confidential by the relevant commissioners; only the inventors, directors, intellectual property commissioners and other personnel of the patent application have the right to review top-secret documents such as drawings; the borrowing of confidential documents needs to fill in the file borrowing application form, which is reviewed by the department and the personnel administration department, and the personnel administration department registers the borrowing, and is responsible for verifying the return of the confidential documents according to the borrowing period.

為防止產品侵權的情況發生，本公司取得《知識產權管理體系認證證書》，並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 employees to sign a confidentiality agreement, and technical department personnel and some engineering after-sales department personnel must sign a non-compete agreement. For electronic data, we use the antivirus software “360 Total Security” to prevent confidential information from being leaked due to viruses and hacker intrusions. With the help of external agencies and relevant resources of intellectual property offices, we will monitor the market information of the industry once a month to enhance the ability to avoid intellectual property early warning and prevent the risk of infringement and infringement.

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。

As at December 31, 2021, the technology research and development of MetaSpace continues to closely follow the project, with 131 intellectual property rights, including invention rights, authorized appearance patents, software rights, copyrights and trademarks. We have also passed the recertification audit of our IP management system. During the Reporting Period, the Group did not identify any disputes arising from intellectual property rights.

截至2021年12月31日，約頓的技術研發繼續緊貼項目，擁有131項知識產權，包括發明權、授權外觀專利、軟件權、著作權及商標等。我們亦通過了知識產權管理體系的再認證審核。報告期間，北體集團並未發現因知識產權引起的糾紛問題。



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

### Promoting innovative research and development

The Group actively explores the road of scientific and technological innovation, continuously improves its independent innovation capabilities, and expands the market field with innovative achievements to promote the sustainable and healthy development of the Group in the future. This Year, we have been adhering to the concept of "independent innovation and research and development, closely combined with market demand", we have achieved outstanding results in the field of air dome technology, among which the key projects include low temperature air dome insulation performance, air dome evacuation door technology and lightning protection technology and other research, to further expand the field of application of gas mold construction.

### Accelerating win-win cooperation

The Group is committed to working with partners to create good results, integrate the advantages and resources of both sides, continuously deepen cooperation with various stakeholders, and actively break through industry difficulties. Therefore, the Group vigorously develops innovative cooperation models such as "Sports + Big Data", actively cooperates with local sports bureaus to explore high and new technologies, continues to promote the development of local sports with various partners, drives regional sports consumption, provides strong impetus for the transformation and upgrading of the local economy, and promotes the healthy and stable development of the industry.

### Advertising and promotion

In conducting advertising campaigns, the Group strictly complies with advertising-related laws and regulations, including but not limited to the Advertising Law of the People's Republic of China. We have developed the "MetaSpace VIS ("Visual Identification System") Handbook", which is a corporate identification system, managing relevant brand trademarks and product design, so as to effectively carry out brand promotion and establish a good corporate image. On the other hand, before releasing the promotional content of the product, we need to review the relevant promotional materials internally to ensure their authenticity in order to prevent the transmission of misleading information to the public and protect the rights and interests of consumers.

## 產品•共創價值(續)

### 推動創新研發

北體集團積極開拓科技創新之路，不斷提升自主創新能力，並用創新成果拓展市場領域，以促進本集團未來持續健康的發展。本年度我們一直秉承著「自主創新與研發，緊密結合市場需求」的理念，我們於氣膜技術的範疇取得卓越成果，其中的重點項目包括低溫氣膜保溫性能、氣膜疏散門技術以及避雷技術等研究，進一步擴大氣膜建築的領域應用。

### 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，持續與各合作夥伴促進當地體育事業發展，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。

### 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性的信息，保障消費者權益。

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

### Customer privacy

Effectively protecting customer privacy is the foundation for long-term business relationships. We are committed to complying 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. In order to prevent the leakage and loss of customers' privacy, our "Non-disclosure Agreement" and "Employee Handbook" clearly regulate the principle of confidentiality, and employees are not allowed to disclose any information of the Company's customers. Serious violations will result in termination of employment and legal liability.

## EMPLOYEES • PROMOTE GROWTH TOGETHER

Talent is always the most valuable asset of the enterprise, outstanding employees not only able to improve the Company's competitiveness in the industry, but also help to drive its sustainable development. To this end, the Group is committed to providing competitive salary and welfare packages to attract and retain outstanding talents and develop in building of a high-level talent team.

Our human resource management adheres to the principle of "people-oriented", by creating a high-quality working environment that can help employees grow personally and develop their careers, protect the rights and interests of employees, pay attention to their mental and physical health, and make every effort to be considerate of their needs, and send them family-like warmth.

## 產品•共創價值(續)

### 客戶隱私

有效地保護客戶私隱是建立長遠業務合作關係的基礎。我們致力遵守相關法律法規，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》。為防止客戶私隱洩漏和丟失，我們的《保密協議》及《員工手冊》明確規範保密原則，員工不得洩漏公司客戶的任何資料。嚴重違例者將被解除勞動關係及追究法律責任。

### 員工•共促成長

人才永遠是企業最寶貴的資產，優秀的員工不只能提高公司於行內的競爭力，更有助推動其可持續發展。為此，北體集團致力提供具競爭力的薪酬及福利待遇，以吸引及挽留優秀人才，打造高水平的人才建設隊伍。

我們的人力資源管理秉持「以人為本」的原則，透過建造一個能幫助員工個人成長及事業發展的優質工作環境、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。



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

### Legal compliance in employment

The Group strictly complies with laws and regulations related to employment, including but not limited to the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Minors and the Provisions on the Prohibition of Using Child Labor. We have formulated the "Employee Handbook", which lists a series of Company human resource management systems, such as "Contract Management Regulations", "Attendance Management Regulations", "The Policy of Salary Management" and "Travel Management Regulations", which fully covers the recruitment, promotion, dismissal, salary, welfare, training, performance appraisal and other aspects of employees, to protect the legitimate rights and interests of employees and welfare. In order to eliminate the phenomenon of child labor, the Group has established clear induction procedures, and new employees are required to submit identification documents during the induction to ensure that they are aged to meet minimum employee standards in order to eliminate child labour. During the Reporting Period, we signed labor contracts with 100% of our employees, and in the case of labor dispatch, we must comply with the relevant regulations of the state and resolutely resist forced labor. If any child or forced labor is identified, we will seriously investigate and deal with it, hold the relevant employees accountable and take appropriate measures to correct the loopholes. During the Reporting Period, we did not discover the use of child or forced labor.

The Group has always been recruiting suitable talents with the concept of "meritocracy", as long as the candidates meet the requirements of the position, we provide equal opportunities for employment, resolutely eliminate discrimination such as gender, race, ethnicity, religious beliefs and cultural background, and strive to build a diversified, inclusive and harmonious talent team. The Group establishes two-way communication channels, continuously increases multiple recruitment channels, and broadens the recruitment channels for professional talents, mainly including: signing website, public website, internal recommendation and other channels. In addition, we gradually strengthen the employment of local personnel in the process of employee employment and increase the localization ratio of employees, thereby contribute to the employment of community residents.

## 員工•共促成長(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人保護法》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同人力資源管理制度，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。

北體集團一直以「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，為社區居民就業作出企業貢獻。

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

### Salary and welfare

The Group provides employees with a competitive salary and welfare system, and the salary of employees are composed of fixed wages, performance bonuses and floating wage, and fully utilizes reasonable salaries to stimulate the endogenous progress of employees. The Group also purchases additional accident insurance for employees to protect employees who need to travel overseas. At the same time, the "Regulations on Paid Annual Leave for Employees" clearly state the employee leave process, salary arrangements, etc., and employees who meet the specific provisions of the salary and welfare system can enjoy allowances and benefits such as housing allowance and Women's Day, enhancing employees' sense of belonging and happiness. During the Reporting Period, the social insurance coverage rate of employees of the Group has reached 100%.

### Development and training

Learning is the only way to enhance the professional knowledge and skills of our employees. Through various training activities, the Group provides employees with a broad range of promotion to support our employees continue to move forward in personal growth and career development.

### Employee promotion and performance management

We are committed to providing a platform for employees to play to their strengths and expect them to grow together with the Company. We list the relevant management systems for employee promotion in the Employee Handbook, which standardize the methods and processes of employee promotion assessment and the promotion workflow. To a certain extent, employees can transfer positions according to personal development and ability, and effectively ensure the development of diversified talents. It is inseparable between staff training and performance management, a sound performance management system can simultaneously improve the ability of employees and the business performance of the Group. We have a performance management and related appraisal system, so that managers can regularly evaluate each employee and set goals according to employee's performance, and guidance and suggestion will be provided based on the assessment results, so that the advantages of employees can be brought into play.

## 員工•共促成長(續)

### 薪酬福利

北體集團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。北體集團亦為員工額外購買意外保險，以保障有海外出差需要的員工。同時，《職工帶薪年休假條例》明確列明員工休假流程、薪資安排等內容，符合薪酬與福利制度中具體條款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%。

### 發展與培訓

學習是提升員工的專門知識及技能之不二法門。北體集團透過開展各類培訓活動，為員工提供一個廣闊的晉升階梯，幫助我們員工在個人成長及事業發展上繼續前行。

### 員工晉升及績效管理

我們致力提供一個能讓員工發揮所長的平台，期望員工與企業一同成長。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。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。員工培訓及績效管理之間是劃不可分的，完善的績效管理制度能同步提高員工的能力及本集團的業務績效。我們設有績效管理及相關考核制度，讓管理人員定期向各員工進行評核並根據表現制定目標，並按評核結果予以指導及改進，使員工的優勢得以發揮。

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

### Development and training (Cont'd)

#### Employee training

The Group is committed to building a multi-level, all-round, three-dimensional talent echelon with group characteristics, continuously promoting school-enterprise cooperation, helping talents learn in practice, and providing professional talent reserves for the Thousand Museums Program. We attach great importance to the career development of employees, train talents at different levels and professions, and comprehensively improve the professional level of employee business and operation management. During the Year, we began to set up occupational planning examinations related to high-tech and air dome, employees received external training and all examination fees were borne by the Group, through a series of measures to encourage and enhance employees' knowledge reserves in important areas of the industry, fully understand the Group's development strategy and planning, and achieve the win-win goal of common growth of employees and the Group.

During the Reporting Period, we conducted different types of training as detailed below:

## 員工•共促成長(續)

### 發展與培訓(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，全面提升員工業務及營運管理的專業水平。於本年度內，我們開始設有與高新技術及氣膜相關的職業規劃考試，員工接受外部培訓並且所有考試費用由本集團去承擔，透過一系列措施鼓勵及增強員工對行業重要領域的知識儲備，充分了解本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詳列如下：

In-house training 集團內部培訓	In-house safety emergency training 集團內部安全應急培訓	Business technical training 業務技術培訓
<ul style="list-style-type: none"><li>New employee orientation; 新員工入職培訓；</li><li>Company system training; and 公司制度培訓；以及</li><li>Training based on the actual functioning of the various departments, such as personnel file management; 根據各部門實際運作而提供的培訓，例如人事檔案管理；</li></ul>	<ul style="list-style-type: none"><li>Staff training on strengthening fire protection knowledge and emergency response. 加強員工對消防知識及應急的培訓。</li></ul>	<ul style="list-style-type: none"><li>The Company's internal and external professional organizations carry out air dome-related training programs for employees in the technical production department, so that employees can apply what they have learned from the training. 分別由公司內部以及外聘專業機構為技術生產部門員工展開與氣膜相關的培訓項目，讓員工能從培訓的知識學以致用。</li></ul>

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

### Safety and health

“Safety first” is a prerequisite for the robust manufacturing and operation of our products. In order to provide a comprehensive and safe working environment for every employee, the Group holds various types of safety production activities and effectively implements safety measures in place. We also organise various staff care activities to fully protect and pay attention to the physical and mental health of employees.



### Strengthening production safety

The Group adheres to the management policy of “safety first and prevention first”, and strictly abides by laws and regulations related to safety production, including but not limited to the “Work Safety Law of the People’s Republic of China” and the “Labor Law of the People’s Republic of China”. We have formulated internal policy documents such as the “Regulations on Safety Management of Office Areas”, which clearly list the responsible persons and specific contents of safety management at each level, and we have also obtained the Occupational Health and Safety Management System certification (GB/T 45001:2020/ISO 45001:2018) to effectively ensure that various security measures are in place. In view of various laws and regulations and internal rules, the Group regularly organizes safety knowledge training activities to continuously enhance employees’ awareness of safe production, including:

- Office building fire safety management measures;
- Daily fire safety common sense and self-help methods;
- Office fire safety knowledge and escape methods knowledge popularization education activities; and
- Workplace safety training activities.

In addition, in order to strengthen the safety of electricity and fire for daily office operation and project construction, and enhance the life-saving skills of employees, the Group specially conducts safety training for employees, and regularly organizes employees to conduct fire emergency drills, which enhances employees’ fire safety awareness and self-protection ability through emergency drills, and further strengthens the safety production construction of enterprises.

## 員工•共促成長(續)

### 安全與健康

「安全第一」是我們產品製造及營運穩健的先決條件。為提供全面安全的工作環境給每一位員工，北體集團舉辦各類型的安全生產活動，切實地將安全措施做到位。我們亦舉辦不同員工關懷活動，對員工的身心健康予以充分保障及關注。

### 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》。我們制定了《辦公區域安全管理規定》等內部政策文件，明確列明各層級安全管理負責人及具體內容，我們亦取得職業健康安全管理體系認證(GB/T 45001:2020/ISO 45001:2018)去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，本集團定期組織安全知識培訓活動，不斷提升員工安全生產意識，當中包括：

- 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。

此外，為加強日常辦公及項目建設的用電用火安全，並增強員工救生技能，本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 pay close attention to the occupational health of our employees and regularly organize all group members to undergo health check-ups, which reached 100% coverage during the Reporting Period. For employees involved in special dangerous types of work, we will strengthen the education of protection knowledge and provide them with professional protective equipment to avoid industrial accidents. There were a total of 3 work injury cases during the Year, the Company's human resources department have followed up and conducted work injury identification and compensation measures. We also provide psychological counseling for employees in need, care for employees with actions, and hope that every employee can work in a mentally and physically healthy state.

## 員工•共促成長(續)

### 安全與健康(續)

#### 保障職業健康

我們高度關注員工的職業健康，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%。針對涉及特殊危險工種的員工，則加強防護知識教育以及為其提供專業防護用具，避免發生工業意外。本年度共有3宗工傷事故，公司的人力資源部會進行跟進，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。

#### CASE 案例

The Group actively built a solid defense line against the pandemic  
北體集團積極築牢疫情的防控防線

In the face of COVID-19, we need to prevent the further spread of the pandemic in the workplace and protect the lives of employees. Therefore, we have taken a number of epidemic prevention measures, including providing a sufficient number of disposable masks for each employee, regularly disinfecting and cleaning the office area, and using the online platform "DingTalk" to know the location of the traveling employees in real time, if the area is of intermediate risk level or above, we require employees to report to their superiors so that the Company can grasp the latest situation of employees and follow up on the treatment. In line with the country's overall prevention and control strategy, we have required our employees to be vaccinated regularly since the beginning of this Year, and vaccination work has been gradually completed throughout the Group. In addition to vaccinations, we arrange nucleic acid testing for employees travelling to and from medium- and high-risk areas as well as home isolation. As there is still a potential risk of transmission, in order to avoid large-scale infection caused by mutual transmission, the Group regularly conducts internal full-staff testing to consolidate our employee health defense line and contribute to curbing the spread of the epidemic.

面對新型冠狀病毒，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。我們配合國家的總體防控策略，由本年度開始要求員工定期接種疫苗，集團各地的疫苗接種工作已逐步完成。除了疫苗接種外，我們安排中高風險地區往返的員工進行核酸檢測以及居家隔離。因現時仍有潛在傳播風險，為避免互相傳播而造成大規模感染，北體集團更定期開展內部全員檢測，讓我們的員工健康防線得以鞏固，同時為遏制疫情的傳播作出貢獻。

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

### Safety and health (Cont'd)

#### Care and support

The Group regards the physical and mental health of our employees as an element of our progress towards sustainable development and success. Adhering to the “people-oriented” values, we actively care for employees and sympathize with their difficulties, strive to solve the problems of employee feedback, and send care and warmth in a timely manner. We intimately send gifts to each employee on their birthday, and distribute holiday gifts on traditional festivals such as the Mid-Autumn Festival to create a big family-like warmth for employees. At the same time, the Group also provides special care for pregnant women as needed and pays attention to the living conditions of employees in difficulty. We actively provide medical assistance, medical protection, and care during illness to sick employees who are hospitalized. Care measures to effectively solve the practical difficulties of employees.

## COMMUNITY • BUILD A BETTER ONE TOGETHER

### Community investment

The Group is aware that the business development of the enterprise and the development of the society are closely linked. As corporate citizens, we are committed to carrying out poverty alleviation and care activities, participating in community welfare undertakings, bringing long-term benefits to local communities, and promoting rapid economic and social development. In order to fulfill its corporate social responsibilities, the Group actively participated in the “one-day charity donation” activity held by the Nanxun District Charity Federation, with a total donation of RMB20,000 for community poverty alleviation work. Founded in December 2005, the Nanxun District Charity Federation is a non-profit social welfare group with legal personality that is voluntarily participated by domestic and foreign social groups and people who love to support charity, and are approved and registered by the social organization registration authority of the Nanxun District People's Government. In the future, we plan to invest more resources in participating in community welfare to help more vulnerable groups and build a harmonious and better society.

## 員工 • 共促成長 (續)

### 安全與健康 (續)

#### 關愛與幫扶

北體集團視員工的身心健康為我們邁向可持續發展及成功的要素。我們秉承著「以人為本」的價值觀，積極關愛員工及體恤他們的困難，努力解決員工反饋的問題，及時送上關懷和溫暖。我們貼心地在每位員工生日之際為他們送上禮物，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，北體集團亦按需要提供孕婦特殊照顧，並關注困難員工的生活情況。對於住院治療的生病員工，我們為其積極提供就醫協助、醫療保障以及生病期間照料等關懷措施，切實解決員工的實際困難。

## 社區 • 共建美好

### 社區投資

北體集團知悉，企業的業務發展與社會的發展是環環相扣的。作為企業公民，我們致力開展扶貧關愛活動，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，本集團積極參與了南潯區慈善總會舉辦「慈善一日捐」的活動，捐款合共人民幣2萬元用於社區扶貧工作。南潯區慈善總會成立於2005年12月，是由熱愛支持慈善事業的國內外的單位社會團體和各界人士自願參加，經南潯區人民政府社會團體登記管理機關核准註冊登記，具有法人資格的非營利性的社會福利團體。我們計劃未來將投放更多資源參與社區公益，以幫助更多弱勢群體及共建和諧美好社會。

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

## 環境關鍵績效指標

ESG Indicator ESG指標	Unit 單位	2021 2021年	2020 2020年
Aspect A1: Emissions 層面A1：排放物			
A1.1	<b>Air emissions</b> <b>廢氣排放</b>		
	Nitrogen oxides 氮氧化物	kg 千克	9.68 52.76
	Sulfur oxides 硫氧化物	kg 千克	0.25 1.05
	Respiratory suspended particles 懸浮顆粒	kg 千克	0.71 2.56
A1.2	<b>Greenhouse gas emissions</b> <b>溫室氣體排放</b>		
	Scope 1 greenhouse gas emissions 範圍一溫室氣體排放量	tCO <sub>2</sub> e 噸二氧化碳當量	59.12 47.52
	Scope 2 greenhouse gas emissions 範圍二溫室氣體排放量	tCO <sub>2</sub> e 噸二氧化碳當量	582.93 384.34
	Total 總量	tCO <sub>2</sub> e 噸二氧化碳當量	642.05 431.86
	Intensity 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	2.94 3.57

<sup>1</sup> The Report's KPI calculation scope covers the Group's three major subsidiaries in the PRC, including Zhong Hu Sports and Culture Development (Beijing) Limited, MetaSpace (Beijing) Air Dome Corp. and Zhejiang Yuedun Zhizao Technology Limited.

<sup>1</sup> 本報告的關鍵績效計算範圍涵蓋本集團於中國的三間主要附屬公司，包括中互體育文化發展(北京)有限公司、北京約頓建築技術股份有限公司以及浙江約頓智造科技有限公司。

## ENVIRONMENTAL KEY PERFORMANCE INDICATORS (Cont'd)

## 環境關鍵績效指標 (續)

ESG Indicator ESG指標	Unit 單位	2021 2021年	2020 2020年
A1.3	<b>Hazardous waste generated</b> <b>所產生的有害廢棄物</b>		
Total 總量	kg 千克	383.65	2,139.71
Intensity 密度	kg/operating income in HKD million 千克/百萬港元營業 收入	1.75	17.70
A1.4	<b>Non-hazardous waste generated</b> <b>所產生的無害廢棄物</b>		
Total 總量	kg 千克	14,542.63	2,512.92
Intensity 密度	kg/operating income in HKD million 千克/百萬港元營業 收入	66.49	20.79
A1.6	<b>Total amount of recycling</b> <b>回收總量</b>		
	kg 千克	14,042.63	2,435.20
Aspect A2: Use of Resources 層面A2：資源使用			
A2.1	<b>Energy consumption</b> <b>能源消耗量</b>		
Direct energy 直接能源			
Petrol 汽油	kWh 千瓦時	152,172.22	184,903.78
Diesel 柴油	kWh 千瓦時	13,755.70	4,314.33



## ENVIRONMENTAL KEY PERFORMANCE INDICATORS (Cont'd)

## 環境關鍵績效指標 (續)

ESG Indicator ESG指標	Unit 單位	2021 2021年	2020 2020年
Indirect energy 間接能源			
Purchased electricity 外購電力	kWh 千瓦時	955,463.00	528,824.45
Total energy consumption 能源總消耗量	kWh 千瓦時	1,121,390.92	718,042.56
Intensity 密度	kWh/operating income in HKD million 千瓦時/百萬港元營業 收入	5,127.04	5,940.13
A2.2	<b>Water resources 水資源</b>		
Total water consumption 耗水總量	m <sup>3</sup> 立方米	4,202.00	2,429.68
Intensity 密度	m <sup>3</sup> /operating income in HKD million 立方米/百萬港元營業 收入	19.21	20.10
A2.5	<b>Packaging materials used in finished products 製成品所用的包裝物料</b>		
Total 總量	kg 千克	5,260.00	900.00
Intensity 密度	kg/operating income in HKD million 千克/百萬港元營業 收入	24.03	7.45

SOCIAL KEY PERFORMANCE INDICATORS<sup>1</sup>

## 社會關鍵績效指標

ESG Indicator ESG指標	Unit 單位	2021 2021年	2020 2020年
Aspect B1: Employment 層面B1：僱傭			
BI.1	<b>Number of employees 僱員數目</b>		
	Total number of employees 員工總人數	person 人	117 121
	<b>By gender 按性別劃分</b>		
	Male 男性	person 人	65 82
	Female 女性	person 人	52 39
	<b>By employment type 按僱傭類型劃分</b>		
	Full-time 全職	person 人	109 119
	Part-time 兼職	person 人	8 2
	<b>By employee category 按僱員類別劃分</b>		
	Senior management 高級管理層	person 人	9 10
	Middle management 中層管理層	person 人	20 19
	Junior-level employees 基層員工	person 人	88 92

<sup>1</sup> The Report's KPI calculation scope covers the Group's three major subsidiaries in the PRC, including Zhong Hu Sports and Culture Development (Beijing) Limited, MetaSpace (Beijing) Air Dome Corp. and Zhejiang Yuedun Zhizao Technology Limited.

<sup>1</sup> 本報告的關鍵績效計算範圍涵蓋本集團於中國的三間主要附屬公司，包括中互體育文化發展(北京)有限公司、北京約頓建築技術股份有限公司以及浙江約頓智造科技有限公司。

SOCIAL KEY PERFORMANCE INDICATORS (Cont'd)

社會關鍵績效指標 (續)

ESG Indicator ESG指標	Unit 單位	2021 2021年	2020 2020年
<b>By age group</b>			
<b>按年齡劃分</b>			
Under 29 years old 29歲以下	person 人	20	36
29-49 years old 29-49歲	person 人	91	75
50 years old or above 50歲或以上	person 人	6	10
<b>By geographical location</b>			
<b>按地區劃分</b>			
Mainland China 中國內地	person 人	115	121
Hong Kong, Macau and Taiwan 港澳台	person 人	2	0
Overseas 海外	person 人	0	0
B1.2	<b>Employee turnover rate <sup>2</sup></b> <b>僱員流失比率 <sup>2</sup></b>		
<b>By gender</b>			
<b>按性別劃分</b>			
male 男性	percentage 百分比	89	48
Female 女性	percentage 百分比	29	44

<sup>2</sup> The turnover rate calculated as the number of departing employees in the Reporting Period/ the total number of employees as at the last day of the Reporting Period X 100%, so the rate may exceed 100%.

<sup>2</sup> 流失比率的計算方式為報告期間的離職員工人數／於報告期間最後1天的員工總人數X100%，因此比率可能超過100%。

SOCIAL KEY PERFORMANCE INDICATORS (Cont'd)

社會關鍵績效指標 (續)

ESG Indicator ESG指標	Unit 單位	2021 2021年	2020 2020年
<b>By age group</b>			
<b>按年齡劃分</b>			
Under 29 years old 29歲以下	percentage 百分比	85	66
29-49 years old 29-49歲	percentage 百分比	62	39
50 years old or above 50歲或以上	percentage 百分比	150	30
<b>By geographical location</b>			
<b>按地區劃分</b>			
Mainland China 中國內地	percentage 百分比	63	46
Hong Kong, Macau and Taiwan 港澳台	percentage 百分比	0	0
Overseas 海外	percentage 百分比	0	0
Aspect B2: Health and Safety 層面B2：健康與安全			
B2.1	<b>Work-related fatalities<sup>3</sup></b>		
	<b>因工作關係而死亡的人數<sup>3</sup></b>		
Number of work-related fatalities 因工作關係死亡人數	person 人	0	0
Rate of work-related fatalities 因工作關係死亡比率	percentage 百分比	0	0
<b>Number of lost working days 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	time 次	3	1
Number of working days lost due to work-related injuries 因工傷損失工作日數	days 天	147	206

<sup>3</sup> The Group has not had any work-related fatalities in the past three years (including 2019-2021).

<sup>3</sup> 北體集團在過去3年(包括2019年至2021年)並無發生因工亡故事件。

SOCIAL KEY PERFORMANCE INDICATORS (Cont'd)

社會關鍵績效指標 (續)

ESG Indicator ESG指標	Unit 單位	2021 2021年	2020 2020年	
Aspect B3: Development and Training 層面B3：發展與培訓				
B3.1	Total number of trained employees 受訓總僱員人數	person 人	117	18
	Percentage of employees trained 僱員培訓百分比			
	By gender 按性別劃分			
	Male 男性	percentage 百分比	100	7
	Female 女性	percentage 百分比	100	31
	By employee category 按僱員類別劃分			
	Senior management 高層管理人員	percentage 百分比	100	0
	Middle management 中層管理人員	percentage 百分比	100	21
	Junior-level employees 基層人員	percentage 百分比	100	15
	Average training hours for employees 僱員平均培訓時數			
	By gender <sup>4</sup> 按性別劃分 <sup>4</sup>			
	Male 男性	hour 小時	3	Not applicable 不適用
	Female 女性	hour 小時	4	Not applicable 不適用

<sup>4</sup> This data is disclosed from 2021 onwards..

<sup>4</sup> 此項數據由2021年開始披露。

SOCIAL KEY PERFORMANCE INDICATORS (Cont'd)

社會關鍵績效指標 (續)

ESG Indicator ESG指標	Unit 單位	2021 2021年	2020 2020年
<b>By employee category<sup>4</sup></b> <b>按僱員類別劃分<sup>4</sup></b>			
Senior management 高層管理人員	hour 小時	2	Not applicable 不適用
Middle management 中層管理人員	hour 小時	2	Not applicable 不適用
Junior-level employees 基層人員	hour 小時	3	Not applicable 不適用
Aspect B5: Supply Chain Management 層面B5：供應鏈管理			
B5.1	<b>Number of suppliers</b> <b>供應商數目</b>		
	Mainland China 中國內地	supplier 家	66 47
B5.2	<b>Number of suppliers that have been evaluated during the Reporting Period<sup>4</sup></b> <b>於報告期已進行評核的供應商數目<sup>4</sup></b>	supplier 家	48 Not applicable 不適用
Aspect B6: Product Responsibility 層面B6 產品責任			
B6.2	<b>Number of product and service-related complaints</b> <b>產品及服務投訴數目</b>	case 次	0 0
Aspect B7: Anti-corruption 層面B7：反貪污			
B7.1	<b>Number of ongoing or concluded legal cases regarding corrupt practices</b> <b>提出或已審結的貪污訴訟案件數目</b>	case 件	0 0
Aspect B8: Community Investment 層面B8：社區投資			
B8.2	<b>Resources contributed to the focus area</b> <b>在專注範疇所動用資源</b>		
	Donation 捐款	RMB 人民幣	20,000.00 150,000.00

<sup>4</sup> This data is disclosed from 2021 onwards.

<sup>4</sup> 此項數據由2021年開始披露。

Indicators 指標	Description of the Indicators 指標描述	Corresponding Section of the Report 對應報告章節
<b>Mandatory Disclosure Requirements</b>		
<b>強制披露規定</b>		
Governance Structure 管治架構	<p>A statement from the board containing the following elements: 由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> <li>(a) a disclosure of the board's oversight of ESG issues; (a) 披露董事會對環境、社會及管治事宜的監管；</li> <li>(b) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (b) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜 (包括對發行人業務的風險) 的過程；及</li> <li>(c) how the board reviews progress made against ESG-related goals and targets with an explanation of how they related to the issuer's businesses (c) 董事會如何按環境、社會及管治相關目標檢討進度、並解釋它們如何與發行人業務有關連</li> </ul>	About this Report and Responsible Management 關於本報告及責任管理
Reporting Principles 匯報原則	A description of, or an explanation on, the application of the Reporting Principles (Materiality, Quantitative and Consistency) in the preparation of the ESG report 描述或解釋在編備環境、社會及管治報告時如何應用匯報原則 (重要性、量化和一致性)	About this Report 關於本報告
Reporting Boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report 解釋環境、社會及管治報告的匯報範圍，及描述挑選那些實體或業務納入環境、社會及管治報告	About this Report 關於本報告

Indicators 指標	Description of the Indicators 指標描述	Corresponding Section of the Report 對應報告章節
<b>“Comply or explain” Provisions</b>		
<b>「不遵守就解釋」條文</b>		
<b>A. Environment</b>		
<b>A.環境</b>		
<b>A1. Emissions</b>		
<b>A1.排放物</b>		
Generally disclosure 一般披露	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste  有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢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
A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	Environmental key performance indicators 環境關鍵績效指標
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 直接及能源間接溫室氣體總排放量 (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 indicators 環境關鍵績效指標
A1.3	Total amount of hazardous waste generated (in tonnes) and (if applicable) density (e.g. per unit of production, 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 indicators 環境關鍵績效指標
A1.4	The total amount of non-hazardous waste generated (in tonnes) and, if applicable, the density (e.g. per unit of production, 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 indicators 環境關鍵績效指標



Indicators 指標	Description of the Indicators 指標描述	Corresponding Section of the Report 對應報告章節
A1.5	Describe the emission targets set and the steps taken to achieve them 描述所訂立的排放量目標及為達到這些目標所採取的步驟	Environment • Embrace Harmony Together 環境 • 共迎和諧
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟	Environment • Embrace Harmony Together 環境 • 共迎和諧
<b>A2. Use of Resources</b>		
<b>A2. 資源使用</b>		
Generally 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 indicators 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 indicators 環境關鍵績效指標
A2.3	Describe the energy efficiency targets set and the steps taken to achieve them 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟	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 target(s) set and steps taken to achieve them 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟	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 indicators 環境關鍵績效指標

Indicators 指標	Description of the Indicators 指標描述	Corresponding Section of the Report 對應報告章節
<b>A3. Environmental 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 impacts 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
<b>A4. Climate Change</b>		
<b>A4.氣候變化</b>		
General disclosure 一般披露	Policies to identify and respond to significant climate-related matters that have and are likely to have an impact on issuers 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策	Environment • Embrace Harmony Together 環境 • 共迎和諧
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer; and the actions taken to manage them 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動	Environment • Embrace Harmony Together 環境 • 共迎和諧

Indicators 指標	Description of the Indicators 指標描述	Corresponding Section of the Report 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 remuneration and dismissal, recruitment and promotion, hours worked, holidays, equal opportunities, diversity, anti-discrimination and other benefits and benefits policies and compliance with relevant laws and regulations that have a material impact on issuers  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
BI.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region  按性別、僱傭類型、年齡組別及地區劃分的僱員總數	Social key performance indicators 社會關鍵績效指標
BI.2	Employee turnover rate by gender, age group and geographical region  按性別、年齡組別及地區劃分的僱員流失比率	Social key performance indicators 社會關鍵績效指標
<b>B2 Health &amp; Safety</b>		
<b>B2 健康與安全</b>		
General disclosure 一般披露	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare  有關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

Indicators 指標	Description of the Indicators 指標描述	Corresponding Section of the Report 對應報告章節
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year 過去三年 (包括匯報年度) 每年因工作關係而死亡的人數及比率	Social key performance indicators 社會關鍵績效指標
B2.2	Number of lost working days due to work injuries 因工傷損失工作日數	Social key performance indicators 社會關鍵績效指標
B2.3	Description of occupational health and safety measures adopted, and 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
<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 indicators 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	Social key performance indicators 社會關鍵績效指標

Indicators 指標	Description of the Indicators 指標描述	Corresponding Section of the Report 對應報告章節
<b>B4. Labour Standards</b>		
<b>B4. 勞工準則</b>		
General disclosure 一般披露	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to preventing child and forced labour 有關防止童工或強制勞工的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 labour 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

Indicators 指標	Description of the Indicators 指標描述	Corresponding Section of the Report 對應報告章節
<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	Products • 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 indicators 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, and 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	Products • Create Value Together 產品 • 共創價值
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法	Products • Create Value Together 產品 • 共創價值
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法	Products • Create Value Together 產品 • 共創價值

Indicators 指標	Description of the Indicators 指標描述	Corresponding Section of the Report 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:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress  有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的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	Products • Create Value Together 產品 • 共創價值
B6.1	Percentage of total products sold or shipped that are subject to recycling 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	Products • Create Value Together Social key performance indicators 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 indicators 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	Products • 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	Products • Create Value Together 產品 • 共創價值
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored  描述消費者資料保障及私隱政策，以及相關執行及監察方法	Products • Create Value Together 產品 • 共創價值

Indicators 指標	Description of the Indicators 指標描述	Corresponding Section of the Report 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:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to bribery, extortion, fraud and money laundering 有關防止賄賂、勒索、欺詐及洗黑錢的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	Responsible 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	Responsible management 責任管理  Social key performance indicators 社會關鍵績效指標
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法	Responsible management 責任管理
B7.3	Description of anti-corruption training provided to directors and staff 描述向董事及員工提供的反貪污培訓	Responsible management 責任管理



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Indicators 指標	Description of the Indicators 指標描述	Corresponding Section of the Report 對應報告章節
<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, labour needs, health, culture, sport) 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)	Community•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 indicators 社會關鍵績效指標



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