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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)


2022
ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT
環境、社會及管治報告



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ABOUT THIS REPORT

Reporting Period and Scope

The Reporting Period for this Report is from 1 January 2022 to 31 December 2022 (“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*.

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:

Materiality 重要性

The issues covered in this Report reflect the Group’s significant impact on the economy, 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環境、社會及管治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，即在附註中解釋以供讀者參考。

* For identification purpose only

關於本報告

報告期間及範圍

本報告的報告期間為2022年1月1日至2022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、北京約頓全膜建築技術股份有限公司以及浙江約頓智造科技有限公司。

報告原則

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：

* 僅供識別

ABOUT THIS REPORT (Cont'd)

Data source and Feedback

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 following confirmation by the management. In the event of any inconsistency or inconsistency between the English and Chinese versions, the Chinese version shall prevail.

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:

Address: Eastern Building, Tennis Centre,
Chaoyang Park, Chaoyang District, Beijing

Email: ir@bsehk.com

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

關於本報告(續)

數據來源及回饋

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。

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：

位址：北京市朝陽區朝陽公園南路
1號朝陽網球中心東側

電子郵件：ir@bsehk.com

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

ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED

Beijing Sports and Entertainment Industry Group Limited (the “Company”) and its subsidiaries (collectively referred to 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”). 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, through its non-wholly owned subsidiary, MetaSpace (Beijing) Air Dome Corp* (“MetaSpace”), is the leading integrated service provider of construction, operation, and management of air dome facilities in the PRC. These air-supported domes are widely adapted for use in multi-functional facilities such as sports and recreational facilities, logistic and warehousing centres, industrial storage facilities as well as commercial exhibition spaces.

The ESG Governance Framework

The Group places a high value on the creation of an effective and stable governance framework for sustainable growth. Only when businesses uphold their environmental and social obligations can they create win-win outcomes for both their stakeholders and themselves. The Group’s governance framework enables it to quickly identify ESG risks, adopt targeted solutions, track implementation, and lessen the effect of those 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. In addition, the Group has appointed Riskory Consultancy Limited as the consultant to provide ESG and sustainability consulting services.

* For identification purpose only

關於北京體育文化產業集團有限公司

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「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。本集團成立於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。

本集團旗下一家其非全資附屬公司北京約頓氣膜建築技術股份有限公司(「約頓」)，為中國領先的膜結構設施建設、運營及管理綜合服務提供者。這些空氣支撐的膜結構廣泛適用於多功能設施，如體育和娛樂設施、物流和倉儲中心、工業倉儲設施以及商業展覽空間。

環境、社會及管治框架

本集團高度重視建立一個有效可持續增長建立有效和穩定的治理框架。只有當企業履行其環境和社會責任時，才能為和持分者創造雙贏的局面。我們的管治架構能幫助本集團在最短的時間內識別環境、社會及管治風險，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。

本集團實施高水平的可持續治理模式，務求將環境、社會責任融入公司的日常運營中。各職能部門擔當各自的企業社會責任角色，形成健全的環境、社會及管治的治理結構，並實施各種環境、社會和治理措施。此外，集團已委任Riskory Consultancy Limited為顧問，提供ESG及可持續發展諮詢服務。

* 僅供識別

ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED (Cont'd)

The ESG Governance Framework (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. The Board holds the responsibility of oversight of ESG issues. For more information on the Group's corporate governance, please refer to the Corporate Governance Report section of the Group's Annual Report 2022.

Effective Governance – ESG Working Group

關於北京體育文化產業集團有限公司 (續)

環境、社會及管治框架(續)

本集團採用的ESG管治機制以自上而下的方式進行管理，並分為三個層級使其工作穩步向前。有關本集團企業管治的更多資料，敬請參閱本集團《2022年報》內的《企業管治報告》章節。

有效管治 – 環境、社會及管治工作小組

ESG Working Group Structure 環境、社會及管治工作小組架構



ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED (Cont'd)

Stakeholders Engagement

For businesses to achieve sustainable development, the Group believes close stakeholder contact is essential. To establish current and future sustainability plans, we employ various communication channels to fully understand their perspectives and expectations. The Group actively communicates with parties directly affected by its business activities, including workers, customers, shareholders, investors, government authorities, and suppliers.

關於北京體育文化產業集團有限公司 (續)

持份者參與

在實現企業可持續發展的路上，本集團深信與持份者的密切聯繫至關重要。為了制定當前和未來的可持續發展計劃，我們透過不同的溝通渠道來了解持份者的觀點和期望。本集團積極與受我們業務影響的各方進行溝通，包括工人、客戶、股東、投資者、政府機構和供應商。

Stakeholders 持份者	Expectations and requirements 期望和要求	Main communication and response channels 主要溝通和回應渠道
Employee 員工	Career development and promotion opportunities 職業發展和晉升機會 Wage and benefits protection 工資及福利保障 Health & safety 健康與安全 Democratic governance 民主治理 Humanistic care 人文關懷	Employee activities and training 員工活動和培訓 Employee e-mail 員工電子信箱 Online opinion surveys 網上意見調查 Organise employee care activities 組織員工關懷活動
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 意見和投訴的處理 Protect privacy 隱私保護	Guarantee the quality of services 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

ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP
LIMITED (Cont'd)

關於北京體育文化產業集團有限公司
(續)

Stakeholders Engagement (Cont'd)

持份者參與(續)

Stakeholders 持份者	Expectations and requirements 期望和要求	Main communication and response channels 主要溝通和回應渠道
Business partners 業務合作夥伴	Perform the contract in good faith 誠信履約 Harmonious and efficient communication 和諧、高效的溝通 Resource sharing 資源共享 Win-win cooperation 合作共贏	Regular inspections, communication visits, and meetings 定期檢查、溝通訪問和會議 Online opinion surveys 網上意見調查 Annual audits and assessments 年度審計及評估 Sincere cooperation 真誠合作
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 獲得投資回報	General meeting of shareholders 股東大會 Public reports and notifications 公開報告與通報 Regular disclosure of business information 定期披露經營資訊 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 支援國家和地方政策 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 促進區域文化和經濟發展

ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED (Cont'd)

Stakeholders Engagement (Cont'd)

關於北京體育文化產業集團有限公司 (續)

持份者參與(續)

Stakeholders 持份者	Expectations and requirements 期望和要求	Main communication and response channels 主要溝通和回應渠道
Industry associations and chambers of commerce 行業協會和商會	Industry exchanges 行業交流 Win-win cooperation 互利合作	Industry exchanges and forums 行業交流論壇 Collaborative research 合作研究 Mutual visits 相互訪問
Charity/community-based organisations 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 積極與當地居民溝通交流 Organise public welfare charity activities 組織公益慈善活動

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 toward sustainable development.

環境、社會及管治問題的重要性分析

本集團在發展的同時，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。

ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED (Cont'd)

Materiality Analysis of ESG issues (Cont'd)

List 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 2022. Based on the results of the internal materiality assessment conducted by the Group’s management, the rankings of the important 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	Environmental 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、洪水等)與機遇
	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 training) 反腐倡廉(包括提供反貪污培訓)
	10		Integrity and compliance management 誠信與合規管理
	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		

關於北京體育文化產業集團有限公司 (續)

環境、社會及管治議題的重要性分析(續) 重要議題列表

本集團考慮了持份者的關注、行業發展趨勢，以及香港聯合交易所有限公司上市規則附錄二十七的《環境、社會及管治報告指引》，以檢討了本集團去年與環境、社會及管治相關的事宜及評估結果，是否仍適用於本年度。根據本集團管理層進行的內部重要性評估結果，本年度重要議題的排名如下：

ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED (Cont'd)

Materiality Analysis of ESG issues (Cont'd)

List of material issues (Cont'd)

關於北京體育文化產業集團有限公司 (續)

環境、社會及管治問題的重要性分析(續)

重要議題列表(續)

Level of importance 重要性級別	Serial Number 序號	Category 類別	Issues 議題
Relatively important 相對重要	1	Environment 環境	Environmental management 環境管理
	2		Effective utilisation of resources 物盡其用
	3		Ecological conservation 生態保護
	5		Water conservation 節約用水
	12	Governance 管治	Transparency in information disclosure 信息披露透明度
	15		Data security and privacy protection for the consumer 保護消費者信息安全及隱私
	18	Society 社會	Employee training and development 員工培訓和發展
	19		Employee care and support 員工關愛與幫扶
	21		Philanthropy 公益慈善

ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED (Cont'd)

Operational Integrity and Compliance

The Group conforms to stringent national rules and regulations, as well as high standards of honesty and commercial ethics. The Group continually improves its internal control and risk management system, with the legal department taking the lead in enhancing compliance management control to maintain the Company's operation and management standards. The Group maintains an open attitude to external supervision and sets up compliance hotlines, mailboxes, and website comments 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 the Company policies.

Anti-corruption

The Group does not tolerate any fraud, corruption, or unethical conduct. We expect all of our staff to conduct themselves with honesty and morality. To this purpose, we have been engaged in strengthening integrity and combating 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 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.

關於北京體育文化產業集團有限公司 (續)

誠信合規經營

本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

本集團不容忍任何欺詐、腐敗或不道德行為。我們希望我們所有的員工都以誠實和道德的方式行事。為此，我們一直致力於廉政建設和反腐敗工作。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。

ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED (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 optimise the notification mechanism and build a solid defence line against corruption. 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 a 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 effective measures in energy conservation and emission reduction, water conservation, and resource management.

Environmental Management

The Group has formulated 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 minimise the generation and emission of pollutants.

關於北京體育文化產業集團有限公司 (續)

反腐倡廉(續)

本集團鼓勵員工向法務部門或綜合部門舉報違規行為，並承諾對舉報人的個人資料嚴格保密。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

本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。

環境管理

本集團制定了各部門的環境管理職責及節能減排的具體措施，確保本集團能夠全面管理碳排放和資源消耗。我們亦取得環境管理體系認證(GB/T24001-2006/ISO 14001:2015)，以確保在氣膜結構的研發和氣膜加工過程中遵守相關指引，以盡量減少污染物的產生和排放。

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.

環境 • 共迎和諧(續)

環境管理(續)

此外，我們嚴格遵守適用的法律法規，以及與環境保護相關的標準，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》及《民用建築工程室內環境工程污染控制規範》。在本報告所述期間，本集團沒有發現任何違反有關空氣和溫室氣體排放、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。



ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

Energy Conservation and Emission Reduction

Through the execution of appropriate measures, the Group will work to increase overall energy efficiency and decrease energy consumption. Implementing our strategy of orderly production and maximising the industry's low energy consumption may result in solid company output, enabling us to establish long-term emission reduction and energy conservation goals. We aim to convert waste into secondary resources and minimise 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. The following measures were adopted 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;
- Smoking is strictly prohibited in any areas of the office building to ensure that the indoor air is fresh;
- 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;
- 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; and
- Employees are prohibited from using high-power electrical appliances without approval to avoid wasting power consumption and causing safety accidents.

環境 • 共迎和諧(續)

節能減排

通過採取適當措施，本集團將努力提高整體能源效率並降低能源消耗。實施有序生產和進行業低能源消耗為公司帶來穩定的產出，使我們能夠建立長期減排和節能目標。我們旨在將廢物轉化為再生資源，並盡量減少廢棄物排放。在提高資源效率的同時，降低成本和我們對環境的影響，使集團的運營與品牌產品理念相稱。《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。以下辦公室採取的措施：

減排措施(包括室內空氣污染物)：

- 鼓勵員工採用綠色溝通方式，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；
- 嚴禁在辦公室內任何區域吸煙，確保室內空氣清新；
- 要求員工養成隨意關燈的習慣，並應主動及時關閉不必要的照明設施；
- 嚴格控制空調的使用。當室內溫度適宜時，員工可以間歇性使用空調，不開門窗，避免冷風外洩浪費能源；和
- 未經批准，禁止員工使用大功率電器，以免浪費電力消耗和引發安全事故。

ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

Energy Conservation and Emission Reduction (Cont'd)

Case Study: Beijing Huairou District Ice Sports Centre

10 days before the start of the Beijing 2022 Beijing Olympics, The Beijing Huairou District Ice Sports Centre had its grand opening. The centre was constructed by MetaSpace and was equipped with a complete set of intelligent operation control systems for stadiums. The temperature, humidity, illuminance, heat preservation, air circulation, etc., in the venue can be digitally controlled, and through the low-temperature environmental control technology of the air film structure and the internal environmental control system, the effects of low energy efficiency, maintaining a constant temperature in all seasons, purifying the air and other environmental benefits could be achieved. This was also the implementation and implementation of the “green” Olympic concept and in response to the “carbon reduction” and “low carbon” call for stadium construction.



環境 • 共迎和諧(續)

節能減排(續)

案例研究：北京市懷柔區冰上運動中心

北京2022年北京奧運會開幕前10天，北京市懷柔區冰上運動中心盛大開幕。該中心由北京約頓建造，配備了一整套體育場館智慧運行控制系統。場內的溫度、濕度、光度、保溫、空氣流通等均可進行數位化控制，並通過空氣膜結構的低溫環境控制技術和內部環境控制系統，達到低能效、四季保持恆溫、淨化空氣等環境效益的效果。這也是對「綠色」奧運理念的貫徹和落實，也回應了對體育場館建設「減碳」和「低碳」的訴求。

ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

Waste Reduction Management

In the course of producing its products, the Group will create waste, such as faulty goods, scraps of air dome fabric, etc. The Group is committed to reducing waste generation through a variety of measures, and we have converted some 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. The remaining scrap materials will be sold externally to achieve waste reuse. In the course of producing its products, the Group will create waste, such as faulty goods, scraps of air dome fabric, etc. 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, 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/T 24001-2006/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)

減少廢物的管理

在生產產品的過程中，本集團將產生廢棄物，例如有殘次品、膜材邊角料等。本集團致力透過多種措施減少廢物產生，我們已將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。剩餘的廢料將在外部出售，以實現廢物再利用。絕大多數廢物被回收或再利用，節省可以節省和減少排放，更重要的是，減少不必要的成本。

此外，湖州生產基地嚴格按照品質管理體系 (GB/T 19001-2016/ISO 9001:2015) 和環境管理體系 (GB/T24001-2006/ISO 14001:2015)進行生產加工，更全面規範生產廢品、廢料的回收流程，例如定期統計核查廢料產品量、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:

- Reduce “white pollution”, stipulated that employees should not discard paper or plastic bags;
- 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
- Set up the waste battery recycling point specifically at the front desk, arranged for the general department to uniformly recycle the waste battery to the professional processing agency, and strictly prohibited discarding to avoid the acid and alkali electrolytes of batteries causing 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 the 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)

減少廢物的管理(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；
- 規定辦公室內紙簍垃圾袋的使用，以便保潔人員傾倒垃圾後可重複使用；
- 以「適用、耐用、性價比」為採購材料的基本原則，充分考慮產品材料、能耗、噪音、排放及其對環境的影響等指標要素；及
- 前台專門設置廢舊電池回收點，安排綜合部門將廢舊電池統一回收到專業處理機構，嚴禁丟棄，避免電池的酸鹼電解質對土壤和水造成嚴重污染。

珍惜用水

本集團了解水資源的寶貴及其重要性。為確保負責任地用水，減少水足跡，我們積極宣傳節水意識，在集團各領域設置節水標語，大力推動員工珍惜水資源。本集團鼓勵員工養成在日常生活和工作中使用後關掉水龍頭的習慣，鼓勵員工養成少量用水和間歇性用水的習慣。本集團相關員工應及時觀察自來水裝置的運行情況，並鼓勵員工對自來水裝置進行監督，如發現故障，應立即通知相關部門進行維修。我們致力繼續致力提升用水效率，並繼續收集相關資料，以協助我們逐步訂定未來的用水效益目標。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)

Green 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 and the potential impact of the construction process, in order to meet the requirements.

環境 • 共迎和諧(續)

綠色施工

為了減少施工過程中對周圍環境和生態環境的干擾，我們根據環境管理體系規定和施工過程的潛在影響，制定了相關的適當措施，包括空氣、光和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和綠化管理；
- Implement partially enclosed construction operations to avoid construction waste dust;
實施部分封閉施工作業，避免建築垃圾粉塵；
- For 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 光和噪音

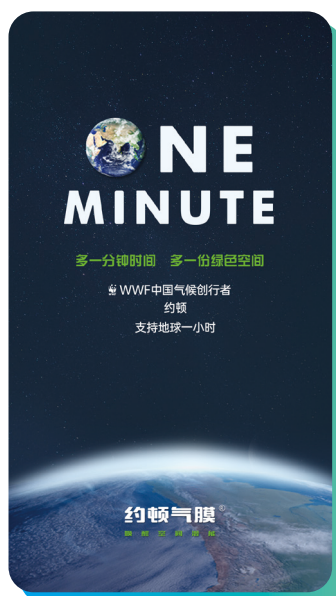
- Reasonable selection of construction machinery in the construction process and strengthening mechanical maintenance;
在施工過程中合理選擇工程機械，加強機械維護；
- Reduce equipment noise and require operators to control noise manually during the process of operation; and
減少設備噪音，並要求操作人員在操作過程中控制作業時產生噪音；及
- Unified lamps and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

ENVIRONMENT • EMBRACE HARMONY TOGETHER (Cont'd)

Climate Change

Climate change threatens billions of lives and possessions. As green building advocates, we are committed to support the “3060” carbon neutrality blue print established by the government, and continue to exert our green power. From air dome structure creation through stadium operation, we meticulously calculated the stadium’s construction needs, including time, building materials, and scope. 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. 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.

We have participated in Earth Hour, a global movement that calls for action on climate change. During this event, we joined millions of people around the world in turning off non-essential lights for one hour to raise awareness of the importance of reducing our carbon footprint. This event is a reminder of the urgent need to take action on climate change and work together to create a more sustainable future. As a company, we are committed to reducing our environmental impact and contributing to the global effort to combat climate change.



環境 • 共迎和諧(續)

氣候變化

氣候變化威脅著數十億人的生命和財產。作為綠色建築的宣導者，我們致力於實現政府的「3060」碳中和目標，並繼續使用我們的綠色力量。從氣膜結構的創建到體育場的運營，我們精心計算了體育場的建設需求，包括時間、建築材料和範圍。本集團已將氣候變化確定為我們的運營風險之一，應對頻繁的極端天氣條件，氣膜結構的穩健性能有助於適應不同的極端氣候，如抵禦強風、耐熱及耐寒，廠區也將通過智慧管理系統提前調整膜結構的壓力，我們也有應急預案，嚴格按照當地政府的警告和指示，確保員工和工廠設施的安全。

我們參加了「地球一小時」，這是一項呼籲對氣候變化採取行動的全球運動。在這次活動中，我們與全球數百萬人一起關閉了一小時的非必要用燈，以提高人們對減少碳足跡重要性的認識。這次活動提醒我們，迫切需要對氣候變化採取行動，共同努力創造一個更可持續的未來。作為一家公司，我們致力於減少對環境的影響，併為應對氣候變化的全球努力做出貢獻。

PRODUCTS • CREATE VALUE TOGETHER

The fulfilment of the requirements and expectations of the Company's customers, both in terms of our goods and our services, takes precedence above all other considerations. The Group, guided by the principle of "win-win cooperation and working together," works actively in collaboration with its suppliers to give its clients goods and services of a better quality.

Supply Chain Management

The Group carefully selects and manages suppliers since raw materials determine product quality. We employ the elimination mechanism to update the list of approved suppliers after frequent sample testing, identification, and on-site investigation for each supply session. To choose the best suppliers, we communicate with them about their environmental and social performance and risks. Our goods must fulfill environmental protection and material quality standards to comply with the national "Dual Carbon" policy. We will actively research and invest more resources to develop environmentally friendly air dome products, and the Group may cooperate with suppliers to promote the use of more environmentally friendly materials and achieve sustainable development of mutual benefit and value sharing with long-term cooperative relationships.

產品 • 共創價值

滿足公司顧客的要求和期望，無論是在我們的商品和服務方面，都高於所有其他考慮因素。本集團以「合作共贏、攜手共贏」為原則，積極與供應商合作，為客戶提供更優質的商品和服務。

供應鏈管理

原材料的質量會影響產品品質，故本集團謹慎選擇和管理供應商。我們採用淘汰機制，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，更新合格供應商的名單。為了選擇最佳供應商，本集團會與供應商溝通環境、社會績效及風險的事宜。我們的產品必須符合環境保護和材料質量標準，以符合國家「雙碳」政策。我們將積極研究及投入更多資源開發環保膜結構產品，本集團可能與供應商合作，推廣使用更環保的材料，以長期的合作關係實現互惠互利、價值共用的可持續發展。

Before procurement 採購前

More than three qualified and licensed vendors quotation must prepare for all project supplies. The Group selects a suitable supplier and creates a supplier list after evaluating quality, pricing, delivery time, after-sales support, and credit standing.

必須有三個以上合格和有執照的供應商為所有專案用品提供投標。本集團選擇合適的供應商，並在評估品質、定價、交貨時間、售後支援和信譽後編製供應商名單。

In procurement 採購中

The technical department and supervisor must approve material procurement drawings. If the procurement plan is not prepared, procurement team is entitled to refuse the procurement.

技術部門和主管必須批准材料採購圖紙。如果沒有採購計劃，採購人員有權拒絕執行採購。

After procurement 採購後

After procurement, the material lists must be cross-checked against the contract configuration list, and the material may only be purchased if its specification, model, and quantity fulfil the procurement department's standards and do not exceed the sales department's budget cost price.

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。

PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

Quality Control

In addition to the quality management system (GB/T 19001-2016/ISO 9001:2015) management requirements, the quality control of processed products and the construction of stadiums, we have 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 standardised and quality control can be strengthened.

In terms of product quality inspection, we have a double check; apart from requiring suppliers to provide air dome testing reports from third-party certification agencies in accordance with government regulations, we will also conduct an 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.

產品 • 共創價值(續)

品質管理

除了品質管理體系(GB/T 19001-2016/ISO 9001:2015)管理要求，對加工產品的質量和體育場館的建設進行管控之外，我們還制定了《PVC作業指導書》，明確列出膜材加工製作流程，生產工廠的作業守則，使生產過程規範化以及加強品質控制。

在產品質量檢驗方面，我們有雙重把關；除了要求供應商按照政府規定提供第三方認證機構的膜才測試報告外，我們亦會進行內部質量檢查和成品質量檢查，測試專案包括抗拉力、厚度、薄膜染色程度等，以確保膜結構符合環境和安全標準。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把控，要求各個環節亦符合企業標準，並規定現場貨物必須由技術人員進行質量檢驗，確保貨物符合專案要求方可使用。



PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

Quality Control (Cont'd)

In order to handle 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. 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.

Intellectual Property Rights

MetaSpace was granted the "little giant" enterprise (小巨人企業) by the Ministry of Industry and Information Technology of the People's Republic of China. Such recognition fully demonstrates MetaSpace's innovative R&D strength and professional service capabilities and is also an affirmation of the company's achievements in the field of air dome structure innovation and research and development, and professional technology application solutions.

產品 • 共創價值(續)

品質管理(續)

為適時有效地處理客戶投訴及反饋，我們制定了《投訴處理制度》，訂明處理客戶回饋及投訴的處理程序。我們還定期舉行跨部門會議，探討如何提高產品品質。在產品維護方面，我們提供維護服務；部分客戶與我們簽訂技術服務協定，每月都會指派人員到專案現場進行巡檢，確保氣膜場館能夠正常運行。客戶在產品保修期內可通過公眾號或電話獲得技術支援。

我們嚴格遵守中華人民共和國關於經營產品責任的法律法規，包括但不限於《中華人民共和國產品質量法》和《中華人民共和國商標法》。在報告期內，我們沒有收到任何因安全和健康原因而召回產品和服務的事件。

知識產權

北京約頓被中華人民共和國工業和信息化部授予「轉精特新《小巨人》企業」稱號。充分體現了北京約頓的創新研發實力和專業服務能力，也是對公司在膜結構創新研發、專業技術應用解決方案領域取得的成就的肯定。



PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

Intellectual Property Rights (Cont'd)

Case Study: MetaSpace has established a sound intellectual property management system

As a company in the design and development of air domes, MetaSpace understands 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.

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. During the Reporting Period, the Group did not identify any disputes arising from intellectual property rights.

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.



產品 • 共創價值(續)

知識產權(續)

案例：北京約頓建立了完善的知識產權管理體系

作為一家從事膜結構設計和開發的公司，北京約頓深知知識產權的重要性。因此，我們致力於在業務運營過程中保護自己的知識產權，亦努力避免誤犯其他公司的知識產權。

為防止產品侵權的情況發生，本公司取得《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；只有專利申請的發明人、負責人、知識產權專員和相關人員才有權審查附圖等絕密檔；於報告期內，本集團未發現任何因知識產權而引起的爭議。

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。

PRODUCTS • CREATE VALUE TOGETHER (Cont'd)

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 that manages relevant brand trademarks and product design, so as to effectively carry out brand promotion and establish a good corporate reputation. 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.

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 about the Company's customers. Serious violations will result in termination of employment and legal liability.

產品 • 共創價值(續)

廣告宣傳

本集團在進行廣告宣傳時，嚴格遵守廣告相關法律法規，包括但不限於《中華人民共和國廣告法》。我們開發了《約頓VIS手冊》，這是一個管理相關品牌商標和產品設計的企業識別系統，從而有效地進行品牌推廣，樹立良好的企業形象。另一方面，在發佈產品的宣傳內容之前，我們需要在內部審查相關宣傳材料，以確保其真實性，以防止誤導性資訊向公眾傳播，保護消費者的權益。

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。

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 build a high-level talent team. Our human resource management adheres to the principle of being "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.

The Group has always recruited talent based on the principle of "meritocracy". As long as candidates meet the position's requirements, we provide equal employment opportunities, eliminate discrimination based on gender, race, ethnicity, religious beliefs, and cultural background, and strive to create a diverse, inclusive, and harmonious talent team. The Group builds two-way communication channels, consistently develop multiple recruiting channels, and expands the recruitment channels for professional talent, primarily including a signing website, public website, internal recommendation, and other channels. In addition, we steadily enhance the localisation ratio of workers, so contributing to the employment of community residents.

員工 • 共同促進成長

人才永遠是企業最寶貴的財富。優秀的員工不只能提高公司於行內的競爭力，而且有助於推動公司的可持續發展。為此，本集團致力於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。

本集團一直以任人唯賢的原則招聘人才。只要應聘者符合崗位要求，我們就提供平等的就業機會，消除基於性別、種族、民族、宗教信仰、文化背景的歧視，努力打造多元化、包容、和諧的人才隊伍。集團構建雙向溝通渠道，持續增加不同招聘管道，拓展專業人才招聘管道，主要包括簽約網站、公共網站、內部推薦等管道。此外，我們穩步提高本地員工比例，從而為當地人就業做出貢獻。

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, fully covering 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 labour, the Group has established clear induction procedures, and new employees are required to submit identification documents during the induction to ensure that their age meet minimum employment standards in order to eliminate child labour. During the Reporting Period, we signed labour contracts with all of our employees, and in the case of labour dispatch, we comply with the relevant regulations of the People's Republic of China and resolutely resist forced labour. If any child or forced labour 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 labour.

員工 • 共同促進成長(續)

僱傭合規

本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》，列出了公司一系列人力資源管理制度，全面涵蓋了員工的招聘、晉升、解僱、薪酬、福利、培訓、績效考核等各個方面，保障員工的合法權益及福利。為杜絕僱傭童工現象的出現，本集團已建立明確的入職程式，新員工在入職時須提交身份證明文件，確保其年齡達到最低的員工標準，以杜絕僱傭童工。於報告期間，我們與所有員工簽訂了勞動合同，在勞務派遣的情況下，須遵守國家有關規定，堅決抵制強迫勞動。如果發現童工或強制勞動，我們將嚴肅調查處理，追究相關員工的責任，並採取適當措施糾正漏洞。在報告期內，我們沒有發現使用童工或強制勞工。

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 is composed of fixed wages and performance bonuses and fully utilises 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, our policies and procedures 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.

員工 • 共同促進成長(續)

薪資福利

本集團為員工提供具行業競爭力的薪酬與福利體系，員工薪酬由固定工資和績效獎金組成，充分利用合理薪酬激勵員工內生進步。本集團亦為員工購買額外的意外保險，以保障需要出國旅行的員工。同時，我們的政策和程式明確規定了員工休假流程、薪酬安排等，合規定的員工可以享受住房補貼等福利。

We prepared gift packs with flowers, daily necessities and delicacies for our female staff on Women's Day.

我們在婦女節為女性員工準備了包含鮮花、日用品和美味佳餚的禮包。



To celebrate Mid-Autumn Festival, we provided our staff with shopping vouchers, dried and fresh fruits.

為慶祝中秋節，我們為員工送贈了購物券、乾果和新鮮水果。

EMPLOYEES • PROMOTE GROWTH TOGETHER (Cont'd)

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 promotions to support our employees in continuing to move forward in personal growth and career development.

Employee promotion and Performance Management

We are dedicated to creating a platform for workers to play to their strengths, and we anticipate that they will develop together with the company. In the Employee Handbook, we provide the pertinent management systems for employee promotion, which regulate the procedures and processes of employee promotion evaluation and the promotion workflow. Employees may successfully ensure the development of diverse abilities by transferring jobs based on their own growth and aptitude to a certain degree. Staff training and performance management are inextricably intertwined, and an effective performance management system may simultaneously enhance the skills of workers and the Group's commercial success. We have a performance management and associated evaluation system so that managers may frequently analyse each employee and create objectives based on that employee's performance, and assistance and suggestions will be supplied based on the assessment findings so that workers' advantages can be used.

員工 • 共同促進成長(續)

發展和培訓

學習是提升員工專業知識和技能的不二法門。本集團透過各項培訓活動，為員工提供廣闊的晉升機會，支援員工在個人成長和職業發展方面繼續前行。

員工晉升和績效管理

我們致力於為員工創造一個發揮所長的平台，我們期待他們將與企業共同發展。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。員工培訓和績效管理密不可分，有效的績效管理系統可以同時提高員工的技能並取得集團的商業成功。我們設有績效管理和相關考核制度，以便管理人員可以經常分析每個員工並根據該員工的績效制定目標，提供幫助和建議，發揮員工所長。

EMPLOYEES • PROMOTE GROWTH TOGETHER (Cont'd)

Employee Training

The Group is committed to building a multi-level, all-round, three-dimensional talent echelon, 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 conducted different types of training, as detailed below:

Internal general and technical training

內部和技術培訓

- New employee orientation
新員工入職培訓
- Company policies and procedures
公司政策和程式
- Human resources-related topics such as welfare, administration, and company assets handling
福利、行政、公司資產管理等人力資源相關課題
- Design team technical training
設計團隊技術培訓

員工 • 共同促進成長(續)

員工培訓

本集團致力於打造具一個多層次、全方位、立體化的人才梯隊，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。我們高度重視員工的職業發展，培養不同層次、不同專業的人才，全面提升員工業務和運營管理的專業水準。於報告期間，我們舉辦了不同類型的培訓詳列如下：

Safety training

安全培訓

- Fire protection knowledge and emergency response
消防知識與緊急應變
- Training conducted by both internal instructors and external organisations
由內部講師和外部組織舉辦的培訓

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 organises 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 popularisation education activities; and
- Workplace safety training activities.

員工 • 共同促進成長(續)

安全與健康

「安全第一」是我們產品穩健製造和營運的先決條件。為了向每一位員工提供全面、安全的工作環境，本集團舉辦各類安全生產活動，並有效落實安全措施。我們還組織各種員工關懷活動，充分保護和關注員工的身心健康。

加強安全生產

本集團堅持「安全第一，預防為主」的管理方針，嚴格遵守與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》和《中華人民共和國勞動法》。我們制定了《辦公區域安全管理條例》等內部政策文件，明確列出了各級安全管理的責任人和具體內容，我們還取得了職業健康安全管理體系認證(GB/T 45001:2020/ISO 45001:2018)，有效確保各項安全措施到位。因應各項法律法規及內部規章制度，本集團定期舉辦安全知識培訓活動，不斷提升員工的安全生產意識，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
- 工作場所安全培訓活動。

EMPLOYEES • PROMOTE GROWTH TOGETHER (Cont'd)

Strengthening Production Safety (Cont'd)

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 organises 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 • 共同促進成長(續)

加強安全生產(續)

此外，為加強日常辦公運營及項目建設安全用電的防火，提升員工救生技能，本集團專門對員工進行安全培訓，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消防安全意識和自我保護能力，進一步加強企業安全生產建設。



EMPLOYEES • PROMOTE GROWTH TOGETHER (Cont'd)

Guaranteeing Occupational Health

We pay close attention to the occupational health of our employees and regularly organise all group members to undergo health check-ups. 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 was no work injury cases during the Year. We are not aware of any work-related fatalities occurred in the past three years (including the Reporting Period). The Company's human resources department has followed up and conducted work injury identification and compensation measures. We also provide psychological counselling for employees in need, care for employees with actions, and hope that every employee can work in a mentally and physically healthy state.

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 travelling 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 addition to vaccinations, we arrange nucleic acid testing for employees travelling to and from medium- and high-risk areas as well as home office arrangements.

員工 • 共同促進成長(續)

保障職業健康

我們密切關注員工的職業健康，定期組織所有集團成員進行健康檢查。對於從事特殊危險工種的員工，我們將加強防護知識教育，為他們提供專業的防護設備，避免發生工業事故。年內共錄得0宗工傷個案。我們並不知悉過去三年(包括報告期間)有任何因工亡故的事件發生。公司人力資源部會跟進並開展傷識別和賠償措施。我們會為有需要的員工提供心理疏導，用行動關懷員工，希望每一位員工都能在身心健康的狀態下工作。

我們採取了多項防疫措施，包括為每位員工提供足夠的一次性口罩，定期對辦公區域進行消毒和清潔，以及利用線上平台「釘釘」實時了解員工的位置，如果該區域處於中等風險級別或以上，我們要求員工向上級匯報，以便公司掌握員工的最新情況並作出跟進。除疫苗接種外，我們亦為員工安排往返中高風險地區的核酸檢測以及在家工作的安排。

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. We are honoured to be part of the collective effect in combatting COVID-19, and we are dedicated to continuing our efforts to make a positive impact in the fight against it. Our air dome manufacturing capabilities have assisted the rapid construction of COVID-19 testing centres. We have been able to streamline the construction process and reduce the time and resources needed to build these crucial facilities.

社區 • 共建更美好的社區

社區投資

本集團深知企業的業務發展與社會的發展息息相關。作為企業公民，我們致力於開展扶貧關愛活動，參與社區公益事業，為當地社區帶來長期利益，促進經濟社會快速發展。我們榮幸能為對抗新型冠狀病毒出一分力，我們致力於繼續努力，在對抗新型冠狀病毒中產生正面影響。我們的膜結構製造能力有助於快速建設新型冠狀病毒測試中心。我們已經能夠流暢化施工流程，減少建造設施所需的時間和資源。



ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS

環境與社會關鍵績效指標

ESG Indicator	Unit	2022	2021
環境、社會及管治指標	單位	2022年	2021年
Aspect A1: Emissions			
層面A1：排放物			
A1.1	Air Emissions		
	廢氣排放		
	Nitrogen oxides	kg	4.18
	氮氧化物	千克	9.68
	Sulfur oxides	kg	0.21
	硫氧化物	千克	0.25
	Respiratory suspended particles	kg	0.31
	懸浮顆粒	千克	0.71
A1.2	Greenhouse gas emissions		
	溫室氣體排放		
	Scope I greenhouse gas emissions	tCO ₂ e	49.13
	範圍一溫室氣體排放量	噸二氧化碳當量	59.12
	Scope II greenhouse gas emissions	tCO ₂ e	468.75
	範圍二溫室氣體排放量	噸二氧化碳當量	582.93
	Total	tCO ₂ e	517.88
	總量	噸二氧化碳當量	642.05
	Intensity	tCO ₂ e/operating income in HKD million	7.55
	密度	噸二氧化碳當量/ 百萬港元營業收入	2.94

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS
(Cont'd)

環境與社會關鍵績效指標(續)

ESG Indicator	Unit	2022	2021
環境、社會及管治指標	單位	2022年	2021年
A1.3	Hazardous waste generated¹		
	所產生的有害廢棄物¹		
Total	kg	3,906.30	35,483.65
總量	千克		
Intensity	kg/operating income in HKD million	56.97	162.23
密度	千克/百萬港元營業收入		
A1.4	Non-hazardous waste		
	所產生的無害廢棄物		
Total	kg	12,243.66	14,542.63
總量	千克		
Intensity	kg/operating income in HKD million	178.55	66.49
密度	千克/百萬港元營業收入		

¹ The data of 2021 has been rearranged according to the actual situation for effective comparison.

¹ 2021年的數據已按實際情況重列，以便作出有效比較。

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS

環境與社會關鍵績效指標(續)

(Cont'd)

ESG Indicator	Unit	2022	2021
環境、社會及管治指標	單位	2022年	2021年
Aspect A2: Use of Resources			
層面A2：資源使用			
A2.1	Energy Consumption		
	能源消耗量		
	Direct energy		
	直接能源		
	Petrol	kWh	130,527.00
	汽油	千瓦時	152,172.22
	Diesel	kWh	9,993.20
	柴油	千瓦時	13,755.70
	Indirect energy		
	間接能源		
	Purchased electricity	kWh	768,316.00
	外購電力	千瓦時	955,463.00
	Total energy consumption	kWh	908,836.20
	能源總消耗量	千瓦時	1,121,390.92
	Intensity	kWh/operating income	
	密度	in HKD million	13,253.94
		千瓦時／營業收入	5,127.04
		(百萬港元)	
A2.2	Water resource		
	水資源		
	Total Water consumption	m ³	4,278.00
	耗水總量	立方米	4,202.00
	Intensity	m ³ /operating income	62.39
	密度	in HKD million	19.21
		立方米／營業收入	
		(百萬港元)	
A2.5	Packaging materials used in finished products		
	製成品所用的包裝物料		
	Total	kg	1,278.00
	總量	千克	5,260.00
	Intensity	kg/operating income	18.64
	密度	in HKD million	24.03
		千克／營業收入	
		(百萬港元)	

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS
(Cont'd)

環境與社會關鍵績效指標(續)

ESG Indicator	Unit	2022	2021
環境、社會及管治指標	單位	2022年	2021年
Aspect B1: Employment			
層面B1：僱傭			
B1.1	Number of employees		
	僱員數目		
Total number of employees	person	118	117
員工總人數	人		
	By gender		
	按性別劃分		
Male	person	71	65
男性	人		
Female	person	47	52
女性	人		
	By employment type		
	按僱員類型劃分		
Full-time	person	110	109
全職	人		
Part-time	person	8	8
兼職	人		
	By employment category		
	按僱員類別劃分		
Senior management	person	13	9
高級管理人員	人		
Middle management	person	14	20
中層管理人員	人		
Junior-level employees	person	91	88
基層人員	人		
	By age group		
	按年齡組別		
Under 29 years old	person	21	20
29歲以下	人		
29–49 years old	person	89	91
29–49歲	人		
50 years old or above	person	8	6
50歲或以上	人		

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS
(Cont'd)

環境與社會關鍵績效指標(續)

ESG Indicator	Unit	2022	2021
環境、社會及管治指標	單位	2022年	2021年
By geographical location			
按地理位置			
Mainland China	person	118	115
中國大陸	人		
Hong Kong, Macau and Taiwan	person	0	2
港澳台	人		
Overseas	person	0	0
海外	人		
B1.2	Employee turnover rate		
	僱員流失比率		
By gender			
按性別劃分			
Male	percentage	32	89
男性	百分比		
Female	percentage	28	29
女性	百分比		
By age group			
按年齡組別			
Under 29 years old	percentage	57	85
29歲以下	百分比		
29–49 years old	percentage	27	62
29–49歲	百分比		
50 years old or above	percentage	0	150
50歲或以上	百分比		
By geographical location			
按地理位置			
Mainland China	percentage	31	63
中國大陸	百分比		
Hong Kong, Macau and Taiwan	percentage	0	0
港澳台	百分比		
Overseas	percentage	0	0
海外	百分比		

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS
(Cont'd)

環境與社會關鍵績效指標(續)

ESG Indicator	Unit	2022	2021
環境、社會及管治指標	單位	2022年	2021年
Aspect B2: Health and Safety			
層面B2：健康與安全			
B2.1	Work-related fatalities		
	因工作關係而死亡的人數		
	Number of work-related fatalities	0	0
	與工作有關的死亡人數		
	Rate of work-related fatalities	0	0
	因工作關係死亡比率		
B2.2	Number of lost working days due to work injuries	0	3
	因工傷損失工作日數工傷發生次數		
	Number of work-related injuries	0	147
	因工傷損失工作日數		
Aspect B3: Development and Training			
層面B3：發展與培訓			
B3.1	Total number of trained employees	111	117
	受過培訓的員工總數		
	Percentage of employees trained		
	僱員培訓百分比		
	By gender		
	按性別劃分		
	Male	94	100
	男性		
	Female	94	100
	女性		
	By employee category		
	按僱員類別劃分		
	Senior management	100	100
	高級管理人員		
	Middle management	79	100
	中層管理人員		
	Junior-level employees	96	100
	基層人員		

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS
(Cont'd)

環境與社會關鍵績效指標(續)

ESG Indicator 環境、社會及管治指標	Unit 單位	2022 2022年	2021 2021年
Average training hours for employees			
僱員平均培訓時數			
By gender			
按性別劃分			
Male 男性	percentage 百分比	7	3
Female 女性	percentage 百分比	7	4
By employee category			
按僱員類別劃分			
Senior management 高層管理人員	percentage 百分比	3	2
Middle management 中層管理人員	percentage 百分比	3	2
Junior-level employees 基層人員	percentage 百分比	8	3
Aspect B5: Supply chain Management			
層面B5：供應鏈管理			
B5.1	Number of suppliers		
	供應商數目		
Mainland China 中國內地	supplier 家供應商	81	66
	Number of suppliers that have been evaluated during the Reporting Period	60	48
	於報告期已進行評核的供應商數目		
	家供應商		

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS
(Cont'd)

環境與社會關鍵績效指標(續)

ESG Indicator	Unit	2022	2021
環境、社會及管治指標	單位	2022年	2021年
Aspect B6: Product Responsibility			
層面B6：產品責任			
B6.2	Number of ongoing or concluded legal cases regarding corrupt practices 產品及服務投訴數目	case 件	0 0
Aspect B7: Anti-corruption			
層面B7：反貪污			
B7.1	Number of ongoing or concluded legal cases regarding corrupt practices 提出或已審結的貪污訴訟案件數目	case 件	0 0

Indicators 主要範疇	Description of the indicators 內容	Corresponding Section of the Report 對應報告章節
Mandatory Disclosure Requirements 強制披露規定		
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> <p>(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；</p> <p>(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 business); 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</p> <p>(c) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's business. (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。</p>	About this Report and Responsible Management 關於本報告及責任管理
Reporting Principles 匯報原則	<p>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)。</p>	About this Report 關於本報告
Reporting Boundary 匯報範圍	<p>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，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。</p>	About this Report 關於本報告

Indicators 主要範疇	Description of the indicators 內容	Corresponding Section of the Report 對應報告章節
“Comply or explain” Provisions 「不遵守就解釋」條文		
A. Environment A.環境		
A1. Emissions A1.排放物		
General Disclosure 一般披露	Information on: 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： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issue relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. (b) 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
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Environmental & social key performance indicators 環境與社會關鍵績效指標
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體總排放量及密度。	Environmental & social key performance indicators 環境與社會關鍵績效指標
KPI A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Environmental & social key performance indicators 環境與社會關鍵績效指標
KPI A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Environmental & social key performance indicators 環境與社會關鍵績效指標

Indicators 主要範疇	Description of the indicators 內容	Corresponding Section of the Report 對應報告章節
KPI A1.5	Description of emissions target(s) set and 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
KPI 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
A2. Use of Resources		
A2. 資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water, and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environment • Embrace Harmony Together 環境 • 共迎和諧
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及或間接能源總耗量及密度。	Environmental & social key performance indicators 環境與社會關鍵績效指標
KPI A2.2	Water consumption in total and intensity. 總耗水量及密度。	Environmental & social key performance indicators 環境與社會關鍵績效指標
KPI A2.3	Description of energy use efficiency target(s) set and 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
KPI 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
KPI A2.5	Total packing materials used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位估量。	Environmental & social key performance indicators 環境與社會關鍵績效指標

Indicators 主要範疇	Description of the indicators 內容	Corresponding Section of the Report 對應報告章節
A3. Environmental and Natural Resources		
A3.環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment • Embrace Harmony Together 環境 • 共迎和諧
KPI A3.I	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
A4. Climate Change		
A4.氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 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
KPI A4.I	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 主要範疇	Description of the indicators 內容	Corresponding Section of the Report 對應報告章節
B. Social B. 社會		
B1. Employment and Labour Practices B1. 僱傭及勞工常規		
General Disclosure 一般披露	Information on: 有關薪酬及解僱、招聘及晉升、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：	Environment • Embrace Harmony Together 環境 • 共迎和諧
	(a) the policies; and (a) 政策；及	
	(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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI B1.1	Total workforce by gender, employment type, age group, and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Environmental & social key performance indicators 環境和社會關鍵績效指標
KPI B1.2	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。	Environmental & social key performance indicators 環境和社會關鍵績效指標

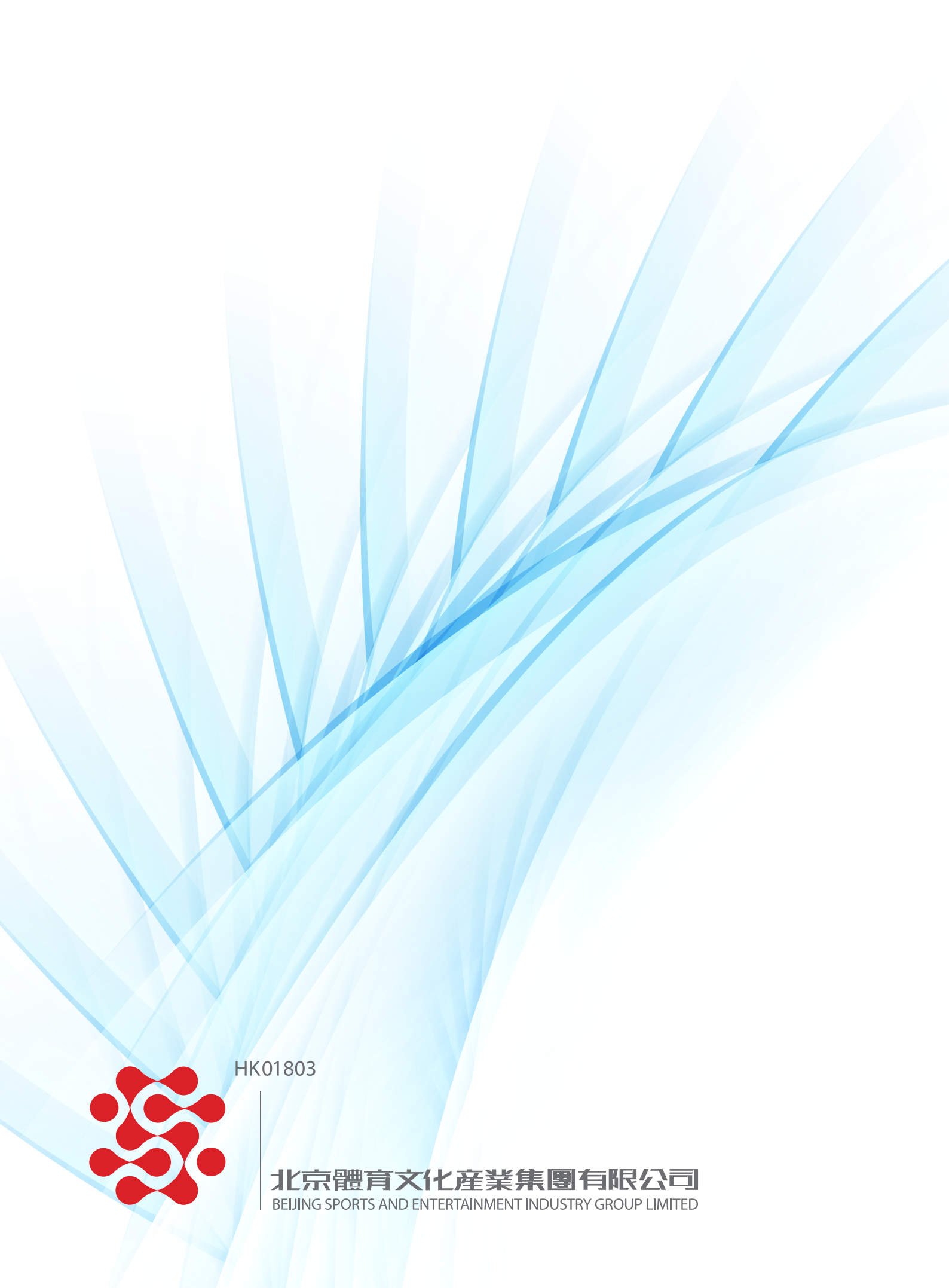
Indicators 主要範疇	Description of the indicators 內容	Corresponding Section of the Report 對應報告章節
B2. Health & Safety B2.健康與安全		
General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. (b) 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
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Reporting Period. 過去三年因工亡故的人數及比率。	Environmental & social key performance indicators 環境和社會關鍵績效指標
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	Environmental & social key performance indicators 環境和社會關鍵績效指標
KPI 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。	Health and Safety 健康與安全
B3. Development and Training B3.發展及培訓		
General Disclosure 一般披露	Policy 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
KPI B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management). 按性別及僱員類別劃分的受訓僱員百分比。	Environmental & social key performance indicators 環境和社會關鍵績效指標
KPI 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。	Environmental & social key performance indicators 環境和社會關鍵績效指標

Indicators 主要範疇	Description of the indicators 內容	Corresponding Section of the Report 對應報告章節
B4. Labour Standards		
B4. 勞工準則		
General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. (b) 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
KPI 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
KPI 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
B5. Supply Chain Management		
B5. 供應鏈管理		
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
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Environmental & social key performance indicators 環境和社會關鍵績效指標
KPI 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

Indicators 主要範疇	Description of the indicators 內容	Corresponding Section of the Report 對應報告章節
KPI 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
KPI 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
B6. Product Responsibility		
B6. 產品責任		
General Disclosure 一般披露	Information on: 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： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling, and privacy matters relating to products and services provided and methods of redress. (b) 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
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Environmental & social key performance indicators 環境和社會關鍵績效指標
KPI 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。	Environmental & social key performance indicators 環境和社會關鍵績效指標
KPI 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

Indicators 主要範疇	Description of the indicators 內容	Corresponding Section of the Report 對應報告章節
KPI 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
KPI 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
B7. Anti-corruption		
B7.反貪污		
General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering. (b) 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
KPI 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。	Environmental & social key performance indicators 環境和社會關鍵績效指標
KPI 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
KPI 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

Indicators 主要範疇	Description of the indicators 內容	Corresponding Section of the Report 對應報告章節
B8. Community Investment		
B8. 社區投資		
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
KPI 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
KPI 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



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