



中國建築興業集團有限公司

CHINA STATE CONSTRUCTION DEVELOPMENT HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 00830

Leaping Towards a Sustainable Future

昂首邁進 可持續未來



2023

Sustainability Report
可持續發展報告

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DEFINITIONS 詞匯釋義

The following words and expressions shall have the following definitions unless otherwise stipulated in the Report.
除非報告中另有說明，否則下列詞匯的定義如下：

"ACS"	「ACS」	Auto Control System	智慧控制系統
"BIM"	「BIM」	Building Information Modelling	建築信息模型
"BIPV"	「BIPV」	Building-integrated Photovoltaics	建築光伏一體化
"Board"	「董事局」	The Board of Directors of China State Construction Development Holdings Limited	中國建築興業集團有限公司之董事局
"China Overseas Supervision"	「中海監理」	China Overseas Supervision Company Limited*	中海監理有限公司
"CSC Development" or "Company"	「中國建築興業」或「本公司」	China State Construction Development Holdings Limited	中國建築興業集團有限公司
"ESG Reporting Guide"	「《ESG 報告指引》」	The Environmental, Social and Governance Reporting Guide as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited	《香港聯合交易所有限公司證券上市規則》附錄C2《環境、社會及管治報告指引》
"Far East (Hong Kong)"	「遠東香港」	Far East Facade (Hong Kong) Limited	遠東幕牆(香港)有限公司
"Far East (Shanghai)"	「遠東上海」	Netfortune (Shanghai) Aluminium Works Company Limited*	上海力進鋁質工程有限公司
"Far East (Zhuhai)"	「遠東珠海」	Far East Facade (Zhuhai) Limited*	遠東幕牆(珠海)有限公司
"FSC"	「FSC」	Forest Stewardship Council	森林管理委員會
"Gamma Canada"	「遠東加拿大」	Gamma Windows and Walls International Inc.	Gamma Windows and Walls International Inc.
"Gamma USA"	「遠東美國」	Gamma USA, Inc.	Gamma USA, Inc.
"GHG"	「溫室氣體」	Greenhouse gas	溫室氣體
"GRI"	「GRI」	Global Reporting Initiative	全球報告倡議組織
"Group" or "We"	「本集團」或「我們」	Collective reference of China State Construction Development Holdings Limited and its subsidiaries	中國建築興業集團有限公司及其附屬公司的統稱
"Huanggu Thermoelectricity"	「皇姑熱電」	Shenyang Huanggu Thermoelectricity Company Limited*	瀋陽皇姑熱電有限公司



"ISO"	「ISO」	International Organization for Standardization	國際標準化組織
"ISSB"	「ISSB」	International Sustainability Standards Board	國際可持續準則理事會
"MiC"	「MiC」	Modular Integrated Construction	組裝合成建築法
"OHS"	「職安健」	Occupational Health and Safety	職業健康與安全
"PCPD"	「私隱公署」	Office of the Privacy Commissioner for Personal Data	香港個人資料私隱專員公署
"PDCA"	「PDCA」	Plan-Do-Check-Act	策劃－實施－檢查－改進
"PIMS"	「PIMS」	Project Integrated Management System	項目綜合管理系統
"Report"	「Report」	Sustainability Report 2023 of China State Construction Development Holdings Limited	中國建築興業集團有限公司之2023可持續發展報告
"R&D"	「研發」	Research and Development	研究及開發
"Safety Management Committee"	「安全管理委員會」	The Safety Production Supervision and Management Committee	安全生產監督管理委員會
"SNCR"	「SNCR」	Selective Non-Catalytic Reduction	選擇性非催化還原
"Stock Exchange"	「香港聯交所」	The Stock Exchange of Hong Kong Limited	香港聯合交易所有限公司
"Subsidiaries"	「附屬公司」	Subsidiaries of China State Construction Development Holdings Limited covered in the scope of the Report (see Reporting Boundary in Appendix I)	本報告範圍內所包括的中國建築興業集團有限公司之附屬公司(詳見附錄一的「報告範圍」章節)
"TCFD"	「TCFD」	Task Force on Climate-Related Financial Disclosures	氣候相關財務揭露
"Treasure Construction"	「海悅建築」	Treasure Construction Engineering Limited	海悅建築工程有限公司
"UNSDGs"	「UNSDGs」	United Nations Sustainable Development Goals	聯合國可持續發展目標
"WRI"	「WRI」	World Resources Institute	世界資源研究所
"year", "2023" or "reporting period"	「本年度」、「2023年度」或「報告期」	From 1 January 2023 to 31 December 2023	2023年1月1日至2023年12月31日

* For identification purpose only.
僅供識別之用。



MESSAGE FROM THE BOARD 董事局寄語

We are pleased to present our ESG Report for the financial year 2023. As a leading facade construction company in China, we recognise the importance of sustainability and responsible business practices in driving long-term success. Our commitment to sustainability is deeply rooted in the corporate philosophy of “Promoting green civilisation, upholding sustainable development, and pursuing the harmony between corporate development, production, life, and ecological development.”

Our corporate vision is dedicated to value creation, creating a sustainable environment, and optimising stakeholder well-being. To achieve this, we have formulated specific and quantifiable sustainable development strategies and goals. This strategic framework revolves around five key pillars, including Strategy Development, Building a Sustainable Supply Chain, Supporting Talent Development, Excellent Environmental Management, Serving and Giving Back to Community. We also emphasise environmental management, focusing on enhancing the capability of sustainable development risk management systems and striving to achieve short-term, medium-term, and long-term strategic goals. Through continuous improvement efforts, we have strengthened our ability to identify and prevent sustainable development risks. This includes establishing a comprehensive risk management framework and a system assessment process tailored specifically for sustainable development risks. We have also clearly defined the responsibilities of each division and subsidiary, and further identified the impact of climate risks on our core businesses to effectively address and mitigate these risks. Our contributions to environmental management and risk management demonstrate our commitment to sustainable practices and reducing potential negative impacts on the environment.

Product quality and safety remain a key focus in our business. To optimise production process and enhance work efficiency, we have a digital management system in place, gradually implementing the BIM use in new projects to promote seamless design and production data exchange, strengthening precise control of product quality. We have also enhanced the development of the “Digital Far East” facade design and production backend management system, enabling real-time monitoring of production, transportation of supply chains, and construction site progress, in order to track issues related to construction site quality and safety. In terms of manufacturing, we have industry-leading automated production equipment and high-performance facade bending production lines combined with 3D scanning inspection systems. This allows us to precisely bend different profiles and fabricate high-quality facade products. This year marked an important milestone as we successfully completed the technically demanding Murray Road Project at Central. Additionally, in Hong Kong, we have introduced remotely controlled trial water robots for facade installation. This innovative technology reduces the need for traditional high-altitude manual labour, enhances construction safety, and allows simultaneous operation of multiple robots for large areas, improving productivity and shortening construction time.

很高興向您呈上我們2023年度的可持續發展報告。作為中國領先的幕牆建築公司，我們認識到可持續性和負責任的商業實踐在推動長遠成功方面的重要性。我們對可持續發展的承諾深植於「倡導綠色文明，堅持可持續發展，將企業發展與生產、生活、生態發展和諧統一」的公司理念中。

本集團的企業願景致力於價值創造，締造可持續發展環境和優化持份者福祉。為此，我們制定了具體且量化的可持續發展戰略及目標框架。這一戰略框架圍繞著五大關鍵支柱展開，包括策略性發展、建設可持續供應鏈、支持人才發展、卓越環境管理以及服務回饋社會。我們亦特別強調環境管理，重視提升可持續發展風險管理系統的能力，並致力於實現短期、中期和長期戰略目標。通過不斷改進的努力，我們加強了識別和預防可持續發展風險的能力。這包括建立全面的風險管理框架和專為可持續發展風險量身定制的系統評估流程。我們還明確各部門及附屬公司的職責，進一步識別氣候風險對我們主要的業務的影響，以有效應對和減輕這些風險。我們對環境管理和風險管理的貢獻體現了我們對可持續實踐和減少對環境的潛在負面影響的承諾。

產品質量及安全仍然為我們業務中的重點關注。為了優化生產和提升工作效率，我們實施了一套數字化管理模式，逐步全面落实新項目的BIM使用，促進無縫的設計和生產數據互通，加強產品質量的精準調控。同時加強幕牆設計及生產後台管理系統「數字遠東」方面的開拓，實現對生產、運輸供應鏈及工地進度的實時監控，能夠追蹤施工現場質量和安全等問題。在製造方面，我們擁有行業領先的自動化生產設備，效能高的幕牆彎曲產線，結合3D掃描檢測系統，能精準實現不同型材的彎曲弧度，從而加工建造高品質幕牆產品。今年取得的一項重要里程碑，成功完成技術要求高的中環美利道項目。另外，在香港，我們在幕牆安裝中引入了遠程控制的試水機械人。這項創新技術減少傳統高空作業的人力需求，提高建造安全性，並能同時操作多個機器人，應用於大範圍的面積，提升生產力且縮短施工時間。



Continuing from last year's BIPV product LIGHT-S series, we have allocated resources this year to research and develop the key technology of the LIGHT-A series, developing diversified products. The LIGHT-A series not only enhances the visual appeal of our building structures but also utilises renewable energy to generate electricity, which contributes significantly to promoting a low-carbon future and aligns perfectly with our dual-carbon goals. The combination of lightweight aluminium-like panels and integrated photovoltaic modules has been proven to be highly effective in electricity generation, making a contribution to clean and renewable energy generation. We have also completed the construction of the first photovoltaic facade production line within the year, enabling us to produce high-quality facade products and seize market opportunities. In addition, drawing from the experience of transforming the Zhuhai factory's restaurant into a photovoltaic-powered facility, we have further renovated the roof of the Zhuhai factory to increase the proportion of solar energy use, creating a demonstration project for a zero-carbon factory. We are actively strengthening market promotion by participating in various local and international exhibitions to showcase our BIPV product achievements and drive industry adoption of this innovative technology.

Our steadfast commitment to addressing the challenges of climate change remains unwavering. We are actively responding to the national goal of achieving carbon neutrality by 2060 and actively promoting carbon neutrality in the Hong Kong region by 2050. Recognising the urgent need to mitigate its impacts, we are actively committed to reducing our carbon footprint and adopting a number of energy efficient and carbon reduction measures, aiming to reduce carbon emission intensity by 25% by 2026. We constantly look for low-carbon solution and actively integrate carbon reduction practices into our business operations through various carbon reduction strategies, including strengthening environmental responsibility and management, adopting renewable energy, improving energy efficiency, raising employee awareness, and promoting industry development.

We sincerely appreciate the unwavering support and cooperation of our employees, important partners, and stakeholders on our sustainable development journey. Together, we can strive to create a sustainable future and make a positive and lasting impact on society. Looking ahead, the Board will place even greater emphasis on the Group's sustainable development vision and mission. We will make our best effort to strengthen the execution of our sustainable development roadmap and strategies, ensuring the effective implementation of key sustainable development measures. We firmly believe that achieving sustainable development goals requires the collective efforts and cooperation of all stakeholders. Our employees and management team will continue to fulfil our social responsibility and achieve a greener, more harmonious, and sustainable development.

延續上年BIPV產品LIGHT-S系列，今年我們投放資源用於研發重點技術—LIGHT-A系列，打造多樣化產品。LIGHT-A系列不僅提升了我們建築結構的視覺吸引力，更利用可再生能源發電，在促進低碳未來方面發揮了重要作用，完美結合我們的雙碳目標。輕型仿鋁板與集成光伏模塊相互結合，已證明在發電方面非常有效，為清潔和可再生能源的產生做出了貢獻。年內亦完成建設首條光伏幕牆生產線，使我們能生產高質量的幕牆產品，捉緊市場機遇。此外，借鑒珠海廠房的光伏餐廳改造經驗，我們亦進一步改造珠海廠房屋頂，增加太陽能使用比例，打造零碳工廠的示範工程。我們亦積極加強市場推廣，參加多個國內外展覽，以展現BIPV產品成果，推動業界採用此項創新技術。

我們堅守應對氣候變化所帶來的挑戰的承諾，響應國家2060碳中和目標，並積極推動香港地區於2050前達到碳中和。我們了解到緩解氣候變化的迫切性，因此，我們積極致力於減少碳足跡，採用多項節能減碳措施，於2026年前減少碳排放密度25%。我們不斷尋找低碳方案，透過各個減碳策略，包括加強環保責任及管理、可再生能源使用、提高能源效率、提升員工意識及推動行業發展，積極將減碳實踐融入我們業務營運中。

我們由衷感謝我們的員工、重要合作夥伴和持份者，在我們的可持續發展旅程中給予的不懈支持和合作，令我們能共同追求創造可持續發展未來，對社會產生積極而持久的影響。展望未來，董事局會更加重視本集團的可持續發展願景和使命。我們將竭盡所能加強可持續發展路線圖及戰略的執行，確保有效實施各項關鍵的可持續發展措施。我們堅信，實現可持續發展目標需要通過所有持份者的共同努力和合作來實現。我們的員工和管理團隊將繼續履行社會責任，實現更綠色、更和諧、更可持續的發展。



About the Group

關於本集團

CORPORATE PROFILE

After more than 50 years of continuous development since our establishment in 1969, the Group has gradually developed two business models which are construction engineering business and operating management business. Currently, it has formed a diversified business structure including facade contracting business, general contracting business, supervision business, as well as investing and operating business. Based in Chinese Mainland, Hong Kong and Macau, the Group's business covers 5 continents, 9 countries and 40 cities, and has successively undertaken more than 1,000 landmark building projects.

公司簡介

自1969年成立以來，在五十多年持續的發展中，本集團逐步發展了建築工程業務和運營管理業務的兩個商業模式。目前，本集團已形成了一個多元化的業務結構，包括幕牆工程業務、總承包業務、監理業務以及投資和運營業務。本集團總部位於中國內地、香港和澳門，業務覆蓋5大洲、9個國家和40個城市，並已先後承接了1,000多個標誌性建築項目。



ABOUT THE GROUP 關於本集團

BUSINESS OVERVIEW 業務概覽

MAIN BUSINESS SEGMENTS OF THE GROUP 本集團主要業務板塊

CONSTRUCTION ENGINEERING BUSINESS

建築工程業務

Facade Contracting Business

The facade contracting business of the Group provides one-stop facade solutions for high-end property projects, covering design, procurement, production and installation. Over the years, the brand "Far East Facade" has earned a positive brand effect in the market with high quality products and premium services. Receiving extensive recognition from all sectors of society, Far East Facade has grown into a prestigious and professional glass facade brand worldwide. The Group expands its global presence with a number of facade contracting subsidiaries. Our Group launches business in Hong Kong, Macau, the United Kingdom and Australia through Far East (Hong Kong); Our Group launches business in Chinese Mainland through Far East (Shanghai) and Far East (Zhuhai); Our Group launches business in North America through Gamma North Corporation, Gamma USA and Gamma Canada.

幕牆工程業務

本集團幕牆工程業務專為高端物業發展項目提供設計、採購、生產、及安裝一站式幕牆解決方案。多年來，「遠東幕牆」品牌憑藉高端品質和優質服務在市場已形成良好企業品牌效應，獲得社會各界廣泛認可，成為享負盛名的國際級玻璃幕牆專業品牌。本集團依託旗下多家幕牆工程業務企業開拓全球市場。其中，本集團通過遠東香港開展港澳、英國、澳洲業務；通過遠東上海、遠東珠海等開展中國內地業務；通過Gamma North Corporation、遠東美國以及遠東加拿大開展北美業務。

General Contracting Business

The Group operates its general contracting business through Treasure Construction, which specialises in building construction, as well as maintenance, repair, and improvement projects. Since its acquisition in 2014, Treasure Construction has successfully completed projects worth approximately HK\$7.5 billion, with a cumulative turnover exceeding HK\$6.8 billion.

總承包業務

本集團總承包業務通過海悅建築開展，主要從事樓宇建造工程及樓宇保養、維修和改善工程等業務。自2014年被收購以來，海悅建築累計承接總承包工程金額接近港幣75億元，累計營業額超過港幣68億元。



OPERATING MANAGEMENT BUSINESS

運營管理業務

Supervision Business

The Group's supervision business is managed by China Overseas Supervision, which possesses a comprehensive construction supervision certificate issued by the Ministry of Housing and Urban-Rural Development of the People's Republic of China. With its expertise, China Overseas Supervision has successfully undertaken over 1,000 construction supervision and engineering consulting projects across various types. It has been recognised with more than 40 national awards, including the prestigious China Construction Engineering Luban Prize, China Civil Engineering Zhan Tianyou Award, National Quality Project Award, and China Steel Structure Gold Award. Additionally, it has received numerous national, provincial, and municipal honorary titles for its advanced supervision enterprise. In recent years, China Overseas Supervision has focused on transformation and upgrading by exploring full-process engineering consulting services.

監理業務

本集團監理業務通過中海監理開展。中海監理擁有國家住房和城鄉建設部頒發的工程監理綜合資質，累計承接各類工程監理和工程諮詢項目逾千項，先後榮獲「中國建設工程魯班獎」、「中國土木工程詹天佑獎」、「國家優質工程獎」、「中國鋼結構金獎」等四十多項國家級獎項以及全國、省級及市級先進監理企業榮譽稱號。近年來，中海監理著力開拓全過程工程諮詢業務，全力促進轉型升級。

Investing and Operating Business

In recent years, the Group has actively expanded its investing and operating business. In 2019, the Group completed the acquisition of Huanggu Thermoelectricity, which currently operates as a fully-owned subsidiary. Huanggu Thermoelectricity is a local thermoelectricity company specializing in Combined Heat and Power and providing heat to the surrounding community. Its core activities involve the generation and sale of electricity and heat, as well as energy development. Combined Heat and Power is recognised as a sustainable and environmentally friendly initiative, often referred to as a "Blue Sky and Clear Waters" project. It promotes efficient resource consumption and offers significant environmental benefits.

投資運營業務

近年來，本集團積極開拓投資運營業務，並於2019年收購全資附屬公司皇姑熱電。皇姑熱電以電力、熱力生產、銷售及能源開發為主要業務，為一家熱電聯產型的地方熱電企業，為鄰近社區提供熱力。熱電聯產被譽為「藍天碧水」工程，有利於資源的集約化高效利用，擁有較高的環境效益。



ABOUT THE GROUP 關於本集團

DEVELOPMENT JOURNEY OF CSC DEVELOPMENT 中國建築興業發展歷程

1969	The Group has officially commenced its facade business activities	本集團正式開展幕牆業務
2010	Successful listing on the Main Board of the Stock Exchange under the stock code 0830	本公司成功於香港聯交所主板上市，股票代號為0830
2012	The acquisition by China State Construction International Holdings Limited ("stock code: 3311") marks the beginning of a new phase of development	被中國建築國際集團有限公司(股票代號：3311)收購，進入新的發展階段
2013–2016	Expansion in Hong Kong, Macau and overseas markets	開拓港澳及海外市場
2017	Re-entry into the UK market; winning the bid of The Stage, a residential project in London	重新開拓英國市場，並成功中標倫敦城市舞台(The Stage)住宅項目
2018	Far East (Zhuhai) officially put into operation; Acquisition of China Overseas Supervision in the same year	遠東珠海正式投產；同年收購中海監理
2019	Formally renamed as China State Construction Development Holdings Limited, embarking on a new journey	正式更名為「中國建築興業集團有限公司」，開啓歷史新征程
2020	Achieving a two-digit profit growth despite the COVID-19 pandemic; the value of newly signed facade contracting contracts in Chinese Mainland hitting an all-time high	新冠疫情下業績逆勢上升，實現雙位數利潤增長；中國內地幕牆工程業務新簽約額創歷史新高
2021	Completion of the renaming of subsidiaries in the facade contracting business segment; continuous development of all business segments	完成幕牆工程業務附屬公司更名；各業務板塊持續發展
2022	Attaining a milestone with overall turnover surpassing \$10 billion for the first time and all major business indicators hitting historical highs again	實現里程碑式突破，整體成交額首次突破百億大關，各項主要經營指標再創歷史新高
2023	Far East (Zhuhai) successfully completed the zero carbon photovoltaic factory retrofitting project, creating an demonstration project to promote the BIPV brand	遠東珠海順利完成零碳光伏工廠改造項目，打造BIPV品牌推廣的示例



ABOUT THE GROUP 關於本集團

ORGANISATION STRUCTURE 組織架構



* For identification purpose 僅供識別之用

ABOUT THE GROUP 關於本集團

MEMBERSHIP ASSOCIATIONS 行業協會

<p>CSC Development 中國建築興業</p>	<p>The Hong Kong Chinese Enterprise Association 香港中國企業協會 Committee on Building Industry of the Hong Kong Chinese Enterprise Association 香港中國企業協會建築行業委員會</p>
<p>Far East (Hong Kong) 遠東香港</p>	<p>The Hong Kong Chinese Enterprises Association 香港中國企業協會 Hong Kong Facade Association 香港建築幕牆裝飾協會 Hong Kong Green Building Council 香港綠色建築議會 Registered Specialist Trade Contractors Federation 注冊專門行業承造商聯會 American Institute of Architects 美國建築師學會 Council on Tall Buildings and Urban Habitat 世界高層建築與都市人居學會</p>
<p>Far East (Shanghai) 遠東上海</p>	<p>China Building Decoration Association 中國建築裝飾協會 Shanghai Building Hardware Door & Window Trade Association 上海市建築五金門窗行業協會 Shanghai Decoration Industry Association 上海市裝飾裝修行業協會 Shanghai High & New Technology Enterprises Association 上海市高新技術企業協會</p>
<p>Huanggu Thermolectricity 皇姑熱電</p>	<p>Shenyang Municipal Heating Industry Association 瀋陽市供熱行業協會</p>
<p>China Overseas Supervision 中海監理</p>	<p>China Association of Engineering Consultants 中國建設監理協會 Guangdong Province Association of Engineering Consultants 廣東省建設監理協會 Shenzhen Project Management Engineers Association 深圳監理工程師協會 Guangdong Construction Industry Association 廣東省建設業協會 Federation of Shenzhen Industries 深圳市工業總會 Huizhou Construction Industry Association 惠州市建築業協會</p>



ABOUT THE GROUP 關於本集團

PROJECTS AND PERFORMANCE HIGHLIGHTS 重點項目及表現

HIGHLIGHTED PROJECTS 重點項目

Commercial development project at 2 Murray Road, Central, Hong Kong

香港中環美利道2號商業發展項目



Year of completion: 2023
竣工時間：2023年

Facade area: 25,000 m²
幕牆面積：25,000平方米

Project scope: Design, supply and install glass facade, glass balustrades, louvers and glass doors for a 39-storey high-rise building
工程範圍：設計、供應及安裝一座39層高大廈之玻璃幕牆、玻璃欄河、百葉及玻璃門等

Project feature: This facade project adopts a highly difficult double-curved facade with unique ingenuity. Upon completion, it will become a new landmark in Hong Kong
項目特點：該幕牆工程項目採用高難度雙曲幕牆，匠心獨運，建成後將成為香港一大嶄新地標



No. 8 Castle Road Project, Mid-Levels West, Hong Kong

香港西半山衛城道8號項目



Year of completion: 2023
竣工時間：2023年

Facade area: 55,000 m²
幕牆面積：55,000平方米

Project scope: Design, supply and install glass facade, glass balustrades, doors, folding doors, electric doors, aluminum panels, lattice louvers, etc. for two 55-storey towers
工程範圍：設計、供應及安裝2幢55層高大廈之玻璃幕牆、玻璃欄河、門、趟摺門、電動門、鋁板、花格百葉等

Project feature: The project's facade system design is unconventional, combining ultra-high performance requirements and ultra-large unit configurations to create a classic luxury home
項目特點：項目幕牆系統設計標新立異，結合超高效能需求，超大戶型配置，造就豪宅經典



ABOUT THE GROUP 關於本集團

Macau Galaxy Phase 4 Project

澳門銀河四期項目



Estimated year of completion:
預計竣工時間：

2024
2024年

Facade area:
幕牆面積：

192,000 m²
192,000平方米

Project scope:

Design, supply and install facade, unitized aluminium panel decorative strips, aluminium panel walls, branch-type glass walls and steel structure hyperbolic aluminium panels, UHPC panels, etc. for 7 hotels (T1/2, T3, T4/5, T6, T7 and podium), 1 theatre exterior wall, 1 unit glass curtain wall for atrium skylight

工程範圍：

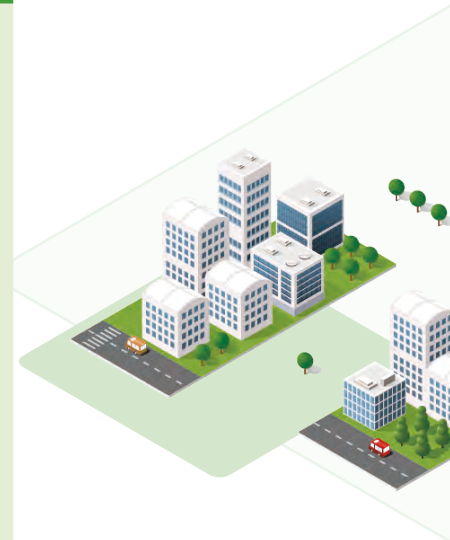
設計、供應及安裝7座酒店(T1/2, T3, T4/5, T6, T7及平台)、1座劇院外牆、1個中庭天幕之單元玻璃幕牆、單元式鋁板裝飾線、鋁板牆、枝條式玻璃牆以及鋼結構雙曲鋁板、UHPC板等

Project feature:

It contains oversized units, oversized aluminium panels, hyperbolic aluminium panels, UHPC panels and other relatively complex systems. Once completed, it will become the largest single facade project in the world

項目特點：

包括超大單元、超大鋁板、雙曲鋁板、UHPC板等較為複雜的系統，建成後將成全球單體最大的幕牆工程



Bytedance Chengdu Office Building Project

字節跳動成都辦公樓項目



Estimated year of completion:
預計竣工時間：

2024
2024年

Facade area:
幕牆面積：

49,000 m²
49,000平方米

Project scope:

Design, supply and install component-based glass facade, component-based aluminum panel facade, aluminum alloy grilles, glass awnings, outdoor metal ceilings, aluminum alloy decorative units, glass protective railings, window guard iron railings, window wall systems, etc

工程範圍：

設計、供應及安裝構件式玻璃幕牆、構件式鋁板幕牆、鋁合金格柵、玻璃雨棚、室外金屬吊頂、鋁合金裝飾單元、玻璃防護欄桿、護窗鐵藝欄桿、窗牆系統等

Project feature:

After the project is completed, it will lay out a number of cutting-edge and innovative new economy businesses including smart education systems, interactive multimedia office systems, etc., further promoting the development of Chengdu's new economy sectors

項目特點：

項目建成後將包括智慧教育系統、互動式多媒體辦公系統等多個前沿新經濟創新業務，進一步促進成都新經濟產業的發展



ABOUT THE GROUP 關於本集團

Huawei Shanghai Qingpu R&D and Production Project (ABGH Group)

華為上海青浦研發生產項目 (ABGH 組團)



Estimated year of completion:
預計竣工時間：

2024
2024年

Facade area:
幕牆面積：

43,000 m²
43,000 平方米

Project scope:

工程範圍：

Design, supply and install ABGH Group's stone facade, aluminium panel facade, special-shaped GRC facade, large glass system facade, copper panel facade, double-layer metal roofs, etc 設計、供應及安裝 ABGH 組團之石材外牆、鋁板幕牆、特別造型之 GRC 外牆、大玻璃結構幕牆、銅板外牆、雙層金屬天窗等

Project feature:

項目特點：

The project is a key project in Qingpu District, Shanghai and an important project of Xicen Science and Technology Innovation Center in the Yangtze River Delta. It draws on the planning concepts of Boston, USA, and creates a "Plaza Town" with a central waterfront plaza and a core radial type through a winding and rich landscape road network. It mainly uses for research, office and supporting facilities, positing itself to a scenic community where top talents from all around the world feel at home

項目為上海青浦區重點項目，長三角西岑科創中心的重要項目。借鑑美國波士頓的規劃理念，通過曲折豐富的景觀路網，打造成以中央臨水廣場和核心放射型「廣場小鎮」組團。主要用於科研、辦公及配套設施，定位為打造成風景如畫、賓至如歸的全球頂尖人才社區

Grantham Hospital Redevelopment Project (Phase 1)

葛量洪醫院重建計劃 (第一期)



Estimated year of completion:
預計竣工時間：

2025
2025年

Facade area:
幕牆面積：

60,000 m²
60,000 平方米

Project scope:

工程範圍：

Design, supply and install glass facades, aluminum panel wall, canopy, balustrades, aluminium fins and louvers of a 14-storey high medical buildings and a 13-storey high research building 設計、供應及安裝 1 座 14 層高醫療大樓及 1 座 13 層高大學科研大樓之玻璃幕牆、鋁板牆、雨蓬、攔河、鋁裝飾條及鋁百葉等

Project feature:

項目特點：

There are a large number of visual samples for the project, and the spray color requirements are extremely strict. The maximum overhang of the canopy system is 9 meters, and the maximum height of the glass wall is over 11 meters. The large-area arc facade adopts a multi-section splicing design, making the construction difficult

項目視覺樣板數量較多，噴塗顏色要求極為嚴格。雨蓬系統最大懸挑 9 米，玻璃牆高度最大超 11 米，大面積弧位立面採用多段拼接設計設計、施工難度高

ABOUT THE GROUP 關於本集團

Tseung Kwan O Chinese Medicine Hospital Project

將軍澳中醫醫院項目



Estimated year of completion:
預計竣工時間：

2025
2025年

Facade area:
幕牆面積：

44,000 m²
44,000 平方米

Project scope:
工程範圍：

Design, supply and install glass facade, glass window walls, aluminum panels, aluminum blinds, glass canopy and glass light booths for 2 hospitals and testing centers
設計、供應及安裝2幢醫院及測試中心之玻璃幕牆，玻璃窗牆，鋁板，鋁百葉，玻璃雨蓬及玻璃光棚等

Project feature:

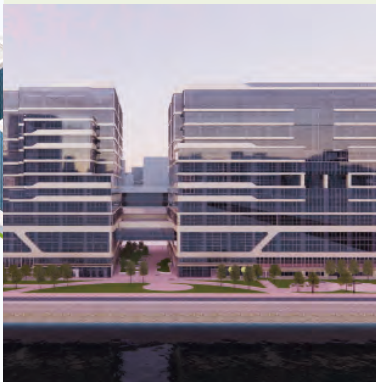
This project is the first Chinese medicine hospital in Hong Kong and the first multi-storey hospital in Hong Kong to utilise Modular Integrated Construction (MiC) technology. When combining window wall systems with MiC units in buildings, such as wards, operating rooms and clinics, the repetition is lower than in residential buildings which require high technical accuracy. After completion, it is expected to provide 250 inpatient beds and provide approximately 310,000 medical services per year

項目特點：

本計劃為全港首間中醫醫院，也是全港首間利用模塊化整合建築(MiC)技術的多層式醫院。在建築中將窗牆系統與MiC箱體結合，病房、手術室和診症室等，重複性相較於住宅低，技術精密度要求高。建成後預計可提供250張住院病床，每年診症服務量約31萬人次

Kai Tak Emergency Hospital Project Site A

啟德急診醫院計劃 Site A



Estimated year of completion:
預計竣工時間：

2025–2026
2025–2026年

Facade area:
幕牆面積：

147,000 m²
147,000 平方米

Project scope:
工程範圍：

Glass facade, aluminum panel walls, canopies, skylights, balustrades, aluminum decorative strips, aluminum louvers, stone facade and glass doors, metal doors and automatic door systems, etc.
玻璃幕牆，鋁板牆，雨蓬，天幕，欄河，鋁裝飾條，鋁百葉，石材外牆及玻璃門，金屬門及自動門系統等

Project feature:

After the project is completed, it will lay out a number of cutting-edge and innovative new economy businesses including smart education systems, interactive multimedia office systems, etc., further promoting the development of Chengdu's new economy sectors

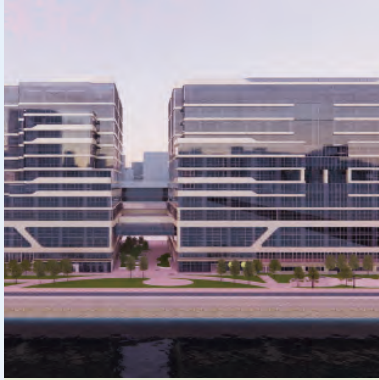
項目特點：

項目建成後將佈局包括智慧教育系統、互動式多媒體辦公系統等多個前沿新經濟創新業務，進一步促進成都新經濟產業的發展

ABOUT THE GROUP 關於本集團

Kai Tak Emergency Hospital Project Site B

啟德急診醫院計劃 Site B



Estimated year of completion:
預計竣工時間：

2024
2024年

Facade area:
幕牆面積：

61,000 m²
61,000 平方米

Project scope:
工程範圍：

Glass facade, aluminum panel walls, canopies, skylights, balustrades, aluminum decorative strips, aluminum louvres, stone facade and glass doors, metal doors and automatic door systems, etc.
玻璃幕牆，鋁板牆，雨篷，天幕，欄河，鋁裝飾條，鋁百葉，石材外牆及玻璃門，金屬門及自動門系統等

Project feature:

The project is one of the "Ten-Year Hospital Development Plan" promoted by the Hong Kong government and consists of two major construction sites. Kai Tak Emergency Hospital will have a total of 2,400 beds, with medical and support facilities included, and will become the largest emergency hospital in Hong Kong. There are many closing nodes and non-standard design node locations between the facade systems of the project, which presents challenges to the drawing approval, procurement, production, and installation difficult

項目特點：

項目為香港政府推動的「十年醫院發展計劃」的其中一個項目，由兩大工地組成。啟德急診醫院將有共2,400張病床，以及附設的醫療和支援設施，屆時將成為香港最大型的急診醫院。項目的幕牆系統間收口節點、非標準設計節點位置多，為圖紙審批、採購、生產、安裝帶來難度



Hong Kong Caroline Hill Road District Court Project

香港加路連山道區域法院項目



Estimated year of completion:
預計竣工時間：

2026
2026年

Facade area:
幕牆面積：

44,000 m²
44,000 平方米

Project scope:

Design, supply and install glass facade, aluminum panels, canopies, glass balustrades, skylights, aluminum decorative strips, aluminum grilles and GRC walls for a 22-storey building, a 10-storey building, a connecting bridge and podium, etc.
設計、供應及安裝一棟22層大樓、一座10層大樓、一座連接橋及平台之玻璃幕牆、鋁板、雨篷、玻璃欄河、天幕、鋁裝飾條、鋁格柵及GRC牆等

Project feature:

The project is located in the core business district of Hong Kong Island – Causeway Bay. The exterior adopts a "Twin-tower" design to maintain air circulation in the nearby area and protect the ancient and valuable trees in the center. The exterior wall uses complex oversized glass facade, sloping facade and complex aluminum panel walls to show the court's image. With an independent and solemn image, it will become a landmark public building in the core area of Hong Kong after completion

項目特點：

工程位於港島核心商業區—銅鑼灣，外觀採用「雙塔式」設計保持附近地區的空气流通及保護中央的古樹名木。外牆採用複雜超大玻璃幕牆、傾斜幕牆及複雜鋁板牆展現法院的獨立和莊嚴形象，建成後將成為香港核心區的地標公共建築



ABOUT THE GROUP 關於本集團

China International Exhibition Center (New National Exhibition) Phase II West Area Facade Professional Subcontracting Project

中國國際展覽中心(新國展)二期西區幕牆專業分包項目



Estimated year of
completion:
預計竣工時間：

2027
2027年

Facade area:
幕牆面積：

68,000 m²
68,000平方米

Project scope:

Design, supply and install framed glass facade, aluminium plate facade, aluminium plate eaves and ceilings, aluminium grilles, metal ceilings and awnings for 1 conference center, 1 hotel, 9 exhibition halls and 3 reception halls

工程範圍：

設計、供應及安裝1棟會議中心、1棟酒店、9個展覽大廳及3個接待廳之框架式玻璃幕牆、鋁板外牆、鋁板包簷及天花板、鋁格柵、金屬天花板及雨棚等

Project feature:

The design plan integrates the exhibition hall, conference center and hotel space. Inspired by the texture of glazed tiles in traditional Chinese architecture, this spatial interconnection is reflected through interconnected contour lines and geometric figures. The bronze colour tone of the facade and the giant grooved windows on the outer skin add dynamics and vitality to the second phase of the exhibition center. After completion, it will become the largest comprehensive exhibition venue with complete functions in Beijing

項目特點：

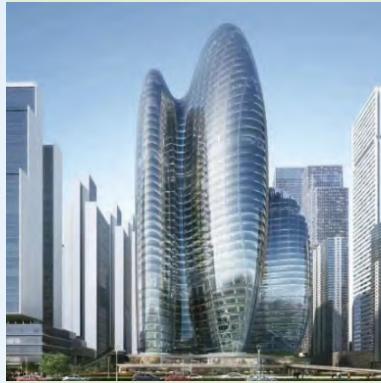
設計方案中將展覽大廳、會議中心和飯店空間整合在一起，以中國傳統建築中的釉面琉璃瓦肌理為靈感，透過相互連接的輪廓線條和幾何圖形來體現這種空間互連關係。帷幕牆古銅色的色彩基調和外皮的巨型凹槽開窗為展覽中心的二期空間增添了動感與活力。建成後將成為北京市單體規模最大、功能完善的綜合型會展場館。



ABOUT THE GROUP 關於本集團

Shenzhen Oppo Building Project

深圳歐加大廈項目



Estimated year of completion:
預計竣工時間：

2027
2027年

Facade area:
幕牆面積：

56,000 m²
56,000平方米

Project scope:

Design, supply and install tower (T1, T2) unit facade system, bow unit facade system, three-story span frame facade system, dome opening facade system, podium span two-story frame facade system, lower Shen courtyard facade system, lighting roof system and various door systems, awnings, railings, driveways, etc.

工程範圍：

設計、供應及安裝塔樓 (T1、T2) 單元體幕牆系統、弓型幕牆系統、三層跨度外牆系統、圓頂開啟幕牆系統、平台兩層跨度外牆系統、下沉庭院幕牆系統、天台含光外牆系統及各類門系統、雨篷、欄板、車道等

Project feature:

Oppo Building is in the “Super Headquarters Base” of Shenzhen Bay (referred to as “Shenzhen Super Headquarters”), which is the Shenzhen international headquarters of OPPO Group, a leading high-tech enterprise. As the most difficult complex curved glass facade project in the world, Oppo Building covers three different types of facade systems, including hyperboloid unit facade, curved refined steel frame facade, frame facade, and uses a variety of glass bending forms, integrating multiple All kinds of complex craftsmanship

項目特點：

歐加大廈位於深圳灣「超級總部基地」(簡稱「深超總」)，為高科技頭部企業OPPO集團深圳國際總部。作為世界難度最高的複雜曲面玻璃幕牆工程，歐加大廈涵蓋了三種不同類型的幕牆系統，包括雙曲面單元幕牆，曲面精製鋼框架幕牆，框架幕牆，並且還運用多種玻璃彎曲形式，集合多種複雜工藝於一身。



ABOUT THE GROUP 關於本集團

Kai Tak Emergency Hospital Project Site A

啟德急診醫院計劃 Site A



Estimated year of completion:
預計竣工時間：

2028
2028年

Facade area:
幕牆面積：

84,000 m²
84,000 平方米

Project scope:

Design, supply and install projects such as glass facade, special shading, glass balustrades, aluminium panels, louvers, canopies, stone and firewalls, etc.

工程範圍：

設計、供應及安裝項目玻璃幕牆、特式遮陽、玻璃欄河、鋁板、百葉、雨蓬、石材及防火牆等

Project feature:

Upon completion of the second phase of the planned redevelopment plan, additional space and larger floor areas will be provided to meet operational needs and facilitate the development of research and teaching. After the redevelopment, it will provide more appropriate and efficient medical services to the residents of the New Territories East District. Upon completion of the first phase of the redevelopment project, it is expected to add approximately 450 hospital beds and 16 operating rooms

項目特點：

在完成重建計劃第二階段後，將會提供額外的空間和更大的樓層面積，以滿足運作需要，並促進研究和教學的發展。重建後的威院更將為新界東區居民提供更適當、更有效率的醫療服務。第一階段重建計劃完成後預計可增加約450張病床和16間手術室。



ABOUT THE GROUP 關於本集團

SUSTAINABILITY PERFORMANCE HIGHLIGHTS 可持續發展表現回顧

Decarbonisation 減碳



- Decarbonisation target: Reducing **25%** carbon emissions per revenue before 2026 (2021 baseline year)
減碳目標：2026年前將每單位營業額的碳排放量降低**25%**（2021基準年）
- Carbon emission intensity reduced **31%** comparing to 2021
碳排放密度已較2021年減少**31%**
- Achieve carbon neutrality in Chinese Mainland and Hong Kong before 2060 and 2050 respectively
香港和內地分別於2050年和2060年或之前實現碳中和的目標

Resource conservation 節約資源



- Reduced over **22,000 MWH** total energy consumption comparing to 2022
總能耗較2022年降低超過**22,000兆瓦時**
- Launched the innovative products, **BIPV Light-A series**
推出創新科技產品, **Light-A BIPV 系列**
- Successfully renovated the roof of the factory. Solar energy has been used to generate **about 1.4 million kWh** of electricity since its completion in April 2023
成功改造廠房屋頂, 自2023年4月建成後, 利用太陽能, 實際發電約**140萬千瓦時**
- Reduced **about 30,000 tonnes** of coal consumption in the heating business comparing to 2022
供暖業務較2022年減少煤消耗約**3萬噸**

Employee 僱員



- Total training hours:
212,705 hours
總培訓時數：**212,705小時**
- Average training hours per employee:
46 hours
每位員工的平均培訓時數：**46小時**
- Over **30%** of employees aged below 30
30歲以下的員工佔逾**30%**

OHS 職安健



- Over **68,000 hours** of OHS training
提供超過**68,000小時**的職安健培訓
- Lost day rate due to work injury decreased by **6%** comparing to 2022
工傷損失日率較2022年降低**6%**

Community 社區



- 73** volunteers
73名義工
- 43** volunteer services
43個志願服務
- 427.5** volunteering hours
427.5個義工小時

Supply Chain 供應鏈



- Formulated **Sustainable Procurement Policy** and **Code of Conduct for Suppliers** in 2023
於2023年制定《**可持續發展採購政策**》和《**供應商行為守則**》
- Over **88%** supplier located in China
超過**88%**的供應商位於中國



ABOUT THE GROUP 關於本集團

OUR SUSTAINABILITY VALUE AND VISION

PHILOSOPHY OF SUSTAINABILITY MANAGEMENT

We are guided by a strong Philosophy of Sustainability Management. Our values revolve around "Promoting a green civilisation, upholding sustainable development, and pursuing harmonious development between corporate growth, production, life, and ecological balance." As a responsible company, we actively prioritise environmental protection and strive for the long-term sustainable development of our organisation through green and sustainable finance.

SUSTAINABLE CORPORATE PRACTICES

As a model corporate citizen among listed companies, we have consistently fulfilled our corporate social responsibility. From corporate governance to community development, product quality to economic responsibility, safety management to environmental protection, and employee care to corporate culture, we have taken comprehensive measures to create a harmonious working environment and foster a positive corporate image.

OUR SUSTAINABILITY COMMITMENT

We firmly believe in the principles of sustainability and understand their significance in driving sustainable value creation. Our vision is to integrate sustainability considerations into every aspect of our operations, embedding a culture of sustainability and responsible business practices. We are committed to the following:

Environmental Stewardship:

We are dedicated to reducing our environmental impact by implementing sustainable construction practices, adopting energy-efficient technologies, and actively seeking renewable energy solutions. Moreover, our focus also extends to reducing waste, promoting recycling programs, and fostering biodiversity conservation.

Social Responsibility:

We place great importance on the well-being and safety of our employees. Additionally, we actively engage with the communities in which we operate, aiming to make positive contributions to society through initiatives that support education, healthcare, poverty alleviation, and community development.

Governance and Ethics:

We maintain the highest standards of corporate governance, transparency, and ethical conduct. Our commitment to integrity, accountability, and fairness ensures that our business practices align with legal and regulatory requirements. We prioritise stakeholder engagement and strive for open and effective communication with our shareholders, employees, customers, and other relevant stakeholders.

By upholding our sustainability values and vision, we aim to enhance shareholder value, build trust and long-term relationships with stakeholders, and contribute to the sustainable development of society as a whole. Our ongoing efforts in environmental protection, social responsibility, and good governance allow us to drive positive change and create a more sustainable future.



可持續發展價值觀及願景

可持續發展管理理念

我們秉持著堅定的可持續發展管理理念，價值觀始終圍繞著「倡導綠色文明，堅持可持續發展，將企業發展與生產、生活、生態發展和諧統一」。作為一家負責任的企業，我們積極優先考慮環境保護，並通過綠色和可持續金融努力實現我們的長期可持續發展。

可持續的企業實踐

作為上市公司中的模範企業公民，我們一直以來都在履行著企業社會責任。從企業治理到社區發展，產品品質到經濟責任，安全管理到環境保護，員工關懷到企業文化，我們在各方面均採取全面的措施以創造和諧的工作環境，並培養了積極的企業形象。

我們對可持續發展的承諾

我們堅信可持續發展原則的重要性，並理解其在推動可持續價值創造方面的意義。我們的願景是將可持續發展考慮因素融入我們經營的每個方面，鞏固可持續發展和負責任商業實踐的文化。為此我們承諾以下事項：

環境保護：

我們致力於通過實施可持續建設實踐、採用節能技術和積極尋求可再生能源解決方案來減少我們對環境的影響，同時我們的關注亦拓展至減少廢棄物、推動回收計劃和促進生物多樣性保護。

社會責任：

我們高度重視員工的福祉和安全。此外，我們積極與我們營運的社區互動，旨在通過支持教育、醫療、貧困緩解和社區發展等倡議，為社會做出積極的貢獻。

治理和道德：

我們堅守著最高的企業治理、透明度和道德行為標準。對誠信、問責和公平作出承諾確保我們的業務實踐符合法律和監管要求。我們將持份者參與放到首位，並努力與股東、員工、客戶和其他相關持份者進行開放而有效的溝通。

通過秉持可持續發展的價值觀和願景，我們旨在提升股東價值，與持份者建立信任和長期關係，並為整個社會的可持續發展做出貢獻。我們在環境保護、社會責任和良好治理方面的持續努力使我們能夠推動積極變革，創造可持續的未來。

ABOUT THE GROUP 關於本集團

AWARDS AND RECOGNITIONS

During the reporting period, the Group has achieved significant recognitions and certifications, particularly in the realm of ESG. We are proud to have received these awards and certifications that validate our commitment to sustainability and responsible business practices. These accolades serve as a testament to our ongoing efforts in areas such as environmental conservation, social responsibility, and transparent governance. We view these achievements as milestones in our journey towards creating a positive impact on the environment and society, and they inspire us to continue our pursuit of excellence in sustainability performance.

CERTIFICATIONS 認證

Certification Obtained This Year 本年度獲得的認證	Awarded By 頒發單位
ISO 9001:2015 Quality Management System Certificate ISO 9001:2015 質量管理體系認證證書	Far East (Hong Kong), Far East (Shanghai), Far East (Zhuhai), China Overseas Supervision 遠東香港、遠東上海、遠東珠海、中海監理
ISO 14001:2015 Environmental Management System Certificate ISO 14001:2015 環境管理體系認證證書	Far East (Hong Kong), Far East (Shanghai), China Overseas Supervision, Treasure Construction 遠東香港、遠東上海、中海監理、海悅建築
ISO 45001:2018 Occupational Health and Safety Management System Certificate ISO 45001:2018 職業健康安全管理体系認證證書	Far East (Hong Kong), Far East (Shanghai), Treasure Construction 遠東香港、遠東上海、海悅建築
Passive House Component Certificate 被動式建築組件認證	Gamma Canada 遠東加拿大
World Green Organisation – Green Office Awards Labelling Scheme – Certificate of Recognition 世界綠色組織—綠色辦公室獎標誌計劃認可證書	CSC Development 中國建築興業
Hong Kong Green Organisation Certification – Wastewi\$e Certificate 香港綠色機構認證—減廢證書(良好級別)	CSC Development 中國建築興業
High and New Technology Enterprise Certificate 高新技術企業證書	China Overseas Supervision, Huanggu Thermolectricity 中海監理、皇姑熱電
Guangdong Province, Zhuhai City Specialised SME 廣東省、珠海市專精特新中小企業	Far East (Zhuhai) 遠東珠海

獎項及認證

於報告期間，本集團獲得多個重要的獎項及認證，尤其是在環境、社會及管治領域。我們很榮幸獲得了這些獎項和認證，這些榮譽體現了我們對可持續發展和負責任商業行為的堅持及承諾，見證我們在環境保護、社會責任和透明治理等領域的不懈努力。本集團將這些成就視為我們對環境和社會帶來正面影響的里程碑，並推動我們繼續追求卓越可持續發展績效。



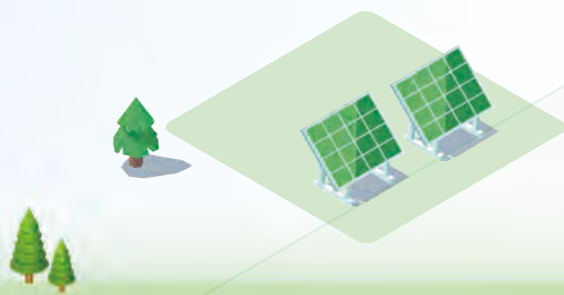
ABOUT THE GROUP 關於本集團

AWARDS

Honours Obtained This Year	Issued by
Sustainability	
International ARC Awards – Sustainability Report Bronze Winner	MerComm, Inc.
BDO ESG Awards – Best in Reporting Awards	BDO
BDO ESG Awards – ESG Report of the Year Awards	BDO
InnoESG Sustainable Operations Award 2022	SocietyNext Foundation
ESG Project Innovation Award	Television Broadcasts Limited
Innovative Clime Technology Award	Television Broadcasts Limited
Beyond Awards – Beyond Innovation Awards 2023	Macau Technology General Association
2022 Vision Award ESG Report Competition – Platinum Award	LACP
2022 Vision Award ESG Report Competition – Top 80 Reports	LACP
2022 Vision Award ESG Report Competition – Top 50 Chinese Reports	LACP
2022 Vision Award ESG Report Competition – Technical Achievement Award	LACP

獎項

於本年度獲得的榮譽	頒發單位
可持續發展	
ARC 國際年報大獎－可持續發展報告銅獎	MerComm, Inc.
BDO 環境、社會及管治大獎－最佳 ESG 報告大獎	香港立信德豪會計師事務所
BDO 環境、社會及管治大獎－ESG 年度大獎	香港立信德豪會計師事務所
InnoESG 可持續營運大獎 2022	社群創客基金
ESG 項目創新大獎 2023	電視廣播有限公司
創新氣候科技大獎 2023	電視廣播有限公司
Beyond Awards 可持續發展創新大獎 2023	澳門科技總會
2022 Vision Award 環境、社會及管治報告白金獎	美國傳媒專業聯盟
2022 Vision Award 環境、社會及管治報告全球最佳年報 80 強	美國傳媒專業聯盟
2022 Vision Award 環境、社會及管治報告中文年報 50 強	美國傳媒專業聯盟
2022 Vision Award 環境、社會及管治報告技術成就獎	美國傳媒專業聯盟



ABOUT THE GROUP 關於本集團

Honours Obtained This Year	Issued by
Product Quality	
2022–2023 Advanced Unit of Appeal Handling (Huanggu Thermolectricity)	Shenyang Municipal Bureau of Real Estate
2022–2023 Excellent Heating Service Provider (Huanggu Thermolectricity)	Shenyang Municipal Bureau of Real Estate
Excellent Product Award (Far East (Zhuhai))	China Hi-Tech Fair
Excellent Display Award (Far East (Zhuhai))	China Hi-Tech Fair
Corporate Responsibility	
Privacy-Friendly Awards 2023 – Bronze Award	PCPD
Partner Employer Award 2023 – Certification of Excellence in Business	The Hong Kong General Chamber of Small and Medium Business
Good MPF Employer 2022–23	Mandatory Provident Fund Schemes Authority
10 Years Caring Company Awards	The Hong Kong Council of Social Service
Shanghai Model Worker's Home	Shanghai Federation of Trade Unions
Shanghai Harmonious Labor Relations Standard Enterprise	Shanghai Municipal Bureau of Human Resources and Social Security
Zhuhai Civilised Unit	Zhuhai Municipal Commission on Building Spiritual Civilisation

於本年度獲得的榮譽	頒發單位
產品品質	
2022–2023 年度訴求辦理先進單位(皇姑熱電)	瀋陽市房產局
2022–2023 年度優秀供熱單位(皇姑熱電)	瀋陽市房產局
優秀產品獎(遠東珠海)	中國國際高新技術成果交易會
優秀展示獎(遠東珠海)	中國國際高新技術成果交易會
企業責任	
2023 私隱之友嘉許獎銅獎	私隱公署
「友商有良」2023 卓越企業嘉許狀	香港中小型企業總商會
2022–23 年度積金好僱主嘉許計劃積金好僱主	強制性公積金計劃管理局
連續第十年商界展關懷榮譽標誌	香港社會服務聯會
上海市模範職工之家	上海市總工會
上海市和諧勞動關係達標企業	上海市人力資源和社會保障局
珠海市文明單位	珠海市精神文明建設委員會



Governance Optimisation

優化管治

UNSDGs covered in this chapter:
本章節所涉及的 UNSDGs :



Material Issues:
重要性議題 :

- ✓ Ethical business 商業道德
- ✓ Environmental compliance 遵守環境法規
- ✓ Socio-economic compliance 遵守社會經濟法規



GOVERNANCE OPTIMISATION 優化管治

SUSTAINABILITY GOVERNANCE STRUCTURE

The Group continuously reviews and refines its sustainability governance structure to fortify oversight of these critical issues. The Board serves as the highest decision-making and supervision body on sustainability issues, providing strategic direction and formulating/reviewing material issue strategies and goals. The Board is also responsible for overseeing the Group's sustainability issues, which the oversight duties include assessing, prioritising and managing sustainability risks to ensure appropriate risk management and controls. To keep the Board abreast of the emerging practices, sustainability training was conducted covering TCFD guidelines, climate disclosure, decarbonisation planning and anti-corruption. In addition, the *Board Diversity Policy* is formulated to provide guidance on the consideration of gender, age, culture, education, experience, knowledge and tenure when designing an optimally diverse Board composition. The Nomination Committee and the Board are responsible for overseeing the implementation of policies which the summary is included in the Corporate Governance Report, to progressively strengthen accountability and decision-making regarding sustainable development performance.

In addition, to further ingrain sustainability into the development of business strategies and actively establish a sustainable operation model, we have strengthened our sustainability governance structure in 2022. The Sustainability Committee is appointed by the Board and tasked with developing, reviewing and recommending sustainability strategies and goals, in addition to monitoring emerging trends, policies and practices to identify material ESG risks and opportunities for mitigating actions. Performance of sustainable initiatives is kept track to ensure adherence to legal requirements and internal policies. The Sustainability Committee also assesses the annual sustainability report and other public disclosures related to sustainability for the Board's approval. Meetings are held at least twice a year.

To facilitate the coordination and implementation of sustainability initiatives, the Sustainability Committee is supported by the Sustainability Leading Group and Sustainability Working Group. The Sustainability Leading Group, comprising senior management from different departments and subsidiaries, is responsible for supervising sustainability issues including risks and opportunities, driving the development and implementation of initiatives according to established policies and strategic directions. Regular meetings are held at least once a year to review the progress. Meanwhile, the Sustainability Working Group is responsible for formulating sustainability related policies and measures, as well as coordinating with various business units to facilitate the execution of the Group's sustainability initiatives and timely reporting to the Leading Group. All relevant departments and subsidiaries actively collaborated in deploying sustainability policies and spending efforts to drive the alignment of the Group's business operations with the formulated sustainability strategies and action plans.

可持續發展管治架構

本集團不斷評估和完善其可持續發展治理架構，以加強對這些關鍵議題的監督。由董事局作為本集團的可持續發展事宜之最高決策層及最高監督機構，提供策略方向，並負責制定和審查重大議題的戰略和目標。同時，董事局亦負責監督本集團可持續發展事宜，當中包括就可持續發展相關風險進行評估、優次排序及管理，以確保適當的風險管理和控制。為使董事局及時瞭解新興的規範，我們提供了可持續發展培訓，內容包括TCFD準則、氣候披露、減碳規劃和反貪污。此外，本集團制定了《董事局成員多元化政策》，就設立多元化董事局組成時考慮性別、年齡、文化、教育、經驗、知識和任期等因素提供指導。提名委員會及董事局負責監督政策的執行情況，並在公司治理報告中匯報，以逐步加強可持續發展績效方面的問責和決策制定。

此外，為進一步將可持續發展融入業務戰略的制定，並積極建立可持續發展的運營模式，我們已於2022年完善可持續發展治理架構。可持續發展委員會由董事局任命，負責制定、審查和建議可持續發展戰略和目標，並監測新趨勢、政策和實踐，以識別重大的環境、社會和治理風險以及採取緩解措施的機會。同時負責跟蹤可持續發展措施的執行情況，以確保符合法律要求和內部政策。可持續發展委員會亦負責評估年度可持續發展報告和其他與可持續發展相關的公開資訊，以供董事局批准。委員會每年舉行最少兩次會議。

為促進可持續發展措施的協調和實施，可持續發展領導小組及可持續發展工作小組將輔助可持續發展委員會。可持續發展領導小組由各部門及附屬公司的高級管理人員組成，負責監督可持續發展事宜，當中包括其風險及機遇，同時根據既定政策和戰略方向推動各項措施的制定和實施。每年最少舉行一次定期會議以審查進展情況。同時，可持續發展工作小組負責實施和制定與可持續發展相關的政策和措施，並與各業務部門協調，促進本集團可持續發展措施的執行，以及時向可持續發展領導小組匯報。各相關部門及附屬公司積極合作部署可持續發展政策及工作，推動本集團的業務營運與已制定的可持續發展策略及行動計劃一致。



GOVERNANCE OPTIMISATION 優化管治

The Board 董事局

- Oversee sustainability matters
監督可持續發展事宜
- Formulate and review sustainable development strategies and objectives
制定和檢討可持續發展戰略及目標
- Implement and improve sustainability risk management and internal control system
落實與完善可持續發展風險管理及內部監控系統
- Approve sustainability-related report
審批可持續發展相關報告

Sustainability Committee 可持續發展委員會

- Identify sustainability risks
識別可持續發展風險
- Make recommendation and report to the Board regularly on the progress and management status
定期向董事局作出建議，並匯報進度及管理情況
- Review sustainability-related report
審閱可持續發展相關報告
- Assist the Board in supervising the sustainable development performance e.g. the completion progress of KPIs, of the Group as a whole and of each department
協助董事局監督集團整體及各部門可持續發展表現及風險，如績效指標完成進度

Sustainability Leading Group 可持續發展領導小組

- Oversee and regularly report to the Committee on the implementation status of sustainability-related activities
監督及定期向委員會匯報可持續發展工作的執行情況
- Coordinate and formulate sustainability policies and directions
統籌及定立可持續發展政策及發展方向
- Supervise various departments in completion of sustainability disclosure
督導各部門完成可持續發展披露
- Supervise the risks and opportunities related to sustainability
監督與可持續發展相關的風險和機遇

Sustainability Working Group 可持續發展工作小組

- Coordinate and oversee business departments and subsidiaries in driving the implementation of sustainability activities, such as evaluating risk and compiling sustainability reports
協調及監督各業務部門和附屬公司，促進可持續發展工作的執行，包括風險評估、編制可持續發展報告等
- Regularly collect feedbacks
定期收集反饋意見
- Summarise and compile KPIs
匯總及編製關鍵績效指標
- Report to the Sustainability Leading Group on implementation progress in a timely manner
及時向可持續發展領導小組匯報執行進度



GOVERNANCE OPTIMISATION 優化管治

SUSTAINABILITY STRATEGY

Embracing the sustainability philosophy of “Promoting green civilisation, upholding sustainable development, and pursuing the harmony between corporate development, production, life, and ecological development”, the Group established a systematic governance structure to facilitate vigilant oversight, monitoring and advancement on material issues impacting the sustainability performance, and regularly review the performance of significant sustainability issues.

To manifest our corporate vision of cultivating a sustainable environment and optimising stakeholders’ wellness, the Group has set the specific and quantitative framework. Our sustainability strategy centres five fundamental pillars, namely Strategic Development, Building a Sustainable Supply Chain, Supporting Talent Development, Excellent Environmental Management, Serving and Giving Back to Community. For each pillar, we have identified different key focus areas as follows.


可持續發展策略

本集團秉承「倡導綠色文明，堅持可持續發展，將企業發展與生產、生活、生態發展和諧統一」的可持續發展理念，建立了有系統的管治架構，對影響可持續發展績效的重大議題進行監督、監測和推進，並定期評估重大可持續發展議題的績效。

為落實我們的企業願景，營造可持續發展環境，並提升持份者的福祉，本集團已制定具體且量化的框架。我們的可持續發展戰略以五大關鍵支柱為核心，分別為策略性發展、建設可持續供應鏈、支持人才發展、卓越環境管理及服務回饋社會，而針對每個支柱，我們識別出以下不同的重點關注範疇。



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Strategy and Report Section 策略及報告章節	Targets and Action Plans 目標及行動計劃	UNSDGs 聯合國可持續發展目標
<p>Strategic Development 策略性發展</p>	<p>Establish internal innovation management system and protect intellectual property rights 建立內部創新管理體制及保護知識產權</p> <ul style="list-style-type: none"> Establish internal technical talents and R&D projects 確立內部技術人才及研發項目 Establish the progress and work plan of innovative technology, and the number and content of patent application projects every year 每年定立創新科技進度及工作計劃，以及專利申請項目數量及內容 <p>Enhance the Group's technological innovation capabilities 提升本集團的科技創新實力</p> <ul style="list-style-type: none"> Leverage external funding for R&D, to promote the development of innovative technologies (such as the Hong Kong Innovation and Technology Fund, Green Tech Fund, Construction Innovation and Technology Fund, etc.) 善用外部資助的研發資金，推動創新技術發展（香港創新及科技基金、低碳綠色科研基金、建造業創新及科技基金等） Collaborate with universities and other academic/R&D institutions to jointly develop new products and services 與大學及其他學術／研發機構合作，共同開發新產品和服務 Strengthen the application of water testing robots and welding robots 加強對試水機械人、燒焊機器人的應用 Strengthen the construction of the Digital Far East Platform, in order to improve the standardisation, intelligence, and refinement of project operation management, and reduce project risks 加強對數碼化遠東平台的建設工作，以提升項目運營管理標準化、智能化、精細化，降低項目風險 <p>Practice innovative technology applications 實踐創新技術應用</p> <ul style="list-style-type: none"> Increase BIM usage and commence the use of BIM in new projects to improve work efficiency through digital management 提升BIM使用率，於新項目開展使用BIM，以數字化管理提升工作效率 Huanggu Thermoelectricity continues to carry out ultra-low emission technological transformation of hot water boilers and implements optimization and transformation of the primary network and heat exchange station system year by year to improve the safety and reliability of pipe network operation and achieve energy saving and consumption reduction 皇姑熱電持續進行熱水鍋爐超低排放技術改造，逐年實施一級網及換熱站系統優化改造，提高管網運行的安全性、可靠性及實現節能降耗 <p>Enhance the use of prefabricated units and customise standardised products 提升預製件的使用及定制標準化產品</p> <ul style="list-style-type: none"> Far East (Hong Kong) designs standardised products for developers to choose which can save molds, reduce energy and resource consumption 遠東香港設計標準化產品供業主選擇，以節約模具，降低能源及資源使用 	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 




GOVERNANCE OPTIMISATION 優化管治

Strategy and Report Section 策略及報告章節	Targets and Action Plans 目標及行動計劃	UNSDGs 聯合國可持續發展目標
<p>Building a Sustainable Supply Chain 建設可持續供應鏈</p>	<p>Increase the use of low-carbon and green/sustainable materials 提升低碳及綠色／可持續物料使用</p> <ul style="list-style-type: none"> Establish procurement principles for green/sustainable materials, requiring suppliers, especially those involved in high-pollution and high-energy-consuming industries, to provide relevant certificates such as ISO and environmental qualifications for approval before their products can be used 規範綠色／可持續物料的採購原則，要求供應商，特別是高污染及高效能的行業，提供ISO、環保資格證等相關證書，予以審批才可使用 Conduct investigations on existing/potential suppliers, establishing a database of low-carbon and green materials/products, and promoting green and low-carbon procurement 對現有／潛在供應商進行調查，設立低碳及綠色物料／產品資料庫，推動綠色低碳採購 <p>Properly assessing the sustainability risks and performance of suppliers 妥善評估供應商的可持續發展風險及表現</p> <ul style="list-style-type: none"> Revise internal management documents by incorporating environmental and procurement principles. For specific materials and suppliers for each project, establish requirements for material consumption rates, environmental protection and anti-corruption measures 修定內部管理文件，加入環境合規及採購原則。針對每單工程的具體物料及供應商，對材料損耗率、環境保護以及反貪建立要求 <p>Communicate the Group's sustainability policy to suppliers, contractors and business partners 向供應商、承建商及業務夥伴傳遞本集團的可持續發展政策</p> <ul style="list-style-type: none"> Incorporate reasonable procurement distance (not exceeding 800km) as one of the criteria for selecting green suppliers 將合理的採購距離（不超過800km）納入綠色供應商選擇標準之一 Organise at least one supplier and subcontractor training/seminar annually to communicate the Group's sustainable development requirements 每年舉辦最少一場供應商及分判商培訓／研討會，傳達集團的可持續發展要求 	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 



GOVERNANCE OPTIMISATION 優化管治

Strategy and Report Section 策略及報告章節	Targets and Action Plans 目標及行動計劃	UNSDGs 聯合國可持續發展目標
<p>Supporting Talent Development 支持人才發展</p>	<p>Reduce employee turnover rate 降低員工流失率</p> <ul style="list-style-type: none"> Plan to ensure that the annual employee turnover rate remains below 25% 計劃保證每年員工流失率均低於25% Conduct regular employee satisfaction surveys and increase employee activities to enhance the sense of belongings to the company 定期進行員工滿意度調查，並增加員工活動以提升對公司的歸屬感 <p>Enhance employee training 提升員工培訓</p> <ul style="list-style-type: none"> Taking 2021 as the base year, the average number of employee training hours will increase by 15% in 2024, and provide more diversified training for employees 以2021年為基準年，員工平均培訓時數於2024年提升15%，為員工提供更多元化的培訓 Strengthen training related to sustainable development and low-carbon practices 加強可持續發展及低碳相關的培訓 Provide annual anti-corruption training 提供年度反貪污培訓 <p>Protect occupational safety of staff 保障員工的職業安全</p> <ul style="list-style-type: none"> Provide OHS training to all employees every year starting from 2025 2025年起，每年均為所有員工提供職安健培訓 Lower the employee injury rate by 9% in 2024 compared to 2021 員工因工傷損失日數比率於2024年較2021年降低9% 	



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Strategy and Report Section 策略及報告章節	Targets and Action Plans 目標及行動計劃	UNSDGs 聯合國可持續發展目標
<p>Excellent Environmental Management 卓越環境管理</p>	<p>Carbon neutrality transition 碳中和轉型</p> <ul style="list-style-type: none"> Reduce carbon intensity by 25% by 2026 compared to 2021 於2026年前，比2021年將碳密度降低25% Achieve carbon neutrality in Hong Kong and Chinese Mainland by 2050 and 2060 respectively 香港及內地分別於2050年和2060年前實現碳中和 <p>Improve energy efficiency and increase the use of renewable energy 提升能源效益及增加可再生能源使用</p> <ul style="list-style-type: none"> Increase the use of renewable energy in business operations (including reducing the use of fossil fuels in vehicles and the use of solar energy) 提升業務中的可再生能源使用，(包括減少車輛的化石燃料使用及使用太陽能) Reduce unnecessary business trips and increase the frequency of video conferences 減少不必要商務差旅，提升視像會議使用頻率 The heating business continues to explore new approaches such as renewable energy, waste heat recovery, energy storage, and digitalized management 供暖業務持續探索新途徑，如新能源、餘熱回收、能量存儲及數據化管理 Promote the development of BIPV industry, continue to research and develop BIPV products, complete demonstration projects, and participate in relevant exhibitions and promotional activities 推動BIPV行業發展，持續研發BIPV產品，完成示範項目，並參與有關展覽及宣傳活動 Far East USA and Canada plan to reduce diesel usage in construction sites or vehicles by approximately 30% by 2025 遠東美國及加拿大將於2025年前減少工地或車輛的柴油使用約30% <p>Continue to promote paperless office 持續推行無紙化辦公</p> <ul style="list-style-type: none"> Reduce paper consumption through the adoption of paperless office or BIM technology 通過無紙化辦公或BIM技術的使用，降低用紙量 Gradually increase the amount of certified paper usage 逐步提升認證紙張使用量 <p>Use environmentally friendly packaging materials 使用環保的包裝物料</p> <ul style="list-style-type: none"> Reduce the density of packaging materials used by 10% in 2026 compared to 2022 2026年較2022年包裝物料使用密度減少10% Research on the use of environmentally friendly materials such as glass protection film and transport boxes 研究使用環保的玻璃保護膜、單元運輸箱等物料 	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>13 CLIMATE ACTION</p> 



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Strategy and Report Section 策略及報告章節	Targets and Action Plans 目標及行動計劃	UNSDGs 聯合國可持續發展目標
Serving and Giving Back to Society 服務回饋社會	Enhance community investment projects and concern the youth development 提升社區投資項目及關注青少年發展 <ul style="list-style-type: none"> Focus on youth development in Hong Kong and co-organise public welfare activities with external organisations, for example the “Child Development Initiative Alliance” and “Strive and Rise Programme” 關注本港青少年發展及與外部機構合辦公益活動，如「青少年發展企業聯盟」及「共創明Teen」計劃 Increase the number of hours and volunteers participating 提高義工參與時數及人數 Improve employment opportunities for young people 提升對年輕人的就業機會 	



GOVERNANCE OPTIMISATION 優化管治

SUSTAINABILITY POLICY

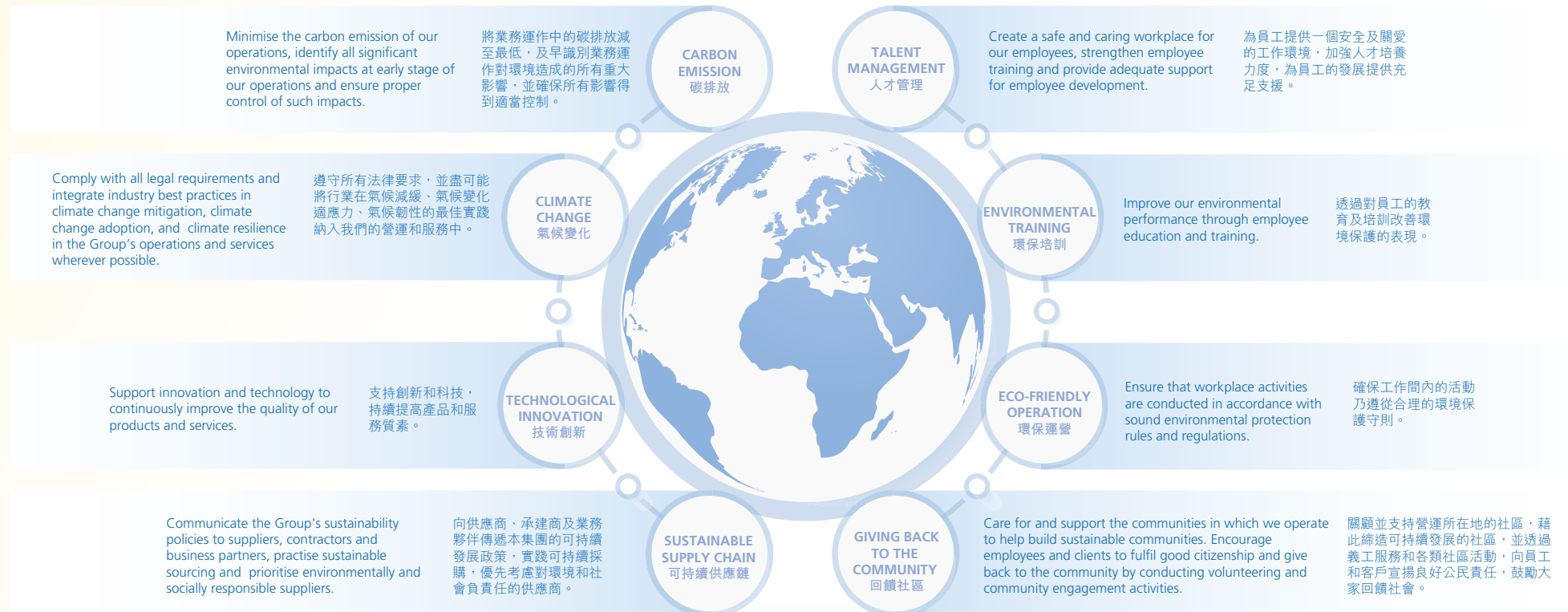
Our *Sustainability Policy* reflects our commitment in integrating innovation and sustainable practices into our business development. We are committed to nurturing a culture of green operation and fulfilling our corporate environmental and social responsibilities. By creating long-term values for our stakeholders, we actively demonstrate that environmental stewardship and business prosperity are not mutually exclusive but rather intertwine. With unwavering determination, we stay the course in the transformation of innovation and sustainable development, empowering us to make a positive impact on society and the environment, both today and for our future generations. In 2023, the Group has joined the “ESG Pledge Scheme” organised by The Chinese Manufacturers’ Association of Hong Kong, which we pledge to make improvement in performance related to environment, social responsibility, and governance by making actions and working together to create a sustainable future.

The *Sustainability Policy* of the Group outlines various development strategies and principles across different aspects of sustainability:

可持續發展政策

我們的《可持續發展政策》反映我們將創新和可持續發展實踐融入業務發展的承諾。我們致力於培養綠色經營文化及履行企業的環境和社會責任。通過為持份者創造長期價值，我們積極證明環境管理與業務繁榮並非對立，而是相互交織。我們堅定不移地走向創新轉型和可持續發展之路，使我們能夠對當代和後代的社會和環境產生正面影響。2023年，本集團已加入香港中華商廠聯合會「ESG約章」行動，我們承諾通過行動改善環境、社會責任和管治方面的表現，攜手共創可持續發展的未來。

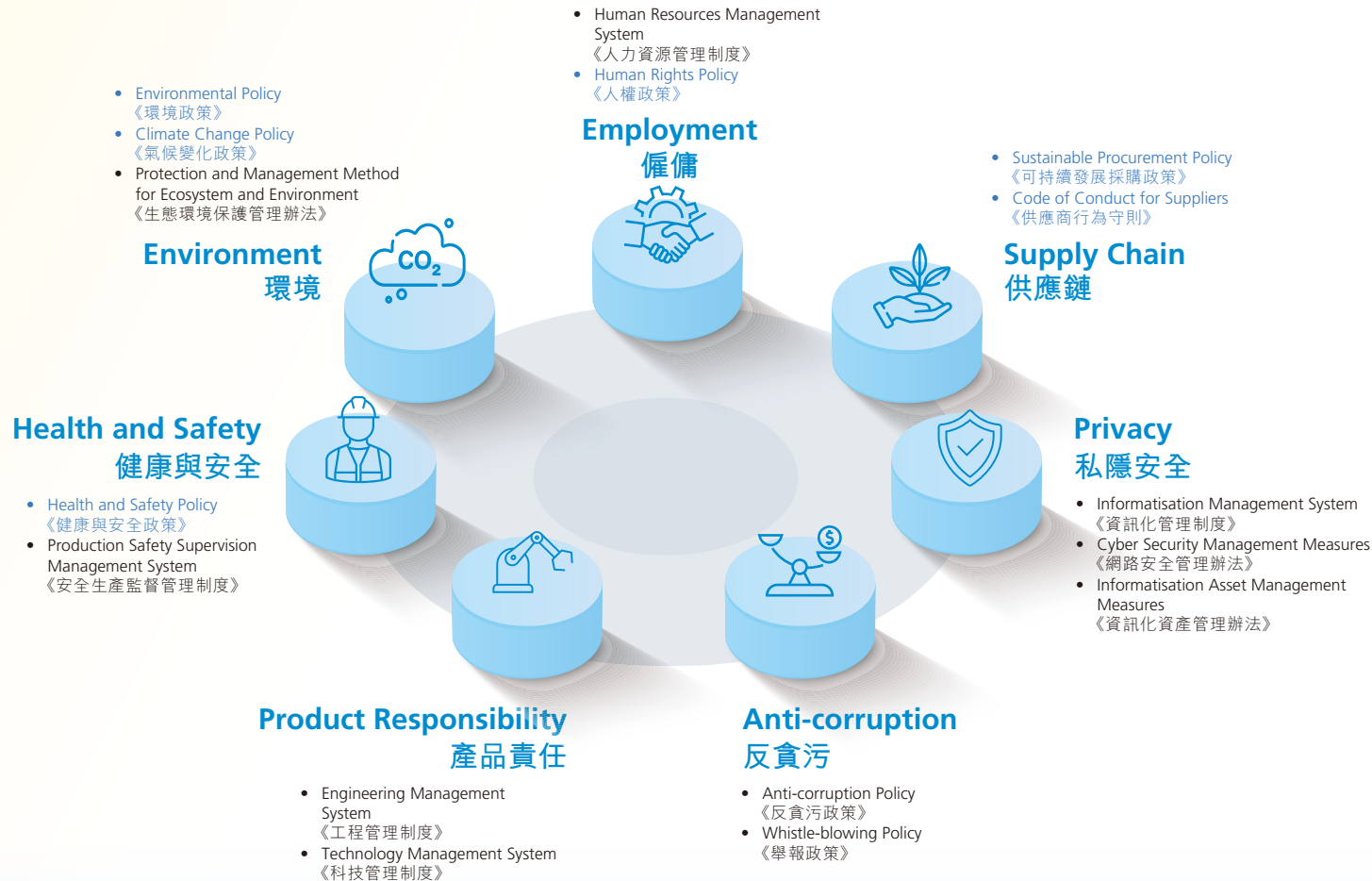
本集團的《可持續發展政策》概述了可持續發展於不同方面的各種發展戰略和原則：



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In line with our commitment to sustainability, we have further strengthened our dedication to responsible business practices by formulating six additional policies in 2023. These policies have been developed to complement and support the *Sustainability Policy*, which builds the foundation of our ESG initiatives. By expanding our policy framework, we aim to enhance our overall sustainability performance and address key challenges and opportunities related to climate change, human rights, health and safety, and procurement through concrete actions. These new policies reflect our continuous endeavour to embed sustainable practices across our operations, and we present them on corporate website to enhance transparency and demonstrate our commitment to responsible corporate stewardship.

為符合我們對可持續發展的承諾，我們於2023年制定了六項新政策，進一步加強對負責任商業行為的承諾。這些政策的制定是為了補充和支持《可持續發展政策》，並為我們的環境、社會及管治措施打下基礎。通過擴展我們的政策框架，我們致力於提高我們整體的可持續發展績效，並通過實際行動應對與氣候變化、人權、健康和 safety 以及採購相關的主要挑戰和機遇。這些新政策反映了我們不斷努力將可持續發展實踐貫穿於整個營運過程中，我們已於公司網站上載列這些新政策以提高透明度，並展示我們對負責任的企業管理的承諾。



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SUSTAINABILITY RISK MANAGEMENT

RISK MANAGEMENT STRUCTURE

Acknowledging the potential impact of the evolving sustainability risks and the inherent opportunities in the dynamic operating environment, we remain committed to proactive risk management. A robust risk assessment mechanism with a clear management structure has been established in pursuit of an effective oversight of sustainability risks. This mechanism strengthens the risk identification and prevention processes, while ensuring the continuity of our operations by active management of sustainability risks and opportunities for sustainable outcomes.

The Sustainability Committee, operating under the purview of the Board, plays a pivotal role in evaluating the impact of sustainability risks and opportunities on the Group. Through comprehensive assessments, the committee ensures that our risk management framework encompasses major sustainability-related risks. Moreover, the committee advises the Board on risk mitigation strategies, providing forward-looking plans into addressing these risks effectively. The Sustainability Leading Group is responsible for monitoring and reviewing the Group's sustainability-related risks, ensuring comprehensive risk management is exercised. They regularly report to the Sustainability Committee on the risks identified and take a proactive stance in proposing viable solutions to mitigate them. The Sustainability Working Group takes charge of coordinating efforts among different departments in assessing risks related to sustainability, as well as reporting to the Sustainability Leading Group regularly.

To systematically assess sustainability-related risks, the Group has established management procedures. Firstly, an analysis of the industrial and market trend is conducted by evaluating materiality assessment, risk analysis reports and megatrend analysis report to identify a list of potential sustainability risks. Subsequently, by evaluating potential relevance and impact of the risks on our business, financial performance, development strategy, operational management, reputation, and other relevant factors, the Group consolidates the risk inventory. These potential sustainability risks arise from financial market uncertainties, potential project failures, legal liabilities, credit risks, accidents, natural disasters, deliberate attacks from external parties, and unforeseen events, etc. Relevant department heads and top management are then engaged regularly to assess the likelihood and severity of each sustainability risk in the risk inventory. Based on this evaluation, the Group prioritises the risks and proceeds to review the management of high-risk items in order to develop or enhance risk management plans and continuously improve its risk management efforts.



可持續發展風險管理

風險管理架構

我們了解到潛在的可持續發展風險及其固有的機遇正不斷演變，因此我們始終致力於積極主動的風險管理。為有效監督可持續發展風險，我們建立了一個健全的風險管理架構，並具備明確的職責分工。這一機制加強風險識別及預防的流程，同時通過積極應對環境、社會及管治風險，利用各種機會實現可持續發展，以確保我們業運的延續性。

董事局轄下的可持續發展委員會在評估可持續發展風險和機遇對本集團的影響方面發揮著舉足輕重的作用。通過全面評估，該委員會確保我們的風險管理框架涵蓋與可持續發展相關的主要風險。此外，該委員會就風險緩解戰略向董事局提出建議及前瞻性規劃，以有效應對這些風險。可持續發展領導小組負責監控和評估本集團與可持續發展相關的風險，確保實施全面的風險管理。他們定期向可持續發展委員會報告所發現的風險，並積極提出可行的解決方案來降低風險。可持續發展工作組負責協調不同部門之間的工作，評估與可持續發展相關的風險，並定期向可持續發展領導小組彙報。

為有系統地評估與可持續發展相關的風險，本集團建立了評估可持續發展風險的管理程序。首先，通過重要性評估、風險分析報告和大趨勢分析報告，對行業及市場趨勢進行分析並識別一系列的潛在可持續發展風險。隨後，本集團通過評估風險與本集團業務、財務表現、發展策略、營運管理、聲譽及其他相關因素的潛在關聯性和影響整合出風險清單。這些潛在可持續發展風險來自金融市場的不確定性、項目失敗的威脅、法律責任、信用風險、事故、自然原因和災難、來自對手蓄意攻擊、或不確定原因及事件等。相關部門負責人和高層管理人員會定期評估風險清單中每項可持續發展風險的可能性和嚴重性。根據評估結果，本集團對風險進行優先排序，並著手審視高風險專案的管理情況，以制定或加強風險管理計劃，不斷改進風險管理工作。



GOVERNANCE OPTIMISATION 優化管治

RISK PROFILE

Health and Safety

Report Section: Occupational Health and Safety

Potential Sustainability Risks	Management Measures
<ul style="list-style-type: none"> Our business nature involves engineering and construction, which poses considerable risks to health and safety. Health and safety incidents could bring legal consequence and adversely affect the operation and reputation of the Group. 	<ul style="list-style-type: none"> The Group has formulated and implemented the <i>Health and Safety Policy</i> in 2023. Other related policies and measures are also in place to support the Policy, including the <i>Work Safety Supervision and Management System</i>, and <i>Corporate Safety Management System Manual – Internal Code of Conduct on Safety</i>. The Group has established a safety management committee which is responsible for holding regular meetings to review existing internal policies and measures. To create a safe workplace for our employees and subcontractor workers, we have deployed safety supervisors at each project site to conduct internal risk assessments and ensure adequate precautionary measures are provided. We have provided sufficient health and safety training to employees, promoting awareness and empowering them to identify and mitigate risks effectively. By 2025, our target is to provide OHS training to all our employees annually. Each subsidiary within the Group adopts safety management measures tailored to their respective business areas. Far East (Hong Kong) conducts regular safety assessments every six months to closely monitor and evaluate the OHS performance in construction sites. Huanggu Thermolectricity has implemented a set of policies regarding health and safety in heating industry, as well as the <i>Management System on Award and Punishment for Safety</i>. China Overseas Supervision guides employees in timely participation and effective assessment of occupational hazards. This procedure identifies and lists significant hazardous sources, assesses their risk levels, and establishes corresponding management and control measures.

風險狀況

健康與安全

報告章節：職業健康與安全

潛在可持續發展風險	管理措施
<ul style="list-style-type: none"> 我們的業務涉及工程與施工，存在較大的健康與安全風險。 健康和安全事故可能會帶來法律後果，並對本集團的營運和聲譽造成不利影響。 	<ul style="list-style-type: none"> 本集團已於 2023 年制定並實施《健康與安全政策》，並制定了其他相關政策和措施以配合此政策，包括《安全生產監督管理制度》和《公司安全管理系統手冊－內部安全守則》。 本集團已成立安全管理委員會，負責定期舉行會議，檢討現行的內部政策和措施。 為了給員工和分包商工人創造一個安全的工作場所，我們在每個工地專案都配置了安全監督員，進行內部風險評估，確保提供足夠的預防措施。 我們為員工提供充分的健康與安全培訓，提高他們的安全意識，使他們能夠有效地識別和降低風險。到 2025 年前，我們的目標是每年均為所有員工提供職安健培訓。 每個附屬公司都會針對其相應的業務領域採取相應的安全管理措施。 遠東香港每六個月進行定期安全評估以密切監控和評估建築工地的職安健表現。 皇姑熱電已實施一系列與供熱行業相關的健康與安全政策，同時亦實施《安全獎懲管理制度》。 中海監理指導員工及時參與和有效評估職業危害，並識別和列舉重大危害源以及評估其風險水平，從而建立相應的管理和控制措施。



GOVERNANCE OPTIMISATION 優化管治

Technological Innovation

Report Section: Advanced Sustainability Technology

Potential Sustainability Risks	Management Measures
<ul style="list-style-type: none"> New technologies (e.g. BIM, MiC, BIPV) brings development opportunities to the industry. Failure to seize the opportunities may undermine the Group's competitiveness and long-term development in the industry. 	<ul style="list-style-type: none"> The Group has established the Technology and Innovation Leading Group led by the Chief Executive Officer to drive the opportunities arise from innovative technologies. The Group has established separate innovation and R&D teams focusing on new technologies like BIM, BIPV, passive facade, smart factory, and modular facades with inner push-type installation techniques. Our subsidiaries have detailed guidance on technological innovation, development, and intellectual property management. We actively seek partnerships with external R&D and academic institutions to jointly develop new products and services.

技術創新

報告章節: 先進可持續發展技術

潛在可持續發展風險	管理措施
<ul style="list-style-type: none"> 創新技術（如 BIM、MiC、BIPV）為行業帶來了發展機遇。如未能把握機遇，可能會削弱本集團在行業中的競爭力和長遠發展。 	<ul style="list-style-type: none"> 本集團已成立由行政總裁帶領的科技創新領導小組以推動創新技術帶來的機遇。 本集團已成立獨立的創新和研發團隊，專注於 BIM、BIPV、被動式幕牆、智慧化工廠及單元式幕牆內推式安裝技術等的創新技術。 我們的附屬公司在技術創新、開發和智慧財產權管理方面均有詳細的指導。 我們積極尋求與外部研發和學術機構合作，共同開發新產品和服務。



GOVERNANCE OPTIMISATION 優化管治

Climate Change

Report Section: Climate Resilience

Potential Sustainability Risks	Management Measures
<ul style="list-style-type: none"> Increasing frequency and impact of extreme weather pose significant risks to the Group's business (e.g. damage to construction sites from hurricanes, rainstorms, and floods; adverse effects on workers' health from extreme hot weather). Due to China's "Dual Carbon" target and Hong Kong's 2050 carbon neutrality goal, various policies and guidelines are gradually introduced, such as energy structure, low-carbon buildings, climate risks, etc. we can foresee tightened regulatory requirements which necessitate a climate-resilient business model. Having business resilience to climate change is an irresistible trend, we must adapt their environmental and climate change policies and operational models to evolving regulations and market needs. This entails investment in new technologies, equipment, and processes to effectively address economic risks and transition to low-carbon economy. 	<ul style="list-style-type: none"> The Group has formulated and implemented the <i>Climate Change Policy in 2023</i>, which aims to manage climate risks and opportunities throughout the entire business operation and value chain, mitigate the impact of climate change on business, adapt to changes in the climate environment, and strengthen the Group's ability to combat climate change. <p><i>Mitigation</i></p> <ul style="list-style-type: none"> The Group has established carbon reduction target, aiming to reduce carbon intensity by 25% by 2026 when compared to 2021 (carbon emissions/revenue) and achieve carbon neutrality in Hong Kong and Chinese Mainland by 2050 and 2060 respectively. Increase the use of renewable energy, low-carbon energy and technologies in all stages of building life cycle, from design, construction to operation. <p><i>Adaptation</i></p> <ul style="list-style-type: none"> Assess climate-related physical and transition risks and opportunities, incorporate them into business decisions. To address extreme weather, the Group has formulated emergency measures and has arranged all departments to implement proper prevention work in office areas and construction sites. <p><i>Resilience</i></p> <ul style="list-style-type: none"> Develop project budgets for climate risks prevention as needed. Cooperate with local government policies of the operating regions and continuously monitor the impact of carbon emissions trading mechanisms on business.



氣候變化

報告章節: 氣候韌性

潛在可持續發展風險	管理措施
<ul style="list-style-type: none"> 極端天氣發生的頻率和影響持續上升，對本集團的業務帶來重大風險（如颶風、暴雨和洪水對建築工地造成的破壞；極端炎熱天氣對工人健康造成的不利影響）。 基於中國的「雙碳」目標及香港2050年的碳中和目標，各項政策及指引逐步出台，如能源結構、低碳建築、氣候風險等，我們可以預見監管要求將會收緊，故此將需要具氣候抗禦力的商業模式。 業務兼具氣候韌性是一種不可抗拒的趨勢，我們必須調整環境及氣候變化政策和營運模式以適應不斷變化的法規及市場需要。並對新技術、設備和流程上進行投資，以有效應對經濟風險並向低碳經濟轉型。 	<ul style="list-style-type: none"> 本集團已於2023年制定並實施《氣候變化政策》，以管理其業務營運及價值鏈中的氣候風險及機遇，減輕氣候變化對業務的影響，適應氣候環境的變化，並加強本集團應對氣候變化的能力。 <p><i>緩解</i></p> <ul style="list-style-type: none"> 本集團已訂立減碳目標，務求於2026年前比2021年將碳密度（碳排放／營業額）減少25%，並在香港和內地分別於2050年和2060年或之前實現碳中和的目標。 在建築生命週期的各個階段中（設計、施工到營運）增加可再生能源、低碳能源和技術的使用。 <p><i>適應力</i></p> <ul style="list-style-type: none"> 評估與氣候相關的物理及轉型風險與機遇，並將其納入業務決策。 針對極端天氣，本集團已制定應急措施，並安排各部門在辦公區域和建築工地做好防範工作。 <p><i>抗禦力</i></p> <ul style="list-style-type: none"> 根據需要制定氣候風險防範專案預算。 配合營運地區的地方政府政策，持續監控碳排放交易機制對業務的影響。

GOVERNANCE OPTIMISATION 優化管治

Supply Chain & Logistics

Report Section: Building a Sustainable Supply Chain

Potential Sustainability Risks	Management Measures
<ul style="list-style-type: none"> Ensuring a resilient and sustainable supply chain is crucial to mitigate potential supply chain disruptions and maintain our commitment to responsible sourcing. Sustainability-related incidents may adversely impact our reputation, such as violations of environmental standards or unethical labour practices. Under the current dynamic business environment, the change in policies in different jurisdictions may hinder the transportation and logistics. 	<ul style="list-style-type: none"> The Group has formulated and implemented the <i>Sustainable Procurement Policy</i> and the <i>Code of Conduct for Suppliers</i> in 2023. We are committed to strengthening cooperation with contractors, suppliers, and subcontractors, aiming to help improve their resilience and sustainability through responsible procurement practices, while reducing environmental and social risks in the supply chain. The <i>Code of Conduct for Suppliers</i> has provided guidance on business ethics; labour standards; diversity, equal opportunity and anti-discrimination; human right and employment system; health and safety; environmental protection; and requirement for compliance. We avoid excessive dependence on any single supplier or subcontractor as far as possible. This approach enables us to sustain operations even in the face of supply chain disruptions, ensuring continuity and minimising potential impacts on our business.



供應鏈及物流

報告章節: 建設可持續供應鏈

潛在可持續發展風險	管理措施
<ul style="list-style-type: none"> 確保供應鏈的韌性和可持續發展對於緩解供應鏈中斷和我們對負責任採購的承諾至關重要。 與可持續發展相關的事務可能會對我們的聲譽造成負面影響，例如違反環境標準或不道德的勞工行為。 在當前多變的商業環境下，各地政府的政策變化有機會阻礙運輸和物流。 	<ul style="list-style-type: none"> 本集團已於2023年制定並實施《可持續發展採購政策》及《供應商行為守則》。 我們致力於加強與承包商、供應商和分包商的合作，旨在通過負責任的採購行為幫助他們提高應變能力和可持續發展能力，同時降低供應鏈中的環境和社會風險。《供應商行為守則》已在商業道德、勞工標準、多樣性、平等機會和反歧視、人權和就業制度、健康和環境保護以及合規要求等各方面提供指導。 我們盡可能避免過度依賴任何一家供應商或分包商。這種方法使我們即使在供應鏈中斷的情況下也能維持營運及確保延續性，將業務的潛在影響降至最低。



GOVERNANCE OPTIMISATION 優化管治

Project services and performance

Report Section: Premium Quality Control; Advanced Sustainability Technology

Potential Sustainability Risks	Management Measures
<ul style="list-style-type: none"> Service failures in delivering complex facade projects on time, within budget, and meeting customer requirements may result in financial loss, penalties, potential litigation, and reputational damage. 	<ul style="list-style-type: none"> The Group has established procedures to address project delivery risks, ensuring standardised practices and protocols for risk management. The procedures include identifying and quantifying project-specific risks, enabling targeted mitigation measures.

Product Quality and Responsibility

Report Section: Premium Quality Control

Potential Sustainability Risks	Management Measures
<ul style="list-style-type: none"> Product quality and responsibility are of paramount importance for safety in engineering and construction industries. Any defects in the quality control system could pose risks such as reputational damage, reduced market competitiveness, profitability, and market share. 	<ul style="list-style-type: none"> Quality management within the Group strictly adhere to ISO 9001:2015 requirements. Internal quality management systems, including the <i>Manufacturing Management System</i> and <i>Heating Management</i>, are established and implemented to standardise product manufacturing and quality control. Stringent quality inspection procedures are conducted for all products in the facade construction business before dispatching from the factory, and implemented comprehensive product protection measures are to ensure the high quality of delivered products. In the event of any identified quality issues with dispatched products, we will promptly investigate, verify, and arrange timely recall and replacement measures.



項目服務及履約

報告章節: 優質品質控制; 先進可持續發展技術

潛在可持續發展風險	管理措施
<ul style="list-style-type: none"> 倘未能依時按客戶要求及根據自身的成本交付複雜的幕牆項目可能會導致財務損失、罰款、潛在訴訟及聲譽受損。 	<ul style="list-style-type: none"> 本集團已制定應對專案交付風險的程序，確保風險管理的標準化做法和規程。程序包括識別及量化具體項目中的風險，從而能夠針對性地採取緩解措施。

產品質量與責任

報告章節: 優質品質控制

潛在可持續發展風險	管理措施
<ul style="list-style-type: none"> 產品品質與責任的安全對工程及建築行業至關重要。 品質控制系統中的任何缺陷都有機會帶來風險，如聲譽受損、市場競爭力下降、面臨盈利能力及市場佔有率下降的風險。 	<ul style="list-style-type: none"> 本集團的質量管理體系嚴格遵守 ISO 9001:2015 的要求。本集團已建立並實施《生產管理制度》和《供熱管理制度》等內部質量管理制度，以規範產品生產和品質控制。 幕牆工程業務的所有產品於出廠前均須通過嚴格的質量檢測程序，並實施全面的產品保護措施以確保交付高質量產品。一旦發現已發貨產品出現任何品質問題，我們將立即調查核實，並及時安排回收及更換措施。



GOVERNANCE OPTIMISATION 優化管治

STAKEHOLDER ENGAGEMENT

CSC Development recognises the utmost importance of effective communication with our stakeholders. We understand that engaging with stakeholders is not only essential for building strong relationships but also for gathering valuable feedback and opinions. As such, we have conducted regular review to identify the key stakeholders involved in long-term collaboration, as well as enhance the communication channels to understand their priorities, expectations, and perceptions regarding sustainability issues.

KEY STAKEHOLDER GROUPS AND COMMUNICATION CHANNELS

In 2023, the Group has identified the following key stakeholder groups, it is an integral part of our daily operations to communicate and engage with both our internal and external stakeholders. As such, we have implemented a range of communication channels to facilitate open and genuine dialogue.

持份者溝通

中國建築興業深知與持份者有效溝通的重要性，我們明白與持份者的溝通不僅對建立穩固的關係至關重要，同時能收集寶貴的回饋和意見。因此，我們定期進行審查以識別長期合作的主要持份者，並加強溝通管道以瞭解他們對可持續發展議題的關注重點、期望和看法。

關鍵持份者組別及溝通渠道

2023年，本集團識別了以下關鍵持份者組別，與內部和外部持份者溝通和接觸是我們日常營運不可或缺的一部分。因此，我們建立了一系列溝通管道，以促進公開、真誠的對話。

The Board and Management 董事局及管理層



Communication Channels

- Board meetings
- Executive meetings
- Questionnaire
- Interview with the management
- Phone and email

Stakeholder Concerns

- Healthy and sustainable business development
- Compliant business operations
- Business credit and influence

溝通渠道

- 董事局會議
- 行政會議
- 問卷調查
- 管理層訪談
- 電話及電郵

持份者關注重點

- 業務健康持續發展
- 企業守法合規經營
- 企業信譽與影響力

Employees 員工



Communication Channels

- Employee training and workshops
- Employee activities and meetings
- Employee suggestion box and employee symposiums
- Internal company newsletter
- Questionnaire

Stakeholder Concerns

- OHS
- Employee compensation and benefits
- Occupational training opportunities

溝通渠道

- 員工培訓及工作坊
- 員工活動及會議
- 員工意見箱及員工座談會
- 公司內刊
- 問卷調查

持份者關注重點

- 職安健
- 員工福利待遇
- 職業培訓機會

Clients and Property Owners 客戶與業主



Communication Channels

- Customer satisfaction survey
- Professional after-sales service
- Product quality monitoring

Stakeholder Concerns

- Product and service quality
- Protection of customer rights

溝通渠道

- 客戶滿意度調查
- 專業售後服務
- 產品質量監督

持份者關注重點

- 產品及服務質量
- 消費者權益保障



GOVERNANCE OPTIMISATION 優化管治

Suppliers and Contractors 供應商與承包商



Communication Channels

- Site inspection
- Supplier selection management
- Daily operation communication
- Questionnaire

Stakeholder Concerns

- Cooperation and mutual benefits
- Contract fulfilment

溝通渠道

- 實地考察
- 供應商甄選管理
- 日常業務交流
- 問卷調查

持份者關注重點

- 合作與共贏
- 誠信履約

Shareholders and Investors 股東及投資者



Communication Channels

- Shareholders' meeting
- Questionnaire
- Announcements, circulars, annual reports and financial statements

Stakeholder Concerns

- Healthy and sustainable business development
- Compliant business operations
- Risk control
- Return on investment

溝通渠道

- 股東大會
- 問卷調查
- 公告、通函、年報及財務報表

持份者關注重點

- 業務健康持續發展
- 企業守法合規經營
- 風險控制
- 投資回報

Peer Enterprises and Partners 同業及合作夥伴



Communication Channels

- Industry associations
- Industry standard-setting organisations

Stakeholder Concerns

- Cooperation and mutual benefits
- Product and service quality
- Contract fulfilment

溝通渠道

- 行業商會
- 行業標準制定組織

持份者關注重點

- 合作與共贏
- 產品及服務質量
- 誠信履約



GOVERNANCE OPTIMISATION 優化管治

Media 媒體



Communication Channels

- Announcements, circulars, annual reports and financial statements
- Website and social media

Stakeholder Concerns

- Information disclosure
- Community involvement

溝通渠道

- 公告、通函、年報及財務報表
- 公司官網及社交媒體

持份者關注重點

- 信息披露
- 社區參與

Government 政府機構



Communication Channels

- Response to national policies
- Active cooperation with government agencies in their supervision and inspection efforts
- Compliance with laws, regulations and government policies

Stakeholder Concerns

- Compliant business operations
- OHS
- Protection of customer rights

溝通渠道

- 響應國家政策
- 積極配合政府機構監督檢查工作
- 遵守法律法規及政府政策

持份者關注重點

- 企業守法合規經營
- 職安健
- 消費者權益保障

Communities and the Public 社區與公眾



Communication Channels

- Community involvement
- Volunteering service
- Charity and donations

Stakeholder Concerns

- Environmental protection
- Community involvement

溝通渠道

- 社區參與
- 義工服務
- 慈善及捐助項目

持份者關注重點

- 環境保護
- 社區參與



GOVERNANCE OPTIMISATION 優化管治

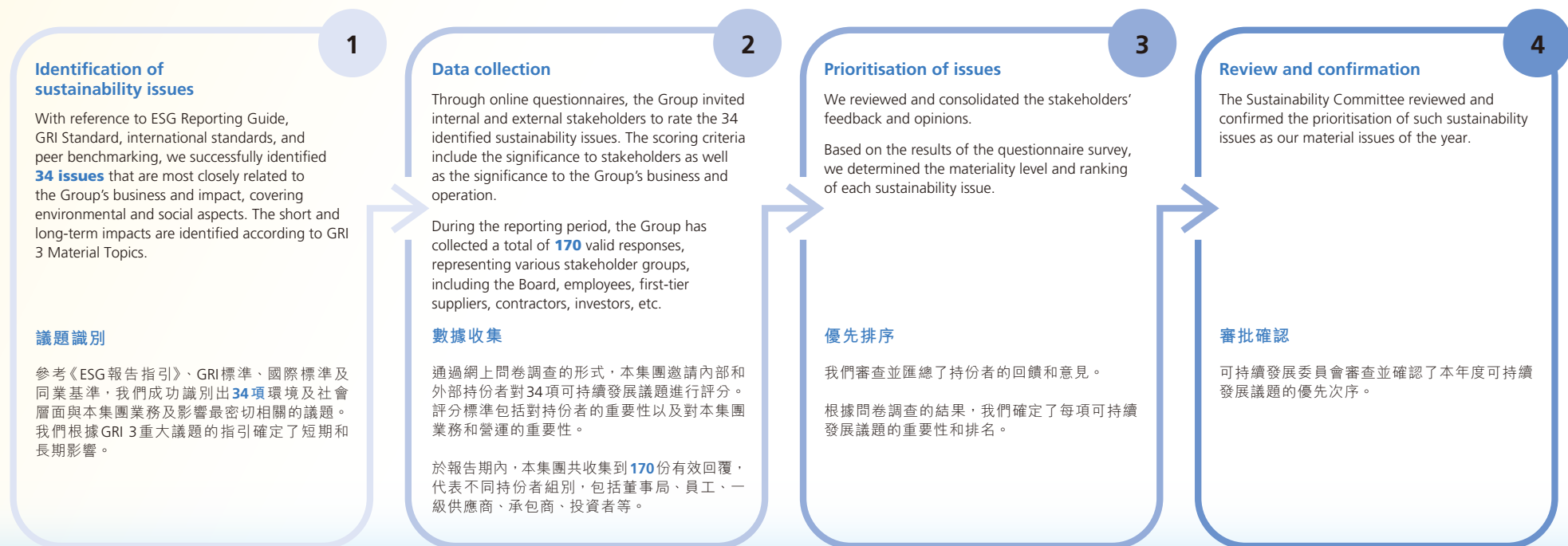
MATERIALITY ASSESSMENT

In 2023, we initiated the materiality assessment with the support of an independent consultant, which aims to understand our stakeholders' perceptions of the Group's ESG performance and their evolving expectations for the future. We continue to engage with internal and external stakeholders through an online questionnaire to extensively solicit their opinions, which serves as the basis of the materiality assessment. CSC Development continues to refine the approach to materiality, adopting a combined qualitative and quantitative approach to assessing material sustainability issues. 34 sustainability issues are identified based on ESG Reporting Guide, peer benchmarking, and international frameworks such as GRI Standards and SASB Standards. This includes assessing the positive and negative impacts that our relevant sustainability issues have on the economy, the environment and people (including impacts on human rights) across our value chain. The material topics and impacts are identified with the suggestion from GRI 3 Material Topics, within which the corresponding sector, products and geographic location are considered. For determining and prioritising the material topics, we have followed the GRI guidance in reaching consensus on the topics by taking considerations of the Group's activities, business relationships, sustainability context and stakeholders. Impacts and significance of the identified materiality topics are disclosed in the Report accordingly.

重要性評估

2023年，我們在獨立顧問的輔助下展開了重要性評估，旨在了解持份者對本集團在環境、社會及管治方面表現的看法，以及他們對未來不斷變化的期望。我們繼續與內部和外部持份者進行線上問卷調查，廣泛徵求他們的意見以作為重要性評估的基礎。中國建築興業持續完善重要性評估方式，採用定性和定量相結合的方法評估重大可持續發展議題，並根據《ESG報告指引》、同業基準、GRI標準和SASB標準等國際框架識別了34個可持續發展議題。當中，我們評估相關可持續發展議題對整個價值鏈中的經濟、環境和人群（包括對人權的影響）所衍生的正面和負面影響。並根據GRI 3重大議題的建議，確定了重大議題和影響，其中考慮了相應的產業、產品及地理位置。為確定和優先處理重大議題，我們已遵循GRI的指導，考慮本集團的活動、商業關係、可持續發展背景和持份者，以達成重要性議題的共識。報告中亦相應地披露了識別出的重大議題的影響和重要性。

Procedures for materiality assessment 重要性評估程序



GOVERNANCE OPTIMISATION 優化管治

BUSINESS ETHICS AND INTEGRITY

The Group is committed to upholding the highest standards of governance and ethics in all aspects of our business operations. Our unwavering dedication to integrity and honesty extends to both our internal practices and external collaborations. We also recognise the paramount importance of complying with anti-corruption laws and regulatory requirements, and we diligently adhere to these obligations in the locations where we operate.

ANTI-CORRUPTION POLICIES

To ensure our commitment to anti-corruption is steadfast, we have developed a comprehensive *Anti-Corruption Policy* that outlines the Group's expectations and requirements for all employees and associates. This policy establishes our zero-tolerance approach towards any form of corruption, including bribery, extortion, fraud, and money laundering. It encompasses various areas, such as the acceptance of benefits, offers of benefits, hospitality, conflicts of interest, and the maintenance of accurate records and accounts. By emphasising business integrity, honesty, fairness, impartiality, and transparency, we demonstrate our commitment to upholding and preserving the highest standards of ethical conduct. Furthermore, the Group has established ground rules to regulate the practices by implementing the *Code of Ethics and Discipline*, which explicitly prohibits any director or employee from using their position and authority to solicit or receive benefits, such as gifts, loans, remuneration, job offerings, contracts, services, or concessions. This code serves as an additional safeguard against corrupt practices and reinforces our dedication to maintaining the utmost ethical standards throughout the Group.

In 2023, Far East (Zhuhai) exerted our influence to external parties by issuing a letter to suppliers emphasising our commitment to business ethics. We encouraged the report of any malpractices and reiterated the severe consequences, including termination of collaboration and blacklisting, for any suppliers found in violation of the integrity principles. We understand that continuous improvement is essential in our journey towards maintaining responsible business practices. Accordingly, we regularly review and revise our policies to enhance their effectiveness and ensure they remain aligned with anti-corruption standards and best practices.

商業道德與誠信

本集團致力於在業務營運的每個環節中秉持最高的管治和道德標準。我們無論在公司內部營運或是與外部協作中都堅守誠信廉潔。同時我們瞭解遵守反腐敗法律和監管要求的重要性，並在營運所在地恪盡職守。

反貪污政策

為確保我們對反貪污的堅定承諾，我們已制定全面的《反貪污政策》，概述了本集團對所有員工及合作單位的期望和要求，表明了我們對任何形式貪污均採取零容忍態度，包括賄賂、勒索、欺詐和洗黑錢。該政策涵蓋多個方面，如接受利益、提供利益、款待、利益衝突以及維護準確的記錄和帳目。通過強調商業道德、誠信、公平、公正和透明度，我們表明了對堅持和維護最高道德行為標準的承諾。此外，本集團通過實施《道德與紀律守則》制定了基本規則以規範相關行為，明確禁止任何董事或員工利用職務和權力索取或收受利益，如禮物、借貸、報酬、職位、契約、服務及優惠，為防止腐敗行為提供額外保障，並強化本集團保持最高道德標準的決心。

2023年，遠東珠海通過向供應商發信強調我們對商業道德的承諾，向外部各方施加影響。我們鼓勵舉報任何不正當行為，並重申任何違反誠信原則的供應商都將承擔嚴重後果，包括終止合作關係及列入黑名單。我們深知在負責任商業行為中，持續改進至關重要。因此，我們定期審查和修訂我們的政策以提高其有效性，並確保它們始終與反貪污標準和最佳實踐保持一致。



GOVERNANCE OPTIMISATION 優化管治

WHISTLEBLOWING MECHANISM

The Group is committed to achieving and maintaining the highest standards of transparency, integrity, and accountability. We actively encourage all employees to report any concerns, actual or suspected misconduct, fraud, or unethical behaviour related to the Group. Our whistleblowing policy is an important component in ensuring the Group's commitment to transparency and covers internal reporting mechanisms applicable to all departments, levels of employees, and business partners, including customers, contractors, and suppliers.

Through our *Whistleblowing Policy*, we encourage employees and external individuals to report any actions that may violate the *Code of Ethics and Conduct* in a confidential and anonymous manner to the Head of Department, Chief Executive Officer, or the Audit Committee. Reporting can be done through a dedicated whistleblowing email or by post. The Group will promptly investigate and gather evidence regarding the whistleblowing reports. Subsequently, the Chief Executive Officer or the Audit Committee reviews investigation results and determines appropriate actions and measures based on the results, in order to assist in investigating and preventing misconduct, corrupt conduct, or immoral conduct within the Group. We do not tolerate any retaliation or threatening behaviours against the whistleblowers, and reserve the right to take appropriate action. Additionally, it is essential to emphasise that the Group takes the issues of false and malicious allegations seriously. Any employee found to be deliberately raising false and malicious claims will be subject to disciplinary action, including the possibility of dismissal and legal action.

At the subsidiary level, we also adopt a zero-tolerance approach and require the same commitment to transparency and accountability. Employees are encouraged to report concerns, misconduct, or unethical acts through dedicated channels established for whistleblowing, such as confidential phone lines and email addresses. In case of any employee found to have violated these policies in Hong Kong operation, we will report such incidents to the Independent Commission Against Corruption (ICAC) for further investigation and impose disciplinary sanctions on the employee concerned.

舉報機制

本集團致力於實現並保持公開、正直和問責的最高標準。我們積極鼓勵所有員工舉報與本集團相關的任何疑慮、實際或可疑的不當行為、舞弊或不道德行為。我們的舉報政策是確保本集團秉持透明度承諾的重要組成原則，涵蓋了適用於所有部門、各級員工及業務合作夥伴（包括客戶、承包商和供應商等）的內部舉報機制。

通過《舉報政策》，我們鼓勵員工以及外部人士如發現任何可能違反《道德與紀律守則》行為，均可以按情況以保密及匿名的方式向部門主管、行政總裁或審核委員會舉報。舉報可通過郵箱或郵寄方式進行。本公司將及時調查並收集有關舉報的證據。隨後，行政總裁或審核委員會將審閱調查結果，並按結果決定適當的行動和措施，以協助偵查和防止本集團內的不當行為、舞弊行為或不道德行為。我們絕不容忍任何針對舉報人的報復或威脅行為，並保留採取適當行動的權利。此外，本集團高度重視虛假和惡意指控問題。任何被發現故意提出虛假和惡意指控的員工將受到紀律處分，包括解僱及採取法律行動。

我們同樣於附屬公司層面採取零容忍的態度，並要求其對透明度和問責制做出同樣的承諾。我們鼓勵員工通過專門的舉報管道，如電話和電子郵件舉報不當行為或不道德行為。就香港地區的業務而言，如任何員工被證實違反有關反貪污政策要求，本集團將向廉政公署進行舉報以作進一步調查，並對該員工作出相應紀律處分。



GOVERNANCE OPTIMISATION 優化管治

ANTI-CORRUPTION TRAINING

Furthermore, the Group places significant emphasis on providing comprehensive anti-corruption training to all employees. The primary objective of this training is to heighten their understanding of the importance of integrity, self-discipline, and anti-corruption measures, while fostering a corporate culture that values honesty and ethical behaviour. In 2023, the Group has organised various anti-corruption training programs, collectively attracted an impressive participation of 3,953 individuals, with a cumulative training duration of 9,630.5 hours. The content of the training encompassed a wide array of topics, such as inappropriate marketing practices, illuminating potential corruption risks associated with specific job roles, and fostering a commitment to integrity, self-discipline, and ethical conduct.



3,953 employees received anti-corruption, which all participation amounted to 9,630.5 hours.

反貪污培訓

此外，本集團十分重視為所有員工提供全面的反貪污培訓。旨在令員工提高廉潔自律的意識及認識反貪污措施的重要性，同時培養重視誠信和道德行為的企業文化。2023年，本集團舉辦了多次反貪污培訓課程，參與人數達3,953人，合共參與時數9,630.5小時。培訓內容涵蓋廣泛的主題，如不當行銷行為、揭示與特定工作角色相關的潛在貪污風險，以及促進對廉潔自律和道德行為的承諾。



參與反貪污培訓共3,953人，共計參與9,630.5小時

Far East (Hong Kong)	Engaged ICAC to provide training to staff at all levels on specific requirements of work ethics and integrity and reference examples from the construction industry.	遠東香港	聘請廉政公署為各層級員工提供從業道德、廉潔特定要求以及建造業的參考實例的培訓。
Far East (Zhuhai)	Arranged three sessions incorporated real-life examples and educational cases related to anti-corruption measures.	遠東珠海	組織了三次培訓，並將與反腐敗措施相關的生活實例及教育案例納入其中。
Far East (Shanghai)	Conducted comprehensive anti-corruption training, encompassing both online and offline sessions. Regular training was provided for department heads, and anti-corruption topics were integrated into orientation programs, ensuring a strong focus on ethical practices.	遠東上海	開展線上線下全面的反貪污培訓，同時為部門負責人提供定期培訓，並將反貪污主題納入迎新計劃，確保對道德實踐的高度重視。
China Overseas Supervision	Coordinated both online and offline training sessions on business integrity, providing comprehensive education on ethical conduct.	中海監理	組織了線上線下廉潔從業培訓，提供有關道德行為的全面教育。
Huanggu Thermoelectricity	Delivered specialised training on integrity and self-discipline, using practical examples to educate employees on potential operational challenges and how to prevent unethical practices. The sessions emphasised the importance of honesty, the prevention of corruption, and recognition of warning signs.	皇姑熱電	提供有關廉潔自律的專門培訓，利用實際案例教育員工瞭解潛在的營運挑戰以及如何防止不道德行為。培訓中強調了誠信、預防貪污和識別警示信號的重要性。

The implementation of anti-corruption training initiatives has proven instrumental in cultivating a heightened sense of integrity among employees and in promoting lawful business practices. During the reporting period, the Group has not received or concluded any corruption lawsuit against it or its employees, which stands as a testament to the effectiveness of our anti-corruption training programs. Moving forward, we remain committed to continuously enhancing these initiatives, ensuring that our workforce upholds the highest ethical standards.

反貪污培訓計劃的實施有助於提高員工的廉潔意識，促進合法經營。於報告期內，本集團未有接獲對本集團或員工提出並已審結的貪污訴訟案件，這充分證明了我們的反貪污培訓計劃卓有成效。展望未來，我們將繼續致力於不斷加強這些舉措，確保我們的員工團隊堅守最高的道德標準。



Strategic Development

策略性發展

UNSDGs covered in this chapter:
本章節所涉及的 UNSDGs:



Material Issues:
重要性議題：

- ✓ Customer satisfaction 顧客滿意程度
- ✓ Customer service quality and complaints handling 顧客服務的質素及投訴處理
- ✓ Customer health and safety 顧客的健康與安全
- ✓ Marketing and product and service labeling compliance 遵守市場推廣及產品和服務標籤的法規
- ✓ Intellectual property 知識產權
- ✓ Customer privacy and data protection 顧客私隱及資料保密

STRATEGIC DEVELOPMENT 策略性發展

For facade business, the Group has developed a comprehensive *Quality Management Procedure Document*. This document mandates all departments to promptly report and inspect any unqualified products to ensure that each procedure can meet the established requirements and only qualified finished products are delivered to construction sites for installation. Additionally, stringent measures are taken to package and protect the finished products before shipment. Thorough cleaning is conducted to ensure the products are free of dust, aluminium chips, glue residue, or any other impurities. Each individual component is handled with protective packaging, and special attention is given to the contact points of aluminium materials and transport frames. Our *Engineering Management System* is responsible for developing on-site quality management plans and acceptance requirements for engineering projects under facade contractors. Based on the project's organisational structure, a dedicated quality manager or quality engineer is assigned. This ensures that a high level of quality is maintained throughout the project. To ensure a positive customer experience, we rigorously test the sounds insulation and light transmission performance of our facade products. This proactive approach prevents noise pollution and light pollution, safeguarding the physical and mental well-being of users. In the event of a quality issue with delivered products, the Group promptly initiates an investigation to identify and verify the problem. If necessary, a recall and replacement process is promptly executed. Our subsidiary has also formulated its management documents based on actual business conditions, such as Far East (Zhuhai)'s *Comprehensive Quality Management Measures*" and Far East (Shanghai)'s *Quality, Environment and Occupational Health and Safety Procedure Documents*, which outlines the maintenance procedures for mechanical equipment, organisational structure of each production department and defines the responsibilities of each position within the factory, ensuring the consistent quality of products.

During the reporting period, no product sold or shipped by the Group was recalled for safety and health reason.

就幕牆業務，本集團已制定健全的《質量管理程序文件》，要求各部門及時報告和檢驗任何不合格品，確保各個程序均能達到既定要求，在成品品質合格之後方可交付到施工現場進行安裝。此外，在運輸前，我們採取嚴格的措施對成品進行包裝和保護。通過清潔處理，確保整體無塵、無鋁屑、無殘膠及其他雜物後，對單組件進行包裝保護，並在鋁料與運輸架的接觸位置採取細緻的保護措施。我們的《工程管理制度》則確立了幕牆承建類公司工程項目的現場質量管理計劃及驗收要求。根據項目的組織架構專門指派質量經理或質量工程師。這確保了項目始終保持較高水平的質量，為確保客戶體驗良好，我們嚴格測試幕牆產品的隔音和透光情況以防止噪音污染和光污染，保護使用者的身心健康。如已發貨產品存在質量問題，本集團會立即啟動調查，以確定和驗證問題。如有必要，將立即執行產品召回和更換流程。附屬公司亦根據實際業務情況，制定了其管理文件，如遠東珠海《綜合質量管理辦法》及遠東上海《質量、環境和職業健康安全程序文件》，確立機械設備的維護程序，各生產部門的組織結構，並明確了工廠內每個職位的職責，以確保產品的一致質量。

報告期內，本集團已售或已運送產品中並無出現因安全與健康理由而須回收的情況。



STRATEGIC DEVELOPMENT 策略性發展

SUPERVISION BUSINESS

- China Overseas Supervision formulated and implemented *Quality, Environment, Safety Management Manual*, which incorporates the *Regulation on the Quality Management of Construction Projects*, *Quality Management System Requirements (GB/T 19001-2016/ISO 9001:2015)* and other standards.
- Adopts PDCA concept for standardised development and continuous improvement of business and quality objectives.
- Ensures the quality of works meets customer requirements and applicable laws and regulations.
- Implemented the *Quality and Safety Work Evaluation and Reward and Punishment Management Measures* for the project department. Assessment and quantitative scoring of daily quality management work are conducted. Projects with excellent performance will receive the "Quality and Safety Award" and corresponding bonuses.
- Unqualified situations will result in warnings to enhance employee enthusiasm for quality management.
- Formulated the *Laws, Regulations and Other Requirements, and Compliance Evaluation Management Procedures* to ensure compliance of various business activities.

INVESTING AND OPERATING BUSINESS

- Huanggu Thermolectricity adheres to quality standards such as *GB/T12145-2008 Quality Criterion of Water and Steam for Generating Unit and Steam Power Equipment*, and *GB/T1576-2008 Water Quality Standards for Industrial Boilers*.
- Standardises and institutionalises laboratory technical supervision and management procedures.
- Clearly defines chemical supervision and management responsibilities for water, coal, and oil.
- Utilises reliable testing methods and scientific management approaches.
- Ensures the sound, safe, and steady operation of power generation and heating facilities.
- Provides customers with robust and high-quality power generation and heating services.
- Received the "2022–2023 Excellent Heating Service Provider" from Shenyang Municipal Bureau of Real Estate.

FACADE CONTRACTING BUSINESS

- The Group has formulated the *Engineering Management System* to stipulate detailed guidance and internal protocols for facade construction and contractor management in the entire project life cycle, including tendering stage, progress management, cost control, quality management, completion and repairing.
- All products, including raw materials, semi-finished products and finished products must pass strict pre-delivery quality inspection, such as size inspection, number inspection, quantity inspection and waterproof test, to prevent unqualified products from entering the factory for use and continuing to be processed, assembled or delivered.
- The Group has formulated the *Project Management Procedures* and the *Quality Management Procedures*, which stipulates the procedures for handling critical work in the quality management process of the facade business. It ensures that all work processes are carried out in accordance with the requirements of the contract and the law for installation and maintenance work, so as to satisfy the client's requirements on the quality and safety of works.

監理業務

- 中海監理制定並實施《QES(質量、環境、安全)管理手冊》，管理手冊引用《建設工程質量管理條例》、《質量管理體系要求(GB/T 19001-2016/ISO 9001:2015)》等標準。
- 基於PDCA的概念，對業務和質量目標進行標準化發展和持續改進。
- 保證工程質量符合客戶要求和適用法律法規的要求。
- 制定《項目部質量安全工作考評及獎懲管理辦法》，對項目部門實施質量和安全工作評估、獎懲管理措施。進行日常質量管理工作的評估和量化評分，表現優秀的項目將獲得「質量和安全獎」及相應的獎金。
- 不合格情況將給予警告，以提高員工對質量管理的積極性。
- 制定《法律法規及其他要求、合規性評價管理程序》，以確保各項業務活動的合規性。

投資運營業務

- 皇姑熱電堅守如GB/T12145-2008《火力發電機組及蒸汽動力設備水汽質量標準》和GB/T1576-2008《工業鍋爐水質標準》等的質量標準。
- 對化驗室技術監督和管理程序進行標準化和制度化。
- 明確劃分水、煤、油的化學監督管理職責。
- 使用可靠的測試方法和科學的管理方法。
- 保證發電供暖設施的安全、穩定運行。
- 為客戶提供堅固而高質量的發電供暖服務。
- 獲得沈陽市房地產局頒發的「2022–2023優秀供暖服務提供商」獎項。

幕牆工程業務

- 本集團已制定《工程管理制度》為整個項目生命週期的幕牆施工管理和承包商管理制定了詳細的指導和內部規定，包括招標階段，進度管理，成本控制，質量管理，竣工與維修等各方面。
- 所有產品，包括原材料、半成品和成品在出廠前均須通過嚴格的質量檢測程序，例如尺寸檢查、編號檢查、數量檢查、防水檢測，防止不合格品入廠使用、繼續加工、組裝或交付。
- 本集團已制定《項目管理工作程序》及《質量管理工作程序》，明確幕牆業務質量管理過程中關鍵工作的處理程序，確保各個工序按合約及法例的要求進行安裝和維修工作，以滿足客戶對工程質量、安全的要求。



STRATEGIC DEVELOPMENT 策略性發展

CUSTOMER SERVICE AND COMMUNICATION

The Group is committed to establishing more efficient and convenient feedback channels for customers to express their opinions on our products and services. We value customer feedback and make necessary improvements based on their suggestions to enhance overall satisfaction. We offer various channels for customers to provide feedback or lodge complaints, including government networks, telephone platforms, dedicated hotline, and on-site visits. Upon receipt of any customer feedback or complaints, the relevant department will promptly engage with customers to address their concerns, conduct thorough analysis, and initiate investigations as needed.

FACADE CONTRACTING BUSINESS

With our *Engineering Management System* and *Project Management Procedures* of Curtain Wall Operation, we have implemented guidelines for customer relationship management specifically for facade contractors under the Group. This includes managing warning letters, major complaints, and daily complaints. For example, our Project Department takes immediate action upon receiving complaints or feedback from customers. We proactively investigate the root causes of the issues and make appropriate follow-up arrangements, such as on-site investigations and necessary maintenance. The Project Department records customer feedback and outcomes of their handling processes, which are then shared with department heads or the general manager during regular meetings, along with suggestions for improvement, to prevent similar issues from recurring. Moreover, the Marketing Department in Far East (Shanghai) conducts annual customer satisfaction surveys, the result of these surveys provides valuable insights that guide our improvement efforts of the following year. We use these findings to enhance customer satisfaction and strengthen our product quality management.

INVESTING AND OPERATING BUSINESS

Huanggu Thermoelectricity has formulated and implemented the *Customer Service Management System*. Based on feedback received through governmental platform, Huanggu Thermoelectricity has identified the primary demands of its customers, which mainly revolve around policy consultation and heating system maintenance. We diligently adhere to regulations and strictly follow the prescribed processes within the specified time frame. For the feedback provided through hotline channels and customer visits, we promptly return calls to address policy inquiries and conducts on-site inspection to tackle heating-related issues.

In cases of special problems, Huanggu Thermoelectricity collaborates with governmental personnel to visit the affected areas and individuals, convenes property owner's meeting, and reports the causes and solutions to the main responsible department. The Customer Service Department of Huanggu Thermoelectricity shall thoroughly document the problems proposed by key users and the handling and conduct continuous tracking and visits until the problems are solved. We are honoured to have received "2022–2023 Advanced Unit of Appeal Handling".

客戶服務與溝通

本集團致力於為客戶建立更高效便捷的反饋渠道，以表達對我們產品和服務的意見。我們重視客戶的反饋並根據他們的建議進行必要的改進，以提升整體滿意度。同時提供多種渠道供客戶提供反饋或投訴，包括政府網絡、電話平台、專線以及現場訪問。在收到任何客戶的反饋或投訴後，相關部門將立即與客戶溝通解決他們的問題，進行全面分析，並在需要時啟動調查。

幕牆工程業務

我們的《工程管理制度》及《幕牆業務項目管理工作程序》針對本集團幕牆承建類公司提供客戶關係管理指引，包括處理警告信、重大投訴及日常投訴。例如，項目部在接到客戶投訴或反饋後立即採取行動，主動調查問題的根本原因並做出適當的後續安排，例如現場調查和必要的維護工作。項目部將記錄對客戶反饋及處理結果，並在定期會議上向各部門主管或總經理匯報，同時提出改進建議，避免同類型問題再次發生。此外，遠東上海的市場部門每年均會進行客戶滿意度調查，調查結果提供為我們提供有價值的見解，指導下一年的改進工作，從而提升客戶滿意度並加強我們的產品質量管理。

投資運營業務

皇姑熱電已制定並實施《客戶服務管理制度》。根據政府平台收到的反饋識別客戶的訴求，主要集中在政策諮詢和供暖系統維修方面。我們恪守相關法規，嚴格按照規定的流程在指定的時間範圍內進行操作。對於通過熱線渠道和客戶訪問提供的反饋，我們會及時回撥，解答政策問詢，並上門檢查以解決供暖相關問題。

對於特殊問題，皇姑熱電亦會連同相關政府人員對重點區域和個人進行實地走訪，召集業主見面會，向主管部門報告原因和解決方案。皇姑熱電的客戶服務部門將詳細記錄重點用戶提出的問題和處理情況，並進行持續跟蹤和訪問，直至問題解決。我們很榮幸獲得了「2022–2023年度申訴辦理先進單位」的榮譽。



STRATEGIC DEVELOPMENT 策略性發展

SUPERVISION BUSINESS

China Overseas Supervision has formulated the *Guidelines for Handling Complaints from Customers and Related Parties*. It serves as a reference for each relevant departments, establishing the management responsibilities of the responsible department and explicitly requiring the establishment of a complaint hotline and email to ensure effective resolution of customer and stakeholder complaints regarding our services. Based on the Complaint/Grievance Form filled out by the employees receiving the complaints, relevant departments will be assigned to conduct investigations, analysis, and improvement work.

During the reporting period, the Group did not receive material complaints on products and services.

監理業務

中海監理已制定《顧客和相關方投訴處理指引》，為各相關部門提供參考，確立負責部門的管理職責，明確要求項目設立投訴電話及投訴電郵，以確保能夠有效解決關於我們服務的客戶和相關方投訴。根據接受投訴的員工填寫的《投訴／抱怨單》，將指派相關部門進行調查、分析及改進工作。

報告期內，本集團並無接獲關於產品及服務的重大投訴。



STRATEGIC DEVELOPMENT 策略性發展

PRIVACY AND DATA PROTECTION

In order to ensure the safeguarding of customers' personal information and privacy, the Group adheres to the pertinent laws, regulations, and management protocols applicable to the location of its operations. The Group duly maintains and updates customers' personal data in accordance with established procedures, with the Marketing Department overseeing the management of the relevant data, which is stored securely on a designated server. In 2023, we are honoured to have received the "Bronze Award of Privacy-Friendly Awards" from Office of the Privacy Commissioner for Personal Data.

CYBER SECURITY AND DATA PROTECTION

In our continued commitment to information security and the development of our informatisation infrastructure, the Group has formulated the *Cyber Security Management Measures* and the *Informatisation Asset Management Measures* in 2023. We are pleased to provide an update on the initiatives and systems implemented during the current year.

Informatisation Management System Enhancement

Building upon the foundation laid in the previous year, we have further refined our *Informatisation Management System*, it continues to guide the responsible and effective management of our information systems, ensuring their safe and stable operation.

Responsibilities and Governance

The Informatisation Management Department continues to play a vital role in establishing, applying, and managing our informatisation efforts. They have been instrumental in formulating development plans and annual work plans aligned with our overall organisational strategies. In addition, they have been responsible for implementing and maintaining our information security system, conducting assessments, inspections, and training to ensure comprehensive information security.

Information Security and Compliance

In adherence to the *Cybersecurity Law of the People's Republic of China*, relevant internal regulations, and ISO 27001 Information Security Management System requirements, we have enhanced our information security management practices. All business units within the Group are required to classify and respond to information security incidents promptly. We have developed response, handling, recovery, and follow-up procedures, along with corresponding emergency plans. Regular drills are conducted to evaluate the effectiveness of these plans.

Data Protection and Employee Responsibilities

Safeguarding data security remains a top priority. We continue to emphasise the importance of regular data backups and the installation of anti-virus software. It is the duty of every employee to maintain the confidentiality of computer files and refrain from sending company data outside the organisation without proper authorisation from their respective heads of the business units.

私隱與數據保護

為確保客戶個人信息與私隱的安全，本集團遵守適用於其業務營運所在地的相關法律法規和管理標準，並按照既定程序妥善保管和更新客戶的個人資料，而有關資料由市場部管理及存放於指定的服務器。2023年，我們榮幸地獲得私隱公署頒發的「私隱之友嘉許獎銅獎」。

網路安全及數據保護

在本集團持續致力於信息安全和信息化基礎設施發展的過程中，我們於2023年制定了《網絡安全管理辦法》和《信息化資產管理辦法》，同時在本年度提供有關所實施的措施和系統的最新情況更新。

優化信息化管理制度

在前一年奠定的基礎上，我們進一步完善了《信息化管理制度》，該制度繼續指導著我們信息系統的負責和有效管理，確保其安全穩定運行。

責任和管治

資訊化管理部門在建立、應用和管理我們的資訊化工作中繼續發揮著至關重要的作用，負責制定與整體集團策略相一致的發展計劃和年度工作計劃。同時亦負責實施和維護我們的信息安全制度，進行評估、檢查和培訓，以確保全面的信息安全。

資訊安全與合規性

我們按照《中華人民共和國網絡安全法》、相關內部規定以及ISO 27001信息安全管理体系要求加強信息安全管理實踐。本集團內所有業務單位均要求及時對信息安全事件進行分類和響應，同時亦制定了響應、處理、恢復和跟進程序，以及相應的應急計劃並透過定期進行演練以評估應急預案的有效性。

資料保護和員工責任

確保數據安全仍然是首要任務，我們持續強調定期數據備份和安裝防病毒軟件的重要性。每位員工均有義務保守電腦檔案的機密性，未經單位的管理層正式授權，不得將公司數據對外發送。



STRATEGIC DEVELOPMENT 策略性發展

Systems and Network Information Management

Our subsidiaries have also made significant progress in network information management and cybersecurity. Huanggu Thermoelectricity, for instance, has implemented the *Computer Management and Cybersecurity Management System*. This system ensures the responsible maintenance, repair, and security of customer software equipment, communication lines, and cyber communication equipment. Data is divided into general and important categories, and specific procedures are in place for their management and backup to comprehensively guarantee corporate cybersecurity and data information security.

As we move forward, we remain committed to continuously improving our informatisation infrastructure, strengthening information security, and complying with relevant laws and regulations. These efforts are pivotal in supporting our journey towards sustainable and responsible operations. We have strongly encouraged our subsidiaries to actively promote e-mail security through various channels, including our intranet, communication channels, training platforms, and both online and offline training sessions. Additionally, we have conducted cyber offensive and defensive exercises to enhance our readiness against potential threats.

During the reporting period, we have invited PCPD to organise two seminars focused on the *Personal Data (Privacy) Ordinance*, which aimed to enhance awareness and understanding of the importance of personal data protection among our employees and stakeholders. These sessions provided valuable insights into the legal requirements and best practices for handling personal data, ensuring compliance with relevant regulations. The seminars featured expert speaker has shared the knowledge and expertise on data privacy laws and regulations, highlighting the potential risks and implications of mishandling personal data. Furthermore, we conducted specialised trainings for employees in cyber security-related departments, focusing on comprehensive defense of virtualisation platforms, emergency response driven by threats, and lurking techniques and tactics in intranet intrusion. These trainings aim to equip our cybersecurity professionals with the latest knowledge and skills, enhancing our overall cybersecurity posture and safeguarding our valuable assets. This year, we have also organised a one-week "Network Security Education and Awareness Week" event, where we have created a dedicated column on the Group's website for network security promotion. We have published relevant security knowledge, laws and regulations, and related case studies. Additionally, official posters, videos, slogans, and other materials were displayed during the awareness week to actively foster a culture of network security and enhance the overall staff's awareness of information security prevention. The Group's Information Technology Management Department, in collaboration with the China Construction Management College, has conducted two sessions of network security talent training and examinations this year. We have invited employees from the Group's headquarters and various subsidiaries' network security departments to participate in the training and encouraged all employees interested in network security to join as well. The training content covers middleware security, operating system security, database security, etc.

系統及網路資訊管理

我們的附屬公司在網絡信息管理和安全方面也取得了重要進展。以皇姑熱電為例，實施了《計算機管理及網絡安全管理制度》。該制度確保對客戶軟件設備、通訊線路和網絡通訊設備的負責維護、維修和安全。數據分為一般和重要類別，並制定了具體的程序進行管理和備份，全面保證企業的網絡安全和數據信息安全。

隨著我們向前邁進，我們致力於持續改進資訊化基礎設施，加強信息安全，並遵守相關法律法規。這些努力對於支持我們邁向可持續和負責任的營運至關重要。我們大力鼓勵附屬公司通過各種渠道積極推廣電子郵件安全，包括我們的內部網絡、通訊軟件、培訓平台以及線上和線下培訓課程。此外，我們還進行了攻擊和防禦演習，以增強我們應對潛在威脅的準備能力。

於報告期內，我們邀請私隱公署舉辦了兩場關於個人資料（私隱）條例的研討會，會旨在提高員工和持份者對個人資料保護重要性的認識和理解。這些研討會提供了有關處理個人資料的法律要求和最佳實踐的寶貴見解，確保遵守相關法規。研討會邀請了專家演講者分享有關數據隱私法律和法規的專業知識，強調處理個人資料不當的潛在風險和影響。此外，我們還為與網絡安全相關部門的員工進行了專門培訓，重點培養虛擬化平台的綜合防禦、認識有關威脅的應急及了解企業一般會被入侵的渠道或手段。這些培訓旨在使我們的網絡安全專業人員具備最新的知識和技能，增強我們的整體網絡安全能力，保護我們寶貴的資產。今年，我們還舉辦了為期一週的「網絡安全教育宣傳周」活動，在公司網站上設立了專門的網絡安全宣傳專欄，發佈相關的安全知識、法律法規和相關案例，同時展示官方海報、視頻和口號標語，積極營造網絡安全文化氛圍，提高所有員工的信息安全防範意識。本年度，本集團的信息化管理部聯合中建管理學院舉辦了兩期網絡安全人才培訓和考試，邀請本集團總部和各附屬公司網絡安全相關部門的員工參加培訓，同時鼓勵所有對網絡安全感興趣的員工參與。培訓內容包括中間件安全、操作系統安全、數據庫安全等方面的知識。



STRATEGIC DEVELOPMENT 策略性發展

ADVANCED SUSTAINABILITY TECHNOLOGY

The Group recognises the immense value that technological innovation brings to the Group and its stakeholders. With a deep understanding of the importance of staying at the forefront of technological advancements, the Group allocates ample resources to drive internal R&D initiatives and places great emphasis on intellectual property protection.

BUILDING CAPACITY AND DRIVING TECHNOLOGICAL R&D

To ensure a strong focus and value on technological innovation, the Group has established a leading group led by the Chief Executive Officer. This leading group formulates comprehensive technological development plans, oversees their implementation, coordinates patent declarations and maintenance, drives informatisation development, and provides guidance on talent cultivation. By shouldering these crucial responsibilities, this group ensures that we remain equipped with timely technological innovations, positioning it at the forefront of the industry.

The Group maintains strict compliance with intellectual property protection laws and regulations while actively fosters a culture of technological innovation. A comprehensive Technology Management System is in place to guide intellectual property management and innovation. It outlines procedures for obtaining and maintaining intellectual property rights, assigns responsibilities to teams and departments, manages R&D outcomes, and establishes assessment processes. This system promotes innovation while safeguarding intellectual property rights.

To enhance technological innovation capabilities, the Group has allocated a fund for technological development. This fund ensures adequate resources for intellectual property management, experimental research, and collaborative R&D projects, which is overseen by the dedicated Project Management Department. Specific goals, responsibilities of each business units, research direction, and progress status were recorded in detail for each R&D projects during the planning and execution process. In order to drive the development, the Group also incorporates technological innovation as one of the key performance indicators in annual performance assessment of the relevant departments, regularly evaluating the progress of technological development and patent applications. Moreover, internal awards have been established to recognise outstanding employees who have achieved significant breakthroughs in innovation, aiming to encourage employees to contribute their creativity and efforts.



先進可持續發展技術

本集團明白科技創新能為本集團及持份者所帶來的巨大價值，亦深明科技發展的重要性，故此投入大量資源推動內部研發項目，並極為重視知識產權的保護。

構建實力，推動科技研發

為確保對技術創新受到高度關注及重視，本集團成立了由行政總裁領導的領導小組。該領導小組制定全面的技術發展計劃，監督其實施，協調專利申報和維護工作，推動信息化發展，並提供人才培養指導。通過承擔這些重要職責，該領導小組確保我們及時擁有技術創新，使其處於行業的前沿位置。

本集團嚴格遵守知識產權保護法律法規，同時積極培育技術創新文化。我們已建立全面的技術管理體系以指導知識產權管理和創新工作。該體系規定了獲取和維護知識產權的程序，分配團隊和部門的責任，管理研發成果，並建立評估流程。該體系在保護知識產權的同時促進創新。

為提升技術創新能力，本集團已經配置了一筆技術發展基金。該基金確保了知識產權管理、實驗研究和合作研發項目等方面的充足資源，並由專門的項目管理部門監督。在計劃和執行過程中，每個研發項目的具體目標、各個業務單位的職責、研究方向和進展狀況都被詳細記錄。為了推動發展，本集團還將技術創新納入相關部門年度績效評估的關鍵指標之一，定期評估技術發展和專利申請的進展情況。此外，亦設立內部獎項，表彰優秀的員工在創新方面取得顯著突破的成果，以鼓勵員工貢獻創意和努力。

STRATEGIC DEVELOPMENT 策略性發展

PROMOTE INDUSTRY DEVELOPMENT

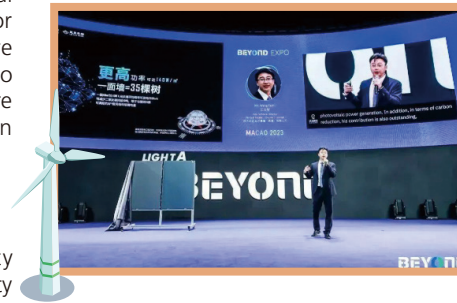
Furthermore, the Group is leveraging external funding support to drive the development of innovative technologies. For example, this includes initiatives such as the Hong Kong Innovation and Technology Fund, the Low Carbon Green Research Fund, and the Construction Industry Innovation and Technology Fund. In addition, collaborations with universities and other academic/research institutions are being fostered to jointly develop new products and services. Areas of focus include architectural planning/design, novel low-carbon facade products, the utilisation of new materials, sustainable/renewable materials, and other construction-related technologies. For example, during the reporting period, we have initiated one technology R&D project collaborating with the Shenzhen University, regarding BIPV design and maintenance technologies, and one with the Hong Kong Polytechnic University, on a new passive cooling technology to reduce building photovoltaic operating temperature. Apart from collaborations with external parties, we have also actively seeking market opportunities and find potential partners and clients by participating in several technology conferences around the world, for instance, the 3rd Macau Beyond International Technology Innovation Expo, C³ BUILD “Future Architecture Exhibition” and the 25th Tektónica “International Architecture Exhibition”, to showcase our products and to share our knowledge with the community. Internal efforts are also being intensified to enhance the application of trial water robots and welding robots, in bringing in new construction methods to the industry.

PROTECT INTELLECTUAL PROPERTY

In line with the Group’s strategy on technology innovation and intellectual property protection, the subsidiaries of the Group also recognise the importance of intellectual property management and have taken individual measures aligned with their specific business nature. For instance, China Overseas Supervision has adjusted the composition of their technology management team by enhancing the team’s diversity in terms of expertise. This includes incorporating professionals from 17 different fields, including geotechnical engineering, mechanical and electrical engineering, concrete, and prefabricated construction. Adding to the existing Technology Management Policy, External Awards Management Procedure and the Documentation Management Policy, we also integrated and formulated the Scientific and Technological Work Management Policy, which included details on technology development planning, PIMS platform management, R&D project management, etc. Other subsidiaries such as Huanggu Thermoelectricity, Fast East (Shanghai) and Fast East (Zhuhai) have established their own working groups to actively contribute to the overall technological advancement and intellectual property management objectives of the organisation. The Group is actively implementing the *Technology Management System* with the aim of enhancing technological innovation and effective management of intellectual property rights. This system covers various aspects, including the application and maintenance of intellectual property rights, responsibilities of management teams and departments, management of R&D outcomes, and assessment procedures. By establishing a comprehensive set of processes and guidelines, this system helps ensure the legality and protection of intellectual property rights, while improving the efficiency and outcomes of technological innovation. Additionally, it helps clarify the responsibilities of team members and ensures the smooth progress and operation of technology projects.

推動行業發展

此外，本集團正在利用外部資金支持推動創新技術的發展，如香港創新科技基金、低碳綠色研究基金和建築業創新科技基金等項目。同時也與大學和其他學術／研究機構合作，共同開發新產品和服務，焦點領域包括建築規劃／設計、新型低碳幕牆產品、新材料利用、可持續／可再生材料和其他建築相關技術。報告期內，我們與深圳大學合作啟動了一個技術研發項目，涉及建築一體化光伏設計和維護技術，以及與香港理工大學合作開展的一項新型被動式降溫技術，以降低建築光伏運行溫度。除了與外部合作夥伴的合作外，我們還積極尋求市場機會，通過參加世界各地的多個技術會議，例如第三屆澳門國際科技創新博覽會、C³ BUILD「未來建築展覽」和第25屆Tektónica「國際建築展覽會」，展示我們的產品並與社區分享我們的知識。內部也在努力地加強應用試水機器人和焊接機器人為業界引進新的施工方法。



保護知識產權

根據本集團關於技術創新和知識產權保護的戰略，附屬公司也同樣明白知識產權管理的重要性，並採取了與其特定業務性質相匹配的個別措施。例如，中海監理對科技管理團隊的組成進行調整，增加團隊的多樣化專業知識，包括岩土工程、機電工程、混凝土和預製結構等17個不同專業領域。除了現有的技術管理政策、外部獎勵管理程序和文件管理政策外，還整合和制定了科技工作管理政策，其中包括技術發展計劃、PIMS平台管理、研發項目管理等細節。其他附屬公司，如皇姑熱電，遠東上海和遠東珠海已經建立了自己的工作小組，積極為組織的整體技術進步和知識產權管理目標做出貢獻。本集團也在積極實施「科技管理制度」，旨在加強科技創新工作以及知識產權的有效管理。這項制度涵蓋了多個方面，包括知識產權的申請和維護、管理團隊和負責部門的職責、科研成果的管理以及考核工作程序等。通過建立一套完整的流程和指引，有助於確保知識產權的合法性和保護，並提升科技創新的效率和成果。同時，也明確團隊成員的職責，確保科技項目順利進行和順利運作。



STRATEGIC DEVELOPMENT 策略性發展

TECHNOLOGICAL INNOVATION PLANNING

Every year, the Group establishes an *Annual Innovation and Technology Work Plan* to outline its internal technology work plan and initiate R&D projects specifically focused on facade, supervision, and thermal electricity businesses. This plan includes the formulation of a technology project list, expected outcomes, major milestones, the volume of patent and construction method applications, and the allocated R&D funding. Through systematic management, the Group aims to broaden the application and research of various cutting-edge technologies, such as artificial intelligence, Internet of Things, big data, PIMS, and the establishment of intelligent management systems. By prioritising these areas of innovation, the Group strives to foster technological advancements and enhance operational efficiency across its diverse business sectors.

The Group's subsidiaries, including Fast East (Hong Kong), Fast East (Zhuhai), China Overseas Supervision and Huanggu Thermoelectricity, have respectively launched their own R&D projects specifically tailored to their products and services. These projects focus on advancing technological innovation and improving their offerings in the market. By actively driving technological advancements within their respective fields, the subsidiaries strive to reinforce the Group's commitment to maintaining a competitive edge in the market and fostering a culture of innovation throughout the Group.

創新科技規劃

本集團每年均會制定《創新與技術工作計劃》，概述其內部技術工作計劃並展開針對幕牆、監理和熱電業務的研發項目。這包括制定技術項目內容清單、預期成果清單、重要里程碑、專利和施工方法申請的數量，以及研發資金的分配。通過系統化的管理，本集團旨在擴大各種前沿技術的應用和研究，例如人工智能、物聯網、大數據、PIMS以及智能管理系統的建立。通過優先考慮這些創新領域，本集團努力促進技術進步，提高多元化業務領域的運營效率。

本集團的附屬公司，包括遠東香港、遠東珠海、中海監理和皇姑熱電，分別推出了針對其產品和服務量身定制的研發項目。這些項目著重於推進技術創新，改善市場上的產品和服務。通過在各自領域積極推動技術進步，各附屬公司努力加強本集團在市場上的競爭優勢，並在本集團培養創新文化。



STRATEGIC DEVELOPMENT 策略性發展

TECHNOLOGICAL INNOVATION APPLICATION

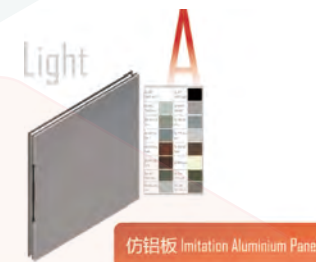
Our key featured Innovative technology this year is LIGHT-A Series of our BIPV products, continuing the advantages of LIGHT series products. The LIGHT-A Series are light weight imitation aluminium plates photovoltaic modules which have the capacity to produce an average of 12,000kWh of electricity annually for every 100m² of PV wall. This energy generation is estimated to a yearly reduction of 10 tonnes of carbon dioxide emissions and is also comparable to the act of planting 35 trees. It revives the look and feel of aluminium sheets with a power output of up to 140W/m². In addition to retrofitting our own factories, we also collaborate with clients to implement these low-carbon solutions in their projects. At the same time, we seize the opportunity to meet the market demand by building a BIPV production line in 2023, enabling us to gradually introduce our products to the market and achieve a win-win situation. In 2023, we have already undertaken two BIPV projects, including the construction project of Heya Poverty Alleviation Industrial Park in Yunxi County and the Zhongjian Smart Valley West District Distributed Photovoltaic Power Generation and Energy Saving Project.

創新科技應用

我們今年的主打創新技術是我們的BIPV產品中的LIGHT-A系列，延續LIGHT系列產品的優勢。LIGHT-A系列是輕量級仿鋁板太陽能模組每100平方米的光伏牆平均可產生12,000千瓦時的電力。這個能源產量每年估算可減少10噸二氧化碳排放量，也相當於種植35棵樹木。該產品以高達140W/m²的功率輸出重現鋁板的外觀和質感。除了在自有工廠改造外，亦與業主合作落實應用此低碳解決方案於項目中。同時，我們也捉緊機會，配合市場需求。並於2023年，建造BIPV生產線，逐步將產品推出市場，實現雙贏局面。2023年，我們已進行2項BIPV工程項目，包括鄭西縣河夾扶貧產業園園區建設項目及中建智慧谷西區分布式光伏發電節能項目。



BIPV Production Line
BIPV 生產線



STRATEGIC DEVELOPMENT 策略性發展

In our core operation of facade construction, we have always pursued innovation and ensured high-quality standards. We adopt cutting-edge intelligent construction technologies to promote a fully digitised, mechanised, and automated production and construction process. By integrating BIM 3D models into the manufacturing process at our factories, we utilise a combination of software and hardware to achieve automated processing. This enhances the accuracy of module fabrication while reducing error rates. This approach not only significantly improves production efficiency but also enhances energy efficiency and reduces resource waste during production. Key technologies include:

於主營幕牆業務，我們一直追求創新及高質量保證，採用前沿智能化建造技術，推動數字化、機械化及自動化全生產及建造模式。使用BIM三維模型導入加工廠製造過程，通過軟件與硬件的配合，進行加自動化加工，以提高模件的加工準確度，也減少出錯率。不僅大大提升生產效率，同時能提升生產中的能源效率及減少資源浪費的情況。重點技術如下：

Digital Far East Platform 數字遠東平台

To optimise production and improve work efficiency, we implemented a digital management approach for seamless design and production data exchange. This enhances the backend management system in the Far East region, enabling real-time monitoring of the transportation supply chain. We're developing functions to track quality and safety issues at construction sites. Our goal is to establish a multifunctional network data management system that tracks the entire process from factory production and assembly to quality inspection, transportation, and on-site delivery. This system aims to achieve transparency in production outcomes and ensure the quality and safety of operations.

為了優化生產並提高工作效率，我們實施了無縫設計和生產數據互通的數字化管理方法。這提升了遠東地區的後端管理系統，實現對運輸供應鏈的實時監控。我們正在開發追蹤建築工地品質和安全問題的功能。我們的目標是建立一個多功能網絡數據管理系統，從工廠生產組裝、質量檢查、運輸及地盤收貨等，以實現全過程的透明度，確保生產質量和安全管理。

BIM Technology BIM 技術

We also apply BIM technology for the full lifecycle management of construction environments in projects. In 2023, The Group has started implementing BIM technology in 18 local and overseas projects, including Shenzhen Oppo Building, Kai Tak Hospital and Chinese Medicine Hospital Project. We are committed to implementing BIM technology in all future projects.

我們還應用BIM技術對項目進行施工環境的全生命周期管理。本集團在2023年有18個本地和海外項目中已開始應用BIM技術，包括深圳歐加大廈、啓德醫院、中醫醫院項目，並承諾未來的新項目均落實使用BIM技術。

These projects showcase the eight characteristics of BIM, namely information completeness, information connectivity, information consistency, visualization, coordination, simulation, optimization, and generatability. They also demonstrate our outstanding capabilities in utilising BIM technology to develop solutions for the entire lifecycle of projects, ensuring product quality and safety. The Group is actively exploring the 6D management model for engineering projects, conducting architectural performance analysis and simulation to meet the requirements of low energy consumption, high performance, and sustainable standards.

這些項目展示BIM的八個特點，即資訊完備性、資訊關聯性、資訊一致性、可視化、協調性、模擬性、優化性和可出圖性，同時展示了我們在利用BIM技術開發全生命周期解決方案以及更好地確保產品質量和安全方面的卓越能力。本集團積極探索工程項目的6D管理模型，進行建築性能分析和模擬，以滿足低能耗、高性能和可持續標準的建築要求。

Advanced Technology for Roll Bender and Smart Factory 彎曲數字化技術及智能化工廠

For the manufacturing aspect, an important milestone achieved by Far East (Zhuhai) is the acquisition of the second 70-tonne imported roll bender in China. This cutting-edge machine features a 14-axis linkage high-precision service system and a 70-tonne hydraulic controller. It is further enhanced with a laser radius inspection system and a laser positioning and marking system, offering simultaneous display of hydraulic control and displacement figures. Dual-sided digital control pallets and a twist correction device are also integrated into the machine, ensuring exceptional quality control for the machined double curved formed parts, realizing multi-angle bending of profiles. In addition, the workshop is equipped with a dedicated 3D scanning system that outputs digital models, which can be matched with BIM models for more precise adjustment of each process.

在製造方面，遠東珠海的一個重要里程碑是擁有了第二台70噸進口彎曲機。這台頂尖設備具有14軸聯動高精度服務系統和70噸液壓控制器。它還配備了激光半徑檢測系統和激光定位標記系統，可以同時顯示液壓控制和位移數據。機器還集成了雙面數字控制托盤和扭曲校正裝置，確保加工的雙曲面零部件的卓越質量控制，實現型材多弧度彎曲。此外，車間亦配置專用3D掃描儀系統，輸出數字模型，與BIM模型匹配，更精確調節各個工序。



STRATEGIC DEVELOPMENT 策略性發展

MiC Facade Technology 單元式幕牆技術

We are actively developing MiC facade products for different structural forms, such as louvers. These products enable the transfer of on-site construction processes to control factory environments, reducing on-site construction procedures and minimising the impact of weather conditions, labor resources, and construction site limitations. This approach also facilitates better management of construction quality, enhances productivity, safety, and environmental performance in the construction industry.

我們積極研發應用於不同結構形式的MiC幕牆產品如百葉，將現場建築工序轉移至較易控制的廠房進行，從而減省現場施工工序，減少建築過程受天氣條件、勞動力資源和施工場地限制影響，同時有利管理施工質量、提升建造業的生產力、安全性及環境績效。

Water Testing Robots 試水機械人

For the construction projects in Hong Kong, the use of remote-controlled water testing robots in the installation of facade has significantly improved safety, efficiency, and cost management. Traditionally, water leakage testing required manual labour using suspended platforms, posing various risks and increasing time costs. However, our project team has adopted advanced technology to address these challenges. The water testing robots provide consistent and efficient testing results while eliminating the need for clients and consultants to be present on-site through the use of camera to control and monitor remotely. Moreover, multiple robots can operate simultaneously, making them suitable for large-scale applications. The hardware innovation of the facade water testing robots utilises specialised cable robots and winch systems, enabling stable and extensive movement even in high-rise buildings up to 200 meters. This advancement ensures both safety and productivity, eliminating the possibility of accidents related to working at height and delivering significant economic and social benefits.

在香港的工程項目中，於幕牆安裝中使用遠程控制的試水機械人顯著提高了安全性、效率和成本管理。傳統上，水滲漏測試需要使用吊船，透過人力勞動進行，存在各種安全風險並增加時間成本。然而，我們的項目團隊採用了先進的技術來應對這些挑戰。試水機器人能夠提供一致且高效的測試結果，同時無需客戶和顧問現場到場，亦可通過攝錄鏡頭遠距離控制及監察。再者，多個機器人可以同時運行，適用於大規模應用有效縮短工序時間。幕牆試水機械人顯著的硬件創新利用了專用電纜機器人和卷揚系統，令機械人可在高達200米的高層建築中實現穩定且廣泛的運動。這一進展確保了安全和生產力，消除了高空工作事故的可能性，並帶來了顯著的經濟和社會效益。



STRATEGIC DEVELOPMENT 策略性發展

Besides, in our thermoelectricity business, we have also strengthened our innovation in SNCR technology to address the limitations and shortcomings of existing methods. We have developed a self-gasification spray gun and system that eliminates the need for additional compressed air and cooling systems. By incorporating an acceleration core tube and self-gasification chamber, our solution utilises the high-temperature flue gas within the boiler to generate pressure, enabling the injection of the desulphurisation reagent into the boiler.

The key advantage of our technology lies in the acceleration core tube, which transforms the reagent into droplets before entering the self-gasification chamber. The high-temperature flue gas within the boiler heats the self-gasification chamber, leading to partial gasification of the reagent and pressure build-up. This pressure propels the reagent into the boiler without requiring compressed air systems, while the gasification process also cools the self-gasification chamber, eliminating the need for additional cooling systems.

Our innovation ensures the efficient operation of the desulphurisation spray gun, simplifies the configuration of the system, and eliminates the waste of resources and energy associated with compressed air and cooling systems. It guarantees stable performance, reduces investment costs, and minimises equipment operation and maintenance expenses.

此外，我們在熱電業務，亦加強SNCR技術方面的創新，以解決了現有方法的限制和不足之處。我們開發了一種自助氣化噴槍和系統，無需額外的壓縮空氣和冷卻系統。通過加入加速核心管和自助氣化室，我們的解決方案利用鍋爐內的高溫煙道氣體產生壓力，從而將脫硫劑注入鍋爐。

我們技術的關鍵優勢在於加速核心管，它將脫硫劑轉化為微粒後再進入自助氣化室。鍋爐內的高溫煙道氣體加熱自助氣化室，使脫硫劑部分氣化並增加壓力。這個壓力推動脫硫劑進入鍋爐，無需壓縮空氣系統，同時氣化過程也冷卻了自助氣化室，消除了額外冷卻系統的需要。

我們的創新確保了脫硫噴槍的高效運作，簡化了系統配置，並消除了與壓縮空氣和冷卻系統相關的資源和能源浪費。它保證了穩定的性能，降低了投資成本，並將設備的運營和維護費用降到最低。

Digitalised data
management system
數位化資料管理
系統

Advancement in
curtain wall
installation safety
改善幕牆安裝安全

Enhancement in
hyperbolic curtain
wall production
加強雙曲幕牆生產

Innovation in
SNCR technology
SNCR技術的創新

Introduction of
LIGHT-A Series
引進LIGHT-A系列



STRATEGIC DEVELOPMENT 策略性發展

STANDARDISED MARKETING AND PROMOTION

In terms of advertising, the Group strictly observes the marketing laws, regulations and ordinances applicable in the place where it operates and standardises the advertising and label use in product sales and marketing services. We prohibit illegal advertising and ensure that all promotion materials, advertisements and publicity are true and accurate enough, containing no misleading information. In this way, we eliminate false promotion and protect the rights and interests of consumers. The nature of the Group's business does not involve material label-related matters, and therefore label-related policies, laws and regulations do not apply to the Group.

規範市場營銷

在廣告宣傳方面，本集團嚴格遵守業務營運所在地適用的市場營銷相關法律法規及管理條例，規範有關產品銷售及營銷服務中的廣告宣傳及標籤使用，禁止對產品進行違法廣告宣傳，並確保所有推廣材料、廣告及宣傳內容真實準確、不含任何誤導信息，杜絕虛假宣傳情況發生，切實保障消費者權益。本集團業務性質並無涉及重大標籤相關事項，因此標籤相關政策、法律及規例不適用於本集團。



STRATEGIC DEVELOPMENT 策略性發展

SUSTAINABLE FINANCE

The Group actively contributes to promoting the country's green development and seizes the opportunities of sustainable finance. Last year, we successfully sign a green loan program and a sustainability-linked loan to finance projects aligned with the Group's sustainable development goals. Through these two programs, our aim is to enhance the Group's capabilities in green building practices, improve sustainability performance and make progress towards the strategic goals of "Peak Carbon Emissions" and "Carbon Neutrality."

We have two key performance indicators for currently effective sustainability linked loan: average employee training hours and rate of days lost to work-related injuries. Our goal was set to achieve 34.6 training hours and reduce the injury rate to at least 10.3¹ by 2023. Both targets were achieved as scheduled in 2023. As for the green loan, in accordance with our green finance framework guidelines, the funds were used in related green projects, including pollution control at Huanggu Thermoelectricity (reducing nitrogen oxide emissions through improvements in heating facilities) and energy efficiency in Zhuhai (improving the capacity and efficiency of existing automated production lines).

We understand that investors has growing demand for ESG considerations and increasingly seeking investment opportunities that align with their values and sustainable development goals. In the future, the Group will continue to utilise sustainable finance tools to support sustainability projects, aiming to achieve win-win situations. By integrating ESG practices and reporting, we can effectively meet the needs of stakeholders in this regard.

可持續金融

本集團積極貢獻於推進國家的綠色發展，並把握可持續發展金融的機遇。去年，我們成功簽訂了一項綠色貸款及一項可持續發展掛鈎貸款，以資助符合本集團可持續發展目標的項目。通過這兩項計劃，我們旨在提升本集團在綠色建築實踐方面的能力，提升可持續發展表現，並朝著「碳達峰」和「碳中和」的戰略目標邁進。

我們當前有效的可持續發展掛鈎貸款有兩個關鍵績效指標：平均員工培訓時數和因工傷損失工作日數比率。我們的目標設定2023年平均員工培訓時數達到34.6小時，並將因工傷損失工作日數率降低至至少10.3¹。這兩個目標，於2023年也按預期進度完成。至於綠色貸款，按照我們的綠色金融框架準則，資金用作於相關綠色項目，包括皇姑熱電的污染控制（通過改善供熱設施減少氮氧化物排放）以及珠海的能源效率（提高現有自動化生產線的產能和效率）。

我們了解到投資者對ESG因素日益增長的需求，投資者越來越多地尋求與其價值觀和可持續發展目標相一致的投資機會。未來，本集團亦會繼續利用可持續金融工具，支持可持續發展相關項目，達致雙贏局面。通過整合ESG實踐和報告，我們可以更能滿足持分者的需求。

¹ Number of working days lost due to work-related injuries / Total working hours * 200,000

¹ 因工傷損失的工作日數/總工作時數*200,000





Building a Sustainable Supply Chain

建設可持續供應鏈

UNSDGs covered in this chapter:
本章節所涉及的UNSDG:



Material Issues:
重要性議題:

- ✓ Responsible supply chain management 負責任的供應鏈管理
- ✓ Fair operating practices on supplier 供應商公平經營實踐
- ✓ Circular economy 循環經濟



BUILDING A SUSTAINABLE SUPPLY CHAIN 建設可持續供應鏈

RESPONSIBLE AND GREEN PROCUREMENT

The majority of our suppliers are material suppliers who provide a range of materials such as section bars, glass, aluminium boards, stones, fasteners, hardware, rubber strips, and other related materials. The Group is dedicated to continually developing a sustainable supply chain by actively working towards establishing a supplier management system that incorporates full consideration of the environmental impact of procurement, standardises green and sustainable procurement principles across the Group, and clearly establishes requirements for suppliers. The objective is to foster a mutually beneficial relationship through effective collaboration with our suppliers.

To achieve this, the Group has established the *Sustainable Procurement Policy* this year, complementing the existing *Procedures for Procurement of Materials* formulated for each subsidiary. This policy incorporates sustainability considerations into the procurement and supplier management process and provides guidelines and criteria for supplier selection, focusing on reducing the environmental impact of its supply chain, fostering responsible sourcing practices, and contributing to the organisation's overall sustainability objectives by implementing the concept of "green procurement".

The Group actively works towards minimising the environmental footprint associated with the procurement processes:

- 1 Maintaining a database of low-carbon materials and products and prioritising the procurement of materials from the list and those which are durable, reusable, or recyclable alternatives.
- 2 Giving priority to local procurement with a reasonable distance not exceeding 800 kilometres, as a result to lower transport emissions and to give back to the local community by supporting local employment.
- 3 Prohibiting the purchase of toxic and hazardous products to urge suppliers to provide low-carbon equipment and materials.
- 4 Reducing the use of disposables and packaging
- 5 Closely monitoring each project to ensure purchases are strictly aligned with site applications and engineering needs, which in return reduced the waste of resources and associated emissions.

負責任綠色採購

本集團大部分供應商為材料供應商，提供的材料包括型材、玻璃、鋁板、石材、緊固件、五金、膠條等。本集團致力於發展可持續的供應鏈，建立完善的供應商管理系統，並在採購過程中納入環境因素，將綠色及可持續採購原則標準化並應用於整個集團，以及對供應商明確相關的要求。本集團目標通過有效與供應商合作，建立一個互惠互利的關係。

為實現建立可持續的供應鏈目標，本集團於今年制定了《可持續發展採購政策》，作為各附屬公司現有《物資採購工作程序》的補充。該政策的目的是確保將可持續發展考慮因素納入採購和供應商管理流程當中，為選擇供應商時提供選擇準則以推動負責任採購，減少供應鏈對環境的影響，同時通過實施「綠色採購」概念為可持續發展目標做出貢獻。

本集團致力於採取以下採購流程以減少相關的環境足跡：

- 1 建立低碳材料及產品清單，並優先考慮清單中或其他耐用、可重複使用或可回收的材料。
- 2 優先本地採購，合理的採購距離為不超過800公里以降低交通排放及支持當地就業，回饋本地社區。
- 3 禁止採購含毒或有害物質的產品，並鼓勵供應商使用及提供低碳設備和材料。
- 4 減少一次性用品和包裝的使用。
- 5 密切監控每個項目，確保採購材料及設備嚴格符合工地及工程標準，從而減少資源浪費及排放。



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In addition, the Group's Procurement Department assesses and evaluates the performance of potential suppliers in various aspects and prioritises those who met specific sustainability criteria, especially to those involving with high pollution and high energy consumption during operation. The Procurement Department also conducts a thorough evaluation on our existing suppliers on an annual basis and makes necessary updates to the *List of Approved Suppliers* accordingly. Suppliers scores higher during assessment for those who demonstrate a commitment to supporting the UNSDGs, implement policies and codes of conduct aligned with sustainable development principles, implement management systems which are certified with ISO and environmental protection qualification certificates. Suppliers are obligated to adhere to all pertinent environmental and social laws and regulations in Hong Kong and China and we do not engage with any suppliers who have breached those regulations. Additionally, suppliers will be ranked higher if they have environmental awareness and take the initiative to develop green processes, technologies, and conduct carbon assessments for their product's life cycle. Based on the evaluation result, the Group constantly update our *List of Approved Suppliers* to ensure we only trade with suppliers who comply with our standards. The list is reviewed, signed and approved by the person-in-charge of the Procurement Department with each update.

By project, the Group places great emphasis on defining and communicating our technical, quality, safety, health and environmental requirements to our suppliers. Suppliers are required to maintain within a specific material loss rate as part of our commitment to minimise waste. Besides, the relevant sustainability requirements were integrated into our tender documents and suppliers' contracts. To further promote sustainability, the Group provides sustainable supply chain training and guidance to our employees, contractors, suppliers, and subcontractors. This assists our supply chain in acquiring professional knowledge and skills related to sustainable procurement, enabling them to actively contribute to our sustainability goals. Subsequently, we assist most of our completed and on-going projects to achieve BEAM Plus New Buildings Standard Certification. Those certifications serve as a recognition of our exceptional commitment to incorporate energy-efficient systems, utilisation of eco-friendly and responsibly sourced materials and implement strategies that optimise resources usage.

此外，本集團的物資採購部在選擇潛在供應商時會多方面評估供應商的表現，並優先考慮符合可持續發展標準的供應商，特別是在營運過程中涉及高污染和高能耗的供應商。採購部每年亦會對所有現有的供應商進行全面評估，並根據結果更新《認可供應商名冊》。支持聯合國永續發展目標、有實施符合永續發展原則的政策和行為準則、有建立通過ISO及環境保護資格認證的管理系統等的供應商在評估過程中會獲得較高的分數。本集團致力確保所有供應商均已遵守香港和中國所有相關的環境和社會法律和法規，我們不會與任何違反法規的供應商合作。另外，如果供應商具有環保意識並主動開發綠色工藝、技術及對其產品生命週期進行碳評估，這些條件亦會提高合作的機會。本集團會持續及時更新《認可供應商名冊》，以確保只與符合我們標準的供應商進行合作。《認可供應商名冊》每次更新後，均會由採購部負責人定時進行覆核、簽署及審批。

本集團高度重視於每項工程中與供應商明確界定及傳遞我們在技術、質量、安全、健康和環保方面的要求。作為我們努力減少浪費的一環，我們要求供應商持續匯報材料損耗率，確保保持在特定可接受的損耗率。此外，我們在供應商合約及招標文件中亦有列明可持續發展相關的要求及條款。為進一步推動可持續發展實踐，本集團每年都向員工、承包商、供應商和分包商提供可持續發展相關培訓和指導。這些措施旨在協助我們的供應鏈具備可持續發展所需的知識和技能，使他們能夠積極參與支持我們的可持續發展目標。另外，在我們的共同努力下，本集團協助多個已完成和進行中的項目獲得BEAM Plus綠建環評新建建築的標準認證，是對我們節能系統的運行、環保及責任材料的應用以及實施優化資源採用策略方面的肯定。



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In general, the Group is expected to select and trade with suppliers from the *List of Approved Suppliers*. However, in exceptional circumstances, purchasers may fill out the *Application Form for Temporary Suppliers* and seek approval from the designated individual within the Procurement Department. Once approved, temporary suppliers are permitted to provide supplies for a maximum of three rounds. If their supplies meet the Group's requirements, they are then eligible to apply for inclusion in the *List of Approved Suppliers*. In cases where suppliers fail to meet the required standards, the Procurement Department will be notified for further handling and may conduct investigations. If necessary, these cases will be escalated, potentially leading to the immediate removal of the non-compliant suppliers from the *List of Approved Suppliers* upon approval. Consequently, the Group will refrain from engaging in any business transactions with these suppliers for a period of one year.

Anti-corruption is the principle that underpins the Group's operations. In line with this commitment, we have implemented an *Integrity Pledge* as a vital mechanism for upholding our ethical standards and to serve as a clear demonstration of our zero-tolerance approach towards corruption and unethical practices. When engaging in various transactions, suppliers, contractors, and business partners are required to sign this pledge or include an anti-corruption commitment in their contracts. The Group also maintains regular and proactive communication with our suppliers, contractors, and business partners to ensure their adherence to the laws, regulations, and standards of ethical conduct in business.

Moreover, our subsidiaries also play an active role in promoting anti-corruption practices. They develop policy documents that align with the requirements of their respective locations and business operations. For example, China Overseas Supervision has established the *Guidelines for Administrative Procurement Management*. These guidelines provide a framework for conducting procurement processes based on principles of openness, transparency, and competitive selection. By implementing these measures, we prioritise integrity, transparency, and ethical conduct throughout our supply chain and business relationships. We strive to create an environment that fosters trust, fairness, and compliance with anti-corruption regulations. Besides, our subsidiaries also remain dedicated to upholding green procurement practices in strict adherence to the *Procedures for Procurement of Materials* and the newly developed *Sustainable Procurement Policy*.

CIRCULAR ECONOMY

The concept of a circular economy is centred around the elimination of waste and the continual utilisation of resources. It involves the manufacturing, use, reuse, and recycle approach, creating a closed-loop system for resources. In this context, responsible and green procurement plays a vital role in promoting a circular economy.

By engaging in green procurement practices, organisations can actively contribute to the circular economy. This entails purchasing environmentally friendly products and services, with a specific focus on those with higher recycled content and improved recyclability. Such procurement decisions not only support sustainable practices but also foster market growth for green products, thereby facilitating the circulation of resources within the closed-loop system.

一般情況下，本集團只會從《認可供應商名冊》中選擇供應商進行交易。然而，若需選用尚未在名單內的特殊情況下，採購員須填寫《暫准使用供應商申請表》，並提交採購部負責人批准後方可進行後續的採購。經批准後採購部最多只能與臨時供應商進行三輪交易採購物資。如果供貨情況符合本集團要求，則有資格申請審批納入《認可供應商名冊》。若發現供應商未能達到所需標準的情況，採購部將獲通知並採取進一步處理如進行調查。必要時，會上報獲得審批，立即將不符合要求的供應商從《認可供應商名冊》中移除，並將在一年內禁止與這些供應商進行任何合作交易。

反貪污是本集團運營準則的根基。為此，我們已制定了《廉潔承諾書》作為維護我們道德標準的重要機制，並清楚地表明我們對腐敗和不道德行為的零容忍態度。在進行交易時，供應商、承包商和業務合作夥伴都需要簽署《廉潔承諾書》，或在合同中制訂反貪污的承諾。本集團致力與供應商、承包商和業務合作夥伴保持定期的溝通，務求他們遵守商業道德法律、法規和行為標準。

此外，我們的附屬公司也在積極推進反貪污的實踐。他們按業務性質制定了針對性的反貪污政策文件以符合各自所在地區和業務運營的要求。例如，中海監理已制定了《中海監理行政採購管理指引》，務求為採購流程建立一個公開、透明、同時維持競爭性選用原則的框架。通過實施這些措施，我們將誠信、透明和道德行為置於供應鏈和往來業務的核心地位。我們致力於營造一個充滿信任、公平並遵守反腐敗法規的環境。另外，我們的附屬公司嚴格遵守《物資採購工作程序》與新制定的《可持續發展採購政策》，堅持實踐綠色採購。

循環經濟

循環經濟的概念圍繞著消除浪費和持續利用資源。它涉及到製造、使用、再利用和回收的方法，為資源創造了一個封閉迴圈的系統。在此方面，負責任及綠色採購在促進循環經濟方面起著至關重要的作用。

通過實施綠色採購，本集團積極為循環經濟做出貢獻，此包括購買環境友好的產品和服務、關注具有更高回收價值的產品及推動回收。這樣的採購決策不僅支持可持續實踐，還促進了綠色產品市場的增長，從而促進了資源在封閉迴圈系統內的循環。



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SUPPLY CHAIN RESILIENCE

Suppliers play a pivotal role in ensuring the quality and continuity of our business operations. As such, the Group regularly assesses potential environmental and social sustainability risks within the supply chain. By assessing the likelihood and impact of these risks, we can effectively manage and mitigate them while promoting sustainable development throughout the supply chain.

The *Supplier Evaluation Form* is one of the measures we have implemented to maintain a sustainable supply chain. With the assistance of various business departments within the Group, including Procurement Department, Production Technology Department, Heating Department, General Office, and Safety Supervision Department, we are able to comprehensively monitor the performance of suppliers and ensure their adherence to our strict standards for quality, safety, health, and environmental management.

To ensure compliance with our ethical requirements, the Group has developed the *Code of Conduct for Suppliers* to communicate our expectations regarding ethics, safety, health, and environmental standards. This code covers various areas, including business ethics, labour standards, workforce diversity, equal opportunities and non-discrimination, human rights protection, employment practices, health and safety, environmental protection, and compliance, aiming to ensure that suppliers align with our values and principles in their business operations.



供應鏈韌性

供應商於我們確保業務運營質量和延續性方面發揮著至關重要的作用。故此，本集團定期評估供應鏈中潛在的環境及社會可持續性發展風險。通過評估這些風險的可能性和影響，有助我們有效地管理及減輕風險，同時促進整個供應鏈的可持續發展。

《供應商評估表》是我們為保持可持續供應鏈所實施的一項措施。通過本集團的各個業務部門協助進行，其中包括物資部、生產技術部、供熱部、辦公室及安監部等，使我們能夠全面監管供應商的表現，確保他們時刻遵守我們對質量、安全、健康和環境管理的嚴格標準。

為確保滿足我們的商業道德要求，本集團新制定了《**供應商行為準則**》，以傳達我們對道德、安全、健康和環境標準的期望。這行為準則全面涵商業道德、勞工標準、勞動力多樣化、平等機會和反歧視、人權維護、僱用制度、健康與安全、環境保護和合規行為等多個範疇的要求，旨在確保供應商在其業務運營中與本集團的價值觀和原則保持一致。



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Additionally, the Contracting Department incorporates the requirements related to the aforementioned areas into contracts and tender documents as special terms and conditions, as per the specific needs. If the contract does not explicitly state these requirements, the Procurement Department also considers quality, safety, health, and environmental issues related to goods and transportation during the procurement process. By incorporating these factors into the procurement process, we can effectively promote sustainability in supply chain management.

Furthermore, the Group places great importance on enhancing suppliers' awareness and understanding of our sustainability requirements. Each year, we organise training courses or seminars specifically for suppliers and subcontractors to effectively communicate our expectations for sustainable development. During the reporting period, we held a supplier training conference, emphasising the Group's steadfast commitment to sustainable development and conveying our quality requirements guidelines to selected suppliers. Active communication with suppliers familiarises them with our expectations, mitigates potential environmental and social risks within the supply chain, and fosters a culture of sustainable development.

SUPPLY CHAIN CARBON FOOTPRINT

In today's business landscape, there is a growing recognition that companies must go beyond and account for GHG emissions across the value chains and product portfolios. Acknowledging that our sourcing decisions and supply chain operations would likely be deemed material due to our business nature, we are aware of the pivotal role we play in shaping overall environmental outcomes. Particularly, the carbon emissions associated with the production of materials we purchase would have a direct bearing on our environmental impact. To address the full scope of our environmental impact, the Group considers it essential to disclose information about our supply chain carbon footprint.

Supply chain emissions fall under the category of Scope 3 emissions, which refers to indirect GHG emissions originating from business operations not directly owned or controlled by an organisation. This encompasses emissions that occur in the value chain, including both upstream and downstream emissions. As per the definition from the GHG Protocol, Scope 3 emissions include the extraction and production of purchased materials and fuels, transport-related activities in vehicles not owned or controlled by the Group, electricity-related activities, outsourced activities, and waste disposal.

The measurement of Scope 3 emissions provides the Group with a comprehensive perspective on the environmental impact of our supply chain, which is essential to assist us in identifying areas within the supply chain that has high carbon emission intensity, as well as to understand both the environmental and social impacts of our suppliers, and to collaborate with our suppliers to implement emission reduction initiatives and eliminate unethical and carbon-intensive processes. In the future, the Group plans to drive Scope 3 carbon emission data collection and carbon reduction work of our suppliers to achieve the carbon neutrality goal.



此外，合約部將因應需求納入以上相關範疇的要求於合同和招標文件中，列作特殊條款和條件。如合約沒有明確規定，採購部也會在採購過程中考慮貨物及運輸的品質、安全、健康和環境問題。通過把上述因素納入採購過程，使我們能夠在供應鏈管理中有效推動可持續發展。

另外，本集團高度重視提升供應商對我們可持續性要求的認識和理解。每年我們專門為供應商和分包商舉辦培訓課程或研討會，以有效地傳達我們對可持續發展的期望。於報告期內，我們組織了一次供應商培訓會議，強調本集團對可持續發展的堅定承諾，並向選定的供應商傳達我們的質量要求指引。積極與供應商溝通能讓我們熟悉我們的期望，減輕供應鏈內潛在的環境和社會風險，並培養可持續發展的文化。

供應鏈碳足跡

現今商業社會的普遍趨勢認為企業所背負的責任範圍需要擴大，並需為公司業務相關整個價值鏈及推出的產品組合考慮到溫室氣體排放量。基於我們的業務性質，我們明白本集團的採購決策和供應鏈管理對環境所造成的影響是不可忽視的，在環境保護方面有關鍵責任，尤其我們購買的材料及生產過程所產生的碳排放對環境有產生直接的影響。為全面了解我們對環境的影響，本集團認為揭露供應鏈碳足跡資訊至關重要。

供應鏈排放屬於範圍三排放的範疇，範圍三是指非組織直接擁有或控制的業務運作所產生的間接溫室氣體排放。這包括發生在價值鏈中（上游及下游）的排放。根據溫室氣體協議的定義，範圍三排放包括採購材料和燃料的提取和生產、非本集團擁有或控制的車輛的運輸相關活動、電力相關活動、外包活動和廢棄物處理等。

範圍三排放量的測量為本集團提供了供應鏈對環境影響的全面視角，這有助我們在識別供應鏈中碳排放強度高的領域、了解供應商對環境和社會的影響，實施與供應商合作的減排措施，以及避免進行任何違反道德碳密集或工序。未來，本集團計劃推動供應商的範疇三碳排放數據收集和碳減排工作，以實現碳中和目標。





Supporting Talent Development

支持人才發展

UNSDGs covered in this chapter:
本章節所涉及的 UNSDGs:



Material Issues:
重要性議題：

- ✓ Labour rights 僱傭權益
- ✓ Labour/management relations 勞資關係
- ✓ Employee retention 保留人才
- ✓ Diversity and equal opportunity 多元化及平等機會
- ✓ Non-discrimination 反歧視
- ✓ OHS 職安健
- ✓ Employee training 員工培訓
- ✓ Employee development 員工發展
- ✓ Prevention of child labour and forced labour 禁止童工和強制勞工

Supporting Talent Development 支持人才發展

EMPLOYMENT PROGRAM

The Group views our employees as the most valuable assets, recognising their significant contribution to the Group's success. As such, the Group strictly adheres to all law and regulations pertaining to employment, labour standards, human rights, benefit and those on remuneration and dismissal, recruitment, and promotion, working hours, holidays, equal opportunities, diversity, etc. in where it operates. At the same time, we continuously improve our human resources management system by establishing group-level *Human Rights Policy* and *Human Resources Management System*. We also develop internal policies and guidelines, such as the *Employee Handbook* and *Performance Management Measures*, in accordance with the legal requirements of operating locations to safeguard the legitimate rights and interests of both the Group and workforce. Fair treatment is ensured through the *Human Resources and Recruitment System* while the *Management Measures for Employee Leave and Attendance* and the *Management Measures for Qualification of Middle-level Positions* demonstrate our determination to uphold our principles of fairness and high standards while safeguarding employees' welfare. The Group's human resources system incorporates good human resources operation guidelines and is routinely evaluated to ensure optimised human resources management. Additionally, subsidiaries have established complementary employment management systems tailored to their own circumstances under the policy of the Group, including but not limited to the following key document:

僱傭計劃

本集團將員工視為其最寶貴的資產，他們對本集團成功的重大貢獻。因此，本集團嚴格遵守在其營運地區有關僱傭、勞工標準、人權、福利及薪酬解僱、招聘晉升、工時假期、平等機會及多元化等各項法律及法規。同時亦不斷完善人力資源管理制度，制定集團層面的《人權政策》及《人力資源管理制度》，並根據營運地點的法律法規需要，制定內部政策及守則如《員工手冊》、《績效管理措施》等，以保障本集團及員工雙方的合法權益。當中《人力資源招聘制度》確保所有應徵者及員工獲得公平對待；《員工休假考勤管理辦法》及《中層職位任職資格管理辦法》體現了我們堅持公平原則及高標準，同時保障員工福利。本集團的人力資源系統吸收了良好的運作指引，並定期審視相關政策及程序，以確保人力資源管理達至最佳水平。此外，各附屬公司均根據本集團政策及自身實際情況，制定適當的僱傭管理制度，內容包括但不限於以下文件：

<p>Far East (Hong Kong) 遠東香港</p> <ul style="list-style-type: none"> • <i>Employee Handbook</i> 員工手冊 	<p>Far East (Zhuhai) 遠東珠海</p> <ul style="list-style-type: none"> • <i>Employee Handbook</i> 員工手冊 • <i>Employee Annual Leave Management Measures</i> 員工休假與考勤管理辦法 • <i>Performance Management Measures</i> 績效管理措施 • <i>Personnel Changes Management Measures</i> 人事變動管理措施 	<p>Far East (Shanghai) 遠東上海</p> <ul style="list-style-type: none"> • <i>Employee Handbook</i> 員工手冊 • <i>Human Resources Management System</i> 人力資源管理制度 • <i>Employee Performance Appraisal Management Measures (Trial)</i> 員工績效考核管理辦法(試行)
<p>Gamma USA and Gamma Canada 遠東美國和遠東加拿大</p> <ul style="list-style-type: none"> • <i>Employee Handbook</i> 員工手冊 • <i>Vacation Policy</i> 休假政策 	<p>China Overseas Supervision 中海監理</p> <ul style="list-style-type: none"> • <i>Employee Handbook</i> 員工手冊 • <i>Human Resources Management System</i> 人力資源管理制度 	<p>Huanggu Thermolectricity 皇姑熱電</p> <ul style="list-style-type: none"> • <i>Employee Handbook</i> 員工手冊 • <i>Human Resources and Recruitment System</i> 人力資源招聘制度 • <i>Human Resources Recruitment System</i> 人力資源管理制度 • <i>Employee Appeals Management Measures (Trial)</i> 員工申訴管理辦法(試行) • <i>Employee Leave and Attendance Management Measures (Trial)</i> 員工休假與考勤管理辦法(試行) • <i>Qualifications of Middle-level Positions Management Measures (Trial)</i> 中層職位任職資格管理辦法(試行)



Supporting Talent Development 支持人才發展

Salary

- Clearly define the salary structure and salary adjustment criteria for all ranks of positions in the *Employee Handbook*.
- Carry out annual employee performance appraisals each year as the basis of salary adjustment.
- Annual salary adjustment based on external economic conditions, market salary levels, and company strategies, as well as incentive salary increase for outstanding employees.
- Discuss and determine the salary of new employees at the time when they are confirmed as regular employees.
- Under special circumstances, employees may apply for individual salary adjustments in writing to the Human Resources Department through the heads of their divisions.
- Implement a salary confidentiality system, keeping employees' salaries and bonuses confidential. Anyone who violates the salary confidentiality system or publishes and disseminates personal salary data and systems will be dismissed without economic compensation.

Dismissal

- Follow legal dismissal procedures and provide financial compensation by law.

Recruitment and Promotion

- Provide equal employment opportunities, make employment decisions based on capabilities, experience, skills, qualifications and performance, and strictly prohibit any discrimination.
- Establish a fair and equitable promotion system; announce the eligibility criteria of all positions and conduct open selections on a regular basis.

Human Rights

- We adopt a zero-tolerance policy for any harassment, violations of which can result in disciplinary action, including immediate dismissal.
- We strictly prohibit employees from discriminating on social media based on race, age, gender, nationality or ethnicity, disability, religion or other legally protected personal characteristics. Any violation will result in disciplinary action, including immediate dismissal.
- [Human Rights Policy](#) is formulated to prevent and remediate child labor and forced labour, prohibit abuse and discrimination, uphold freedom of association, and ensure compliance with labour standards.

薪酬

- 於《員工手冊》中明確規定所有職級崗位的薪資結構及薪資調整標準。
- 每年執行員工年度綜合評估，並以此為主要依據對員工薪資進行適當調整。
- 參考外部經濟狀況、市場薪資水平及公司策略，並根據優秀員工的激勵增加薪資。
- 在員工轉正時討論及確定其薪資數額。
- 特殊情況下，員工可通過所屬單位主管以書面形式向人力資源部申請個別薪資調整。
- 實行薪資保密制度，員工的薪金及獎金等屬於保密範圍。違反薪資保密制度或公佈及散佈個人薪資數據及制度的，將予以解僱但不支付經濟補償。

解僱

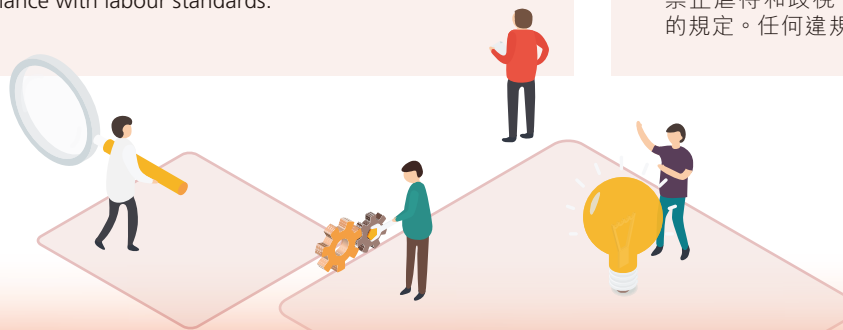
- 履行法定的解僱程序，並按照法律規定給予經濟補償。

招聘及晉升

- 提供平等就業機會，根據員工能力、經驗、技能、資格及績效作出僱傭決策，嚴禁任何歧視行為。
- 建立公平正當的晉升系統；公佈所有職位的合格條件，定期開展公開徵選。

人權

- 採取零容忍政策處理任何騷擾行為，一旦違規將面臨紀律處分，包括立即解僱。
- 嚴禁員工在社交媒體上根據種族、年齡、性別、國籍、民族、殘疾、宗教或其他合法個人特徵進行歧視。任何違規都將面臨紀律處分，包括立即解僱。
- 制定《[人權政策](#)》，以防止和糾正使用童工和強迫勞動，禁止虐待和歧視，維護結社自由，並確保符合勞動標準的規定。任何違規都將依照相關規定嚴格處理。



Supporting Talent Development 支持人才發展

Remuneration

- Carry out annual performance appraisals at the end of each year to assess the performance of employees in a fair and impartial manner. The results of such appraisals will direct salary adjustment and promotion decisions the next year.
- Office employees have a standard working hour system, while project employees have a comprehensive working hour calculation system.
- Each employee has at least one day off each week.

Diversity

- Talent selection is based on a variety of criteria, including but not limited to gender, age, culture, professional experience, knowledge and service term. There will be no discrimination based on gender, age, cultural and educational background, race, nationality, religion, social and economic status, family background and other factors.

The Group is committed to cultivating a diverse, inclusive and industry-leading workforce, providing equal opportunities for all employees regardless of age, gender, sexual orientation, marital status, disability, race, religion, political beliefs or any other law protected attributes. Our policies govern appropriate social media use, strictly prohibiting discriminatory behaviours through a zero-tolerance policy. Any harassment can lead to disciplinary actions up to immediate dismissal. To enhance understanding of adherence with Equal Opportunities Ordinance, Far East (Hong Kong) conducts briefings on Hong Kong anti-discrimination laws, educating employees on legal responsibilities, exploring preventative measures against bias and protecting a respectful work environment.

Furthermore, the Group firmly upholds stringent labour standards by strictly adhering to lawful employment practices and enforcing a zero-tolerance stance against child labour or forced labour. To provide guidance for inappropriate behaviour and how to handle such situations, the *Human Rights Policy* was established requiring the Human Resources Department to carefully verify candidate identity documentation during recruitment to eliminate non-compliant or fraudulent applicants. The Group also has an internal policy to prevent forced labour, it reasonably structures working hour arrangements and compensatory time-off provisions as needed, communicated to employees upon on boarding. Any incidents of child labour forced labour or other violations will promptly result in dismissal of underage employees or compensation for victims of forced labour. Departments involved thoroughly review the causes, account for responsible parties through penalties, and enhance rules, processes and controls to prevent recurrences as part of continual improvement efforts to maintain the highest ethical employment standards.

During the reporting period, the Group observed no violations relating to recruitment, dismissal, remuneration, promotion, working hours, leave and holiday, equal opportunity, diversity, or anti-discrimination. There were no cases regarding child labour or forced labour.

工作待遇

- 每年年底執行員工年度績效評估，以公正公平的方式評估員工績效。評估結果將針對來年的薪資調整及晉升決定提供參考。
- 辦公室員工採用標準工時制度，項目崗位員工採用綜合工時計算制度。
- 每名員工每週至少享有一個休假日。

多元化

- 人才選拔依據多種標準，包括但不限於性別、年齡、文化背景、專業經驗、知識水平及服務年限。選拔將不會因性別、年齡、文化及教育背景、種族、國籍、宗教信仰、社會及經濟地位、家庭背景及其他因素而出現歧視。

本集團致力於培育多元共融、享譽業界的團隊文化，不分年齡、性別、性取向、婚姻狀況、殘障、種族、宗教、政見或其他法定特徵，提供平等機會予全體員工。公司制定了規範員工社交媒體使用的政策，也對一切歧視行為持零容忍態度。如有騷擾情形，將面臨紀律處分甚至立即解僱。為加強對香港《性別歧視條例》的認識，遠東香港以網上培訓方式，介紹條例的主要內容和法律責任，讓員工了解如何預防工作場所的歧視和騷擾。

此外，本集團嚴格遵守勞工準則，堅持合法僱傭，對僱用童工或強制勞工持零容忍態度。我們已制定《人權政策》以指導不當行為的基準及如何處理這類情況，人力資源部在招聘過程中嚴格檢查應徵者的身份證明文件，如有不合法定條件或文件資料不實的，將予以拒絕。公司還訂有內部規定，規範員工的工時和休假制度，並在入職時告知加班和超時工資補貼制度。任何使用童工或強制勞工等違規案例一旦發生，將立即糾正，並召開調查責任、完善相關流程以防再次發生。

於報告期內，本集團在招聘、解僱、薪資、晉升、工時、假期、平等機會、多元化及反歧視等方面，未發生任何違法違規事件，也沒有使用童工或強制勞工的情況。



Supporting Talent Development 支持人才發展

EMPLOYEE BENEFITS

The Group has formulated a comprehensive employee benefits system to attract, retain and motivate talent. Statutory benefits like the Housing Provident Fund, Mandatory Provident Fund, basic pension insurance, medical insurance, maternity insurance, work injury insurance and unemployment insurance are provided in strict accordance with local regulations where we operate. Additionally, various paid leave types including marriage leave, funeral leave, prenatal examination leave, maternity leave, transfer leave, paternity leave, birthday leave, and examination leave supplement legally mandated annual leave. In support the needs of our employees to handle family affairs, the Group also provides paid care leaves to our employees for purposes including visiting doctors with family members, participating in children's school activities and visiting relatives etc. Apart from statutory programs, different allowance types such as communication, meal, transport, relocation and high-temperature allowances are also offered. Through this robust benefits package, the welfare of all employees can be appropriately supported.

員工福利

本集團已經制定了全面員工福利制度，以吸引、保留和激勵人才。我們嚴格按照經營地點各地法律規定提供房屋公積金、強積金、基本養老保險、醫療保險、生育保險、工傷保險及失業保險等法定福利。此外，我們還提供帶薪辦理婚假、喪假、產前檢查假、產假、調職假、待產假、生日假、看護假和考試假等各類帶薪假期，以補充法定年假。為支持員工處理家庭事務，本集團也提供員工有薪關懷假，包括陪家人看診、參與子女學校活動及探親等。除法定計劃外，我們亦提供交通津貼、膳食津貼、搬遷津貼、高溫津貼等不同津貼。透過完善的福利制度所有員工的福祉能獲得恰當支援。



Supporting Talent Development 支持人才發展

VOCATIONAL TRAINING AND DEVELOPMENT

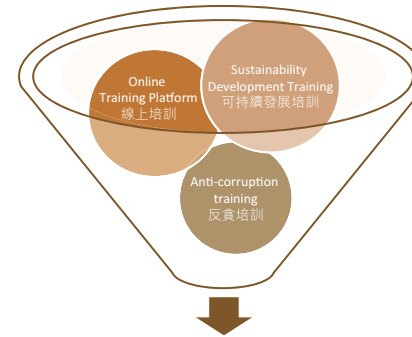
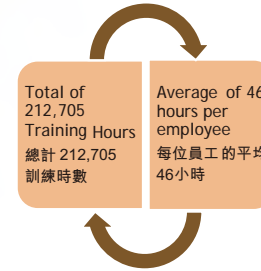
“Talent and Culture are Our Most Invaluable Assets” represents the Group’s core philosophy. Committed to encouraging continuous learning and development, talent cultivation is considered the most important mission, involving professional education and training. The Human Resources Department is dedicated to ‘cultivating and deploying talent’ by offering a harmonious and stable work environment with abundant growth opportunities, competitive compensation, extensive benefits and systematic professional training to strengthen foundations. Through aligning individual progression with corporate progression, lifelong learning and self-improvement are encouraged via strategic human capital initiatives that synergistically foster organisational advancement while meeting employees’ actual and potential needs. This integrated approach reflects how investing in talent development drives collaborative prosperity.

To further enhance professional skills and management capabilities in line with business needs and industry trends, the Group has developed and enacted comprehensive internal management measures such as the *Far East (Zhuhai) New Employee Induction Training*, *Far East (Shanghai) Training Management Measures*, the *Shenyang Huanggu Thermoelectricity* and the *Far East (Zhuhai) Training Supporting Management Measures*. Each year, the Group requires its subsidiaries to submit documented annual training plans and budgets, which are duly provided to ensure sufficient training are provided to nurture our talents. These stipulate extensive position-specific training covering areas like corporate culture, quality enhancement, leadership, management skills and professional development, as well as comprehensive orientation sessions for new hires. After the completion of departmental internal training, different forms of assessment would be conducted to evaluate the effective of the trainings and to gauge behavioural adoption, thereby continuously strengthening capabilities across all levels. These assessment tools include knowledge tests, performance evaluation form and survey etc.

職業培訓和發展

本集團秉持「人才與文化是最寶貴的財富」的核心理念，致力於鼓勵員工尋求學習與發展機會，培養人才乃首要任務。人力資源部同時肩負「育人」與「用人」重任，致力於為員工提供和諧穩定的工作環境、充裕的職業發展與培訓機會，以及具競爭力的薪資福利措施，從而支持員工茁壯成長。本集團在人才策略上執行「固本培元」方針，通過系統化的職業培訓，鼓勵員工終身學習並不斷提升自我，同時將個人發展與企業發展緊密結合，旨在滿足本集團業務發展需求之餘，也切合員工實際潛在需求。此綜合模式體現了人才發展投入對促進共同發展的重要作用。

本集團結合企業發展方向和行業趨勢，制定並實施《遠東(珠海)新員工入職培訓》、《遠東(上海)培訓管理辦法》、《遠東(珠海)培訓配套管理辦法》管理措施。本集團每年要求各附屬公司提交年度培訓計劃及預算，附屬公司亦已提供相關文件，確保提供充分的培訓來培養我們的人才。這些培訓明確了針對具體職位的廣泛培訓，包括企業文化、品質提升、領導力、管理技能和職業發展等領域，並為新員工提供全面的入職培訓。部門內部培訓結束後，將進行不同形式的評估，以評估訓練的效果，全面提升各級別員工能力。這些評估工具包括知識測驗、績效評估表和調查表等。



To align the rationale and core value of employees of the Group
使本集團員工的理念與核心價值一致



Supporting Talent Development 支持人才發展

In addition to a comprehensive internal training program, the Group also provides financial support for external training courses and offers exam leave benefits to employees. We encourage employees to actively participate in external training programs to enhance their knowledge and skills, meet legal requirements, fulfil contractual obligations, or improve their management capabilities. Furthermore, the Group provides financial assistance for professional association membership fees and annual bonus incentives for obtaining professional qualifications, encouraging proactive pursuit of relevant certifications. We have established a robust performance management system consisting of four components: setting performance goals, tracking and communicating performance, conducting ongoing assessments, and providing performance feedback. This system aims to continuously improve employee performance. At the end of each year, formal contract employees undergo an annual performance evaluation based on predefined key performance indicators. We listen to employees' work difficulties, understand their career development aspirations, and assist them in setting goals for future growth. We ensure that performance assessments are effectively conducted in all business departments and individuals, with a direct link to compensation. This diversified development strategy incentivises lifelong learning through internal and external certifications, directly linking performance with rewards, and enabling continuous improvement of capabilities for employees at all levels. Furthermore, the headquarters organises the "Son of the Sea 2023" and management trainee recruitment programs to cultivate strategic talent through comprehensive training courses such as professional development, team building, volunteer service, and internship opportunities.

除了全面內部培訓計劃外，本集團也為員工提供外部培訓課程資助和考試假期福利，鼓勵員工積極參加外部培訓課程，提升工作知識和技能水平，以滿足法例要求、合約需要或提升管理水平。此外，本集團為員工提供專業學會會費資助和考獲專業資格的年度獎金福利，鼓勵主動考取相關專業資格。本集團建立完善的績效管理體系，由設定績效目標、績效跟蹤交流、動態考核和績效反饋應用等四個環節組成，旨在持續提升員工績效水平。每年年底，本集團依據既定關鍵績效指標對正式合同員工進行年度績效考核，聆聽員工工作困難，了解其職業發展期望，並助其制定目標，開拓未來。本集團保證各業務部門和個人績效評估得以有效開展，並與薪酬掛鉤。此多元化發展策略通過內外資格認證激勵終身學習，直接將績效與報酬掛鉤，使各級員工能力持續提升。此外，總部舉辦「海之子2023」及管理培訓生招聘計劃，通過完善的培訓課程如專業培訓、團隊建設、義工服務、實習機會等，培育策略性人才。



Far East (Zhuhai) New Employee Induction Training
遠東珠海新進員工入職培訓



Fresh graduate 5 days training in Far East (Shanghai)
遠東上海應屆畢業生5天培訓



Business conduct training in Far East (Shanghai)
遠東上海商務禮儀培訓



General Specifications for Quality Control of
Construction & Engineering Construction
建築工程施工品質控制通用規範



Sons of the Sea 2023 Training
海之子 2023 訓練



Supporting Talent Development 支持人才發展

During the reporting period, the Group conducted onboarding sessions for new hires to deepen understanding of corporate culture, compliance requirements and management systems to facilitate smoother integration. Both headquarters and business segment subsidiaries provided training according to the needs of our employees. The Group has also invited third-party organisations to provide training, such as sustainability awareness training and more.

Subsidiaries established annual training plans divided into sections covering safety, systems, integrity, corporate culture and operations; safety training included cardiopulmonary resuscitation and automatic external defibrillator instruction to boost emergency response capabilities while system training arranged email and introductory GH programming language tutorials to strengthen administrative and software skills. Meanwhile, integrity training hired anti-corruption officers discuss construction industry corruption prevention and corporate culture/teamwork trainings explored personal data privacy regulations; operational training comprised English conversation, construction quality management and sustainable development management courses to refine professional competencies. These comprehensive training and development initiatives simultaneously strengthened employee knowledge, skills and socialisation into the Group's working methods.

於報告期內，本集團為新員工舉辦入職培訓，深入解釋企業文化、合規要求和管理體系，促進其更快融入工作。總部及各附屬公司根據員工的需求提供訓練。本集團也邀請了第三方機構提供培訓，例如可持續發展意識培訓等。

各附屬公司依據自身情況和不同崗位需要為全體員工制定年度培訓方案，內容包括安全、系統、廉潔、企業文化、運營等多個分部分享。在安全培訓方面，我們提供急救心肺復甦法培訓及使用自動心臟除顫器課程等，同時安排安全生產與防火保障培訓等，提升應急處理能力。在系統培訓方面，我們安排電子郵件使用和GH程式語言入門培訓(包括資料結構和字符操作符)等，加強員工行政和軟件技能。在廉潔培訓方面，廉政專員主講有關建造業防貪的講座等，增強廉潔意識。在企業文化培訓方面，我們研討個人資料私隱法規等，亦提供企業文化和團隊合作培訓等。在運營培訓方面，課程包括英語口語、地盤質量管理和可持續發展管理等，完善專業技能。該綜合培訓措施強化員工知識技能的養成，同時使他們了解本集團的營運。



Supporting Talent Development 支持人才發展

OCCUPATIONAL HEALTH AND SAFETY

The Group attaches great importance to the well-being and safety of its employees, demonstrating a strong commitment to fostering a healthy, secure, and harmonious working environment. We strictly comply with the applicable safety and health laws and regulations in all locations where we operate. In 2023, the Group has developed a comprehensive *Health and Safety Policy* to further strengthen our safety practices, it serves as a cornerstone of our approach, prioritises a proactive stance on "Safety First, Prevention-oriented, Comprehensive Management". To ensure the safe execution of projects, the Group has also established the *Safety and Health Management Procedures* that encompass the safety of entire construction process.

職業健康安全

本集團高度重視員工的福祉和安全，並展現了對培育健康、安全以及和諧工作環境的承諾。我們在所有營運所在地均嚴格遵守適用的安全與健康法律法規。2023年，本集團制定了健全的《健康與安全政策》以進一步加強我們的安全實踐，作為我們方針的基石，積極採取「安全第一，預防為主，全面管理」的理念。為確保項目的安全執行，本集團亦建立了《安全及健康管理工作程序》以涵蓋整個施工過程的安全。

Health and Safety Policy

- Identify potential health and safety risks in the workplace and establish a safety management system to ensure compliance with occupational health regulations.
- Establish KPIs related to health and safety, aiming for zero occupational injuries, and continuously monitor performance for improvement.
- Implement health and safety management systems in accordance with the ISO 45001 standard and undergo regular external verification.
- Provide appropriate protective gear and equipment for employees, contractors, and subcontractors.
- Enhance health and safety awareness through education and training for employees, contractors, and subcontractors.
- Establish a mechanism for reporting and managing safety accidents to reduce their impact and associated risks.
- Develop an emergency response plan for security incidents and conduct regular drills to assess its effectiveness.
- Establish effective communication channels to report, track, and manage accidents and hazardous situations, ensuring effective communication of health and safety policies and performance to stakeholders.
- Encourage incident reporting, including by contractors, while maintaining the confidentiality of reports to protect the interests of those involved.
- Continuously improve safety and health performance by adopting reasonable and feasible solutions and innovative methods aligned with our goals.

《健康與安全政策》

- 在職場中識別潛在的健康與安全風險，並建立安全管理系統，以確保符合職業健康法規的要求。
- 建立與健康與安全相關的績效指標，旨在實現零職業傷害，並持續監測績效以進行改善。
- 根據ISO 45001標準實施健康與安全管理系統，並定期進行外部驗證。
- 為員工、承包商和分包商提供適當的防護裝備和設備。
- 通過教育和培訓提高員工、承包商和分包商的健康與安全意識。
- 建立事故報告和管理機制，以減少事故的影響和相關風險。
- 制定安全事故應急響應計劃，並定期進行演習以評估其有效性。
- 建立有效的溝通渠道，報告、跟蹤和管理事故和危險情況，確保對利害關係者有效傳達健康與安全政策和績效。
- 鼓勵承包商等報告事件，同時保護報告的機密性，以保護相關人員的利益。
- 通過採用合理可行的解決方案和創新方法，持續改善安全與健康績效，使其與我們的目標保持一致。



Supporting Talent Development 支持人才發展

At the Group level, the Board holds the responsibility for overseeing the sustainability strategy as well as OHS initiatives. This oversight is facilitated through the supervision of the Safety Management Committee and the involvement of Project Management Department. The Board approves the implementation of relevant policies and monitors the health and safety performance of the Group. The Safety Management Committee plays a crucial role in the safety management system of the Group, which they meet every two to three months to review existing internal policies and measures, and makes decisions regarding the overall safety framework, ensuring its implementation across various lines of responsibility. The committee formulates work safety objectives, medium-term and long-term development plans, and approves annual production safety work plans. It also organises production safety assessments for all departments and subsidiaries, designs safety education and training programs, and enhances the Group's emergency rescue plan for safety accidents. The Project Management Department holds the responsibility of supervising the implementation and adhere to safety measures by all stakeholders. Regular reports are reviewed by the Board and the Safety Management Committee to ensure ongoing monitoring and evaluation of safety practices. In order to raise awareness of workplace safety and improve OHS, Safety Officers take on the responsibility of organising training sessions of new employees. These sessions are designed to enhance their safety awareness and promote a culture of safety within the Group.



We remain committed to transparency and information sharing regarding safety and health hazards and risks associated with our construction works, this includes the publication of relevant data and insights. Additionally, we actively participate in quality and safety seminars, where we present safety reports, with special focus on high-risk construction sites. We strongly encourage our employees to engage in the decision-making process of our OHS management system, fostering a culture of collective responsibility and proactive involvement.

The Group takes a proactive approach towards occupational hazards at project sites by engaging certified testing providers for regular assessments. These assessments, conducted in accordance with regulatory requirements, require the Group to promptly declare any identified hazards to authorities in line with national policies. To ensure employee safety, the Group has implemented the *Management System for the Distribution and Use of Labour Insurance Supplies*, which guarantees the consistent provision of appropriate protective equipment. Regular inspections by management, production management personnel, and safety management personnel ensure proper usage of labour protection equipment. Additionally, the Group prioritises the well-being of employees exposed to occupational hazards by arranging annual occupational health check-ups through qualified providers, effectively mitigating the risk of occupational diseases. During the reporting period, there is 11 cases of recordable work-related injuries and 1 case of high-consequence work-related injuries.

在集團層面上，董事局負責監督可持續發展策略以及職安健的措施。這一監督工作通過安全管理委員會的監管和項目管理部門的參與來實施。董事局負責批准相關政策的實施並監控本集團的健康與安全表現。而安全管理委員會在本集團的安全管理體系中則起著至關重要的作用，委員會每兩至三個月開會，審查現有的內部政策和措施，並就整體安全框架作出決策，確保其在各個責任線上的實施。該委員會制定工作安全目標、中長期發展計劃，並批准年度生產安全工作計劃。同時亦組織所有部門和附屬公司的生產安全評估，設計安全教育和培訓計劃，完善本集團的安全事故應急救援計劃。項目管理部門負責監督所有持份者的安全措施的實施和遵守。董事局和安全管理委員會定期審查報告，以確保對安全實踐的持續監測和評估。為了提高職場安全意識和改善職安健，安全主任負責組織新員工的培訓課程，這些課程旨在增強他們的安全意識，從而促進本集團內部的安全文化。

我們致力於提高透明度和信息共享，並會發佈關於我們施工工程所涉及的安全和健康風險和危害，以及相關數據和見解。此外，我們積極參與質量安全專題會，尤其是匯報高危風險級別地盤的安全表現。我們強烈鼓勵員工參與我們的職安健管理系統的決策過程以培養集體責任制和積極參與的文化。

本集團採取積極主動的態度，通過與認證檢測機構合作進行定期評估，以應對項目現場的職業風險。這些評估按照監管要求進行，要求本集團根據國家政策及時向相關部門報告發現的任何風險。為確保員工安全，本集團實施了勞動保險用品分發和使用管理系統，以確保提供適當的個人防護裝備。管理層、生產管理人員和安全管理人員定期進行檢查，確保勞動保護裝備的正確使用。此外，本集團重視受職業風險影響的員工的健康，並通過合格的提供者安排年度職業健康檢查，有效減輕職業疾病風險。報告期間，共發生11宗可記錄工傷事故以及1宗嚴重後果工傷事故。

Supporting Talent Development 支持人才發展

SAFETY MANAGEMENT MEASURES

In line with the Group's commitment to OHS, each subsidiary within the Group adopts safety management measures tailored to their respective business areas. Recognising the unique requirements and characteristics of each business operations, appropriate policy documents are formulated to support and align with the overarching Group *Health and Safety Policy*. These subsidiaries-specific policies serve as essential guideline to ensure the effective implementation of OHS practices, providing a framework for promoting a safe and secure working environment throughout the Group.

安全管理措施

根據本集團對職安健的承諾，每個附屬公司都會針對其相應的業務領域採取相應的安全管理措施。我們明白到每個業務的營運均有其獨特要求和特點，故此制定了相應的政策文件，與本集團的《健康與安全政策》保持一致。這些附屬公司特定的政策作為重要指南，確保職安健實踐的有效實施，為本集團提供促進安全和保障的工作環境的框架。

Facade Contracting Business

幕牆工程業務

Far East (Hong Kong) formulated the *Safety and Health Policy*, which includes regular safety assessments conducted every six months to closely monitor and evaluate the OHS performance in construction sites, as well as setting OHS objectives on an annual basis.

遠東香港已制定《安全與健康政策》，其中包括每六個月進行定期安全評估，以密切監控和評估建築工地的職安健表現，並確定每年的職安健目標。

A set of regulations are formulated and implemented to manage occupational safety concerns on construction sites, including the *Cranes Safe Operation Regulation – Ten No Lifting Rules, Eight Prohibition Rule*, the *Glass Lifting and Installation Safety Operational Regulation*, and the *Safety and Health Management Procedures for Facade Business*.

另外亦有制定和實施一系列的規章制度以管理建築工地上的職業安全問題，包括《起重機安全操作》「十不吊」、「八嚴禁」規定，玻璃《玻璃吊裝安全操作規程》以及《幕牆業務安全及健康管理工作程序》。

Investing and Operating Business

投資運營業務

Huanggu Thermolectricity has established and implemented the *Production Safety Supervision Management System, Safety Management System Manual – Internal Safety Code, Safety and Health Policy, Anti-violation of Rules and Regulation Management System, Management System on Award and Punishment for Safety, Safety Production Grid Management System, Safe Working Practices in the Electrical Industry – Part 1 Thermal and Mechanical, and Part 2 Electrical Components of Power Plants and Substations* among others. These regulations have provided a clear guideline for employee conduct regarding OHS.

皇姑熱電已建立並實施了《生產安全監督管理系統》、《安全管理制度手冊—內部安全規範》、《安全與健康政策》、《反違規管理制度》、《安全獎懲管理制度》、《安全生產網格化管理制度》、《電力行業安全作業規程—第一部分熱力與機械》和《電力廠和變電所電氣設備的安全作業規程—第二部分》等。這些規定為員工在職安健方面的行為提供了明確的指導。

In addition, Huanggu Thermolectricity has set up a clear organisational structure for production safety and fire safety. This structured approach assists Huanggu Thermolectricity to effectively oversee and manage production safety, it also underscores the commitment to safeguarding the well-being of employees and protecting assets from potential hazards.

此外，皇姑熱電亦建立了明確的生產安全和消防安全組織架構，助皇姑熱電有效監督和管理生產安全，同時突顯了保護員工福祉和防範潛在危險的承諾。



Supporting Talent Development 支持人才發展

Supervision Business 監理業務

China Overseas Supervision, guided by its safety management philosophy of “Life First, Adhere to Safety Development”, has implemented various safety production management measures to enhance OHS. The *Hazard Identification, Evaluation and Update Procedures* are formulated to guide employees in timely participation and effective assessment of occupational hazards. This procedure identifies and lists significant hazard sources, assesses their risk levels, and establishes corresponding management and control measures. Additionally, the *Hierarchical Management Method on Project Safety* allows for the identification, analysis, and evaluation of project risks, enabling the implementation of tailored and effective measures to improve the safe production management system and optimise risk control.

中海監理以「生命至上，堅守安全發展」的安全管理理念為指導，實施各種安全生產管理措施以提升職安健水平。另外亦制定了《危險源識別、評價與更新程序》，指導員工及時參與和有效評估職業危害，並識別和列舉重大危害源以及評估其風險水平，從而建立相應的管理和控制措施。同時，《項目安全分級管理辦法》允許識別、分析和評估項目風險，部署具針對性和有效的措施以改善安全生產管理體系並優化風險控制。

Furthermore, China Overseas Supervision formulated the *Safety Supervision Works Guidance Manual* and *Safety Production Management Measures* to review and ensure compliance with safety requirements during on-site preparation works, preventing casualties and safety incidents. It has further reinforced safety through the assignment of management members to lead teams and oversee safety through regular supervision and inspection activities.

此外，中海監理制定了《安全監理工作指導手冊》和《安全生產管理辦法》以審查和確保現場準備工作符合安全要求，預防傷亡和安全事件的發生。通過指派管理成員領導團隊並進行定期監督和檢查活動，進一步加強安全工作。



Supporting Talent Development 支持人才發展

SAFETY TRAINING

To ensure the message of the importance of safety is fully discharged to different levels of employees, the Group has implemented a *Three-level Safety Training Program*. This program covers safety training at the company, project, and team levels, providing knowledge on policies, laws and regulations of PRC on safety production and labour protection as well as the regulation and system regarding the safety production of various business areas. Following the safety training sessions, examinations are conducted to assess employees' understanding and retention of the training materials.

For instance, Far East (Shanghai) established monthly *Safety Production Training Program* to address specific safety topics and provide ongoing education to employees. Additionally, safety topics are covered in orientation training to familiarise new employees with the safety policies, procedures, and expectations of Far East (Shanghai). Similarly, Far East (Hong Kong) offers orientation safety training to new employees, ensuring they are aware of safety protocols and guidelines from the outset. Furthermore, a specialised lifting safety program training is provided to equip employees with necessary knowledge and skills to safely handle lifting operations. By 2025, our target is to provide OHS training to all our employees annually, ensure that mandatory safety training is conducted for all contracted workers during onboarding.

安全培訓

為確保重要的安全訊息能夠充分傳達給不同層級的員工，本集團實施了三級安全培訓計劃，包括公司、項目和團隊三個層面，並提供有關中國安全生產和勞動保護的政策、法律法規以及各業務領域安全生產的規章制度和系統的知識。在安全培訓課程結束後，亦會進行測驗以評估員工對培訓材料的理解和記憶。

例如，遠東上海已建立每月的《安全生產培訓計劃》，針對具體的安全主題為員工提供持續的教育。安全主題亦包含於新員工的入職培訓中，幫助他們熟悉遠東上海的安全政策、程序和期望。同樣地，遠東香港亦為新員工提供入職安全培訓，確保他們從一開始就熟悉安全規程和指引。另外也提供專門的起重安全計劃培訓，使員工掌握必要的知識和技能以安全地進行起重作業。到2025年前，我們的目標是每年均為所有員工提供職安健培訓，並確保所有合約工人在入職時接受強制性的安全培訓。



Supporting Talent Development 支持人才發展

STAFF ENGAGEMENT

TWO-WAY COMMUNICATION

Maintaining open conversation and feedback channel is vital for establishing a stable, harmonious, close and inclusive relationship between the Group and the employees. The Group is committed to carefully listening to employee questions, suggestions, and complaints.

For instance, the *Gamma USA Employee Handbook* and *Shenyang Huanggu Thermoelectricity Employee Handbook* stated that all constructive ideas and opinions are welcome. Employees can submit these in writing or via email to the HR Department. Ideas will be investigated, and feedback on feasibility provided. This same process applies to complaints or queries. If unresolved, employees can meet with HR or the vice president to review the issue face-to-face. As a final option, employees can request a meeting with the president if still unsatisfied. No adverse impacts will result from raising concerns. In *Shenyang Huanggu Thermoelectricity Employee Handbook*, employees can raise any questions during team or department meetings. If the issue remains unresolved, they can communicate directly with the Department Manager, Department Head Manager, or Human Resources Department. Employees can also liaise through union organisations at different levels. They can also directly reflect the issue to relevant company leaders through means such as face-to-face meetings, phone calls, or emails.

The Group strives to retain talent by maintaining workplace stability while meeting employee needs. Turnover rate targets are regularly reviewed and a multi-year plan aims to reduce the rate to 25% or below by 2025.

員工溝通

雙向溝通

維持開放的交流回饋機制對建立穩定和諧緊密共融的集團與員工關係至關重要。本集團致力於認真傾聽員工疑問、建議和投訴。

例如，《遠東美國員工手冊》和《瀋陽皇姑熱電有限公司員工手冊》均表示所有建設性意見和觀點都受熱烈歡迎。員工可以以書面或電子郵件將這些建議遞交給人力資源部。相關意見將進行深入研究，並對可行性提供回饋。如果問題無法解決，員工可以面對面與人力資源部或副總裁進行審查。最後，如果仍然不滿，員工可以要求與總裁會面。提出問題不會產生不利影響。在《瀋陽皇姑熱電有限公司員工手冊》中，員工也可以在團隊或部門會議上提出任何疑問。如果問題無法解決，可以直接與部門經理、部門總監或人力資源部溝通。員工也可以透過各級工會組織表達意見，或透過訪談、電話或電子郵件直接與相關公司領導人反映問題。

本集團致力於透過維持工作環境穩定同時滿足員工需求來留住人才，我們定期審查並制定目標以將離職率於2025年前降至25%或以下。

Target: 目標：	2023 Performance: 2023年表現：		Number of people joining 入職人數	Number of people leaving 離職人數	
To reduce the turnover rate to 25% or below by 2025 離職率於2025年前降至25%或以下	Turnover rate 20% 離職率20%				
			Male 男	3,801名	774名
			Female 女	692名	131名
			Total 總數	4,493名	905名

No significant fluctuations occurred in headcount during the reporting period. Overall, these efforts demonstrate the Group's commitment to nurturing engaged, satisfied human capital.

報告期間內外員工人數並無重大波動。整體來看，這些措施體現了本集團致力於培養滿意投入的人才隊伍。

Supporting Talent Development 支持人才發展

CARE FOR EMPLOYEES' PHYSICAL AND MENTAL HEALTH

Beyond being a caring employer, the Group actively organises leisure activities for staff. At least 40 regular social events are planned for 2023 to benefit over 2,000 participating employees annually. This aims to promote work-life balance, alleviate job pressures and boost mental, social and physical wellness. Such engagements simultaneously help establish a stronger organisational identity and sense of belonging. During the reporting period, recognition of these efforts was evidenced by the Group's tenth consecutive "Caring Company" designation from the Hong Kong Council of Social Service and "Heart Caring Charter", reflecting industry-wide acclaim for prioritising employee care.

A variety of social activities were established to cultivate stronger workplace relationships and care for employees' well-being by providing enjoyable festive experiences as well as health-promoting initiatives. Events were planned corresponding to significant dates like International Women's Day on March 8th, Lantern Festival activities, and Youth Day on May 4th to allow staff to celebrate important occasions together and thus foster closer bonds with colleagues and managers. Additionally, regular activities such as birthday parties, parent-child homemade dessert workshops, and basketball games offered fun social outlets for staff while also promoting a healthy work-life balance, as evidenced by the family-focused parent-children day and exercise-enabling basketball games. This diversity of engagements effectively supported employees' mental, physical, and social wellness within a cohesive, supportive organisational culture.

Further demonstrating its support for community development, the Group collaborated with the Child Development Initiative Alliance to organise the Y-We Programme, in order to provide mentoring aimed at broadening mentees' horizons, reinforcing self-confidence and developing positive life goals and upward mobility mindsets. These multi-faceted programs underscore the Company's commitment to operational excellence through an engaged, educated and empowered workforce.

關心員工身心健康

除提供關懷員工的僱傭體制外，本集團也積極組織員工娛樂活動。2023年計劃安排至少40個定期社交活動，惠及超過2,000名參與員工。旨在促進工作與生活平衡，減輕工作壓力，提升心理、社交和身體健康。同時也有助於建立更強的組織認同感和歸屬感。報告期間，本集團連續第十年獲得香港社會服務聯會「商界展關懷」計劃嘉許以及「護心約章」，在優先關注員工福祉方面再次獲得業內認可。

本公司建立多元社交活動，培育工作場所緊密關係，關懷員工身心健康，提供富趣味節慶體驗與健康促進計劃。舉辦3月8日國際婦女節、元宵活動和5月4日青少年節等重大紀念日活動，讓員工共慶重要節日，加強與同事和管理層的聯繫。此外，定期舉辦生日聚會、親子手工藝和籃球比賽，為員工提供有趣社交管道，促進工作與生活平衡，親子日和籃球證明重視家庭和運動。多元活動有效提升員工心理、身體與社交健康，建立和諧支持的文化。

為進一步支援社區發展，本集團利用資源幫助弱勢青少年；公司與青少年發展企業聯盟合作組織2023年的Y-We活動，透過指導擴大受助人視野，加強自信，培養積極人生目標與向上勵志。此多方位項目顯示了我們以投入參與、培育教育和賦能員工追求卓越績效的決心。



Lantern Festival
元宵節



Women's Day
國際婦女節



Family handmade dessert workshop
親子手作甜品工作坊



Supporting Talent Development 支持人才發展



Basketball Game
籃球比賽



Birthday Parties
生日聚會



Dragon Boat Festival rice dumpling activity
端午節包粽子活動

MOVIE SCREENING: "THE GREAT WAR"

Far East (Hong Kong) Alumni Association organised a movie screening event for "The Great War" to enhance patriotism education carrying forward and promoting the spirit of the heroic Chinese soldiers who fought in the Korean War. The event attracted the enthusiastic participation of nearly 100 employees.

觀賞電影《志願軍：雄兵出擊》活動

遠東香港聯誼分會舉辦《志願軍：雄兵出擊》觀影活動，加強愛國主義教育，繼承和弘揚偉大抗美援朝精神。本次活動約近100名員工參與活動。





Excellent Environmental Management

卓越環境管理

UNSDGs covered in this chapter:
本章節所涉及的 UNSDGs:



Material Issues:
重要性議題：

- ✓ Decarbonisation 減碳
- ✓ Conservation of ecosystem 保護生態系統
- ✓ Energy efficiency 能源效益
- ✓ Water and effluents 水資源及污水
- ✓ Use of materials 物料使用
- ✓ Waste management 廢棄物管理

Excellent Environmental Management 卓越環境管理

In line with our commitment to environmental sustainability, we are committed to strictly complying with applicable environmental laws and regulations. During the reporting period, the Group was not involved in any event violating the laws or regulations on emission of waste GHG, discharge of pollutants into water and land, and generation and disposal of hazardous and non-hazardous wastes. In 2023, we have formulated and implemented a robust *Environmental Policy*, which serves as a guiding framework for our operations. It outlines our goals, strategies, and measures to effectively manage environmental risks and enhance our environmental performance. This policy encompasses various aspects of our business operations, including planning, design, construction, and operation at all stages. To ensure the successful implementation of the *Environmental Policy*, the Board oversees the environmental-related issues through the Ecological and Environmental Protection Leading Group and Project Management Department. Under our *Environmental Policy*, we have formulated the following strategies and measures to address key environmental concerns:

為履行對環境可持續發展的承諾，我們致力於嚴格遵守環境相關的法律法規。於報告期內，本集團未發生違反有關廢氣和溫室氣體排放、向水及土地的排污、有害及無害廢棄物產生及處置的相關法律法規的事件。2023年，我們已制定並實施全面的《環境政策》作為我們營運的指導框架，概述了我們有效管理環境風險和提高環境績效的目標、戰略和措施。該政策涵蓋了我們業務營運中由規劃、設計、施工到營運的各個階段。為確《環境政策》的順利實施，董事局通過生態與環境保護領導小組及專案管理部對環境相關問題進行監督。我們已於《環境政策》中制定了以下戰略和措施，以解決重大的環境問題：

GHG and Climate Management

- Set feasible carbon reduction targets and work plans;
- Increase the use of renewable energy and low-carbon energy throughout the lifecycle of our projects.
- Research, develop, and promote innovative technologies and products related to sustainable construction.
- Evaluate and monitor the impact of climate risks on our business and incorporate climate risks into our risk management framework.

溫室氣體及氣候管理

- 定立可行的減碳目標及工作計劃
- 於項目的整個生命週期中增加使用可再生能源及低碳能源
- 研究、發展及推廣可持續建築的創新技術和產品
- 評估及監察氣候風險對業務的影響，將氣候風險納入風險管理框架

Emissions and Pollution Management

- Identify and regularly review the major sources and amount of pollutant emissions.
- Developed pollution prevention and control management system.
- Established emergency response measures for environmental incidents.
- Strengthen pollution control and protection facilities and maintain them regularly to minimise the impact on the environment and surrounding residents.

排放及污染管理

- 識別並定期評估主要污染物排放源及產生量
- 制訂污染防治管理制度
- 設立環境事故的緊急應變管理措施
- 加強污染治理及防護設施，並定期進行維護，避免對環境及周邊的居民造成影響

Waste Management

- Developed and implemented a waste management system that prioritise waste reduction at source.
- Set up waste sorting and recycling facilities at our offices, factories, and construction projects.
- Collaborate with qualified collectors to dispose hazardous waste.
- Minimise resource consumption while maximising waste reuse and recycling.

廢棄物管理

- 制訂和實踐以源頭減廢為本的廢棄物管理制度
- 於辦公室、工廠及／或建設項目設置垃圾分類及回收設施
- 所有有害廢物應交由合資格的危險／化學廢物收集商處理
- 盡可能減少資源消耗、重用及回收再用廢棄物



Excellent Environmental Management 卓越環境管理

Energy Use and Resource Management

- Regularly review and track energy use to establish targets and specific energy conservation measures.
- Prioritise the use of advanced technology, equipment, and systems to improve energy efficiency.
- Promote the use of renewable energy products to developers and other stakeholders.
- Procure environmentally friendly equipment and products, considering factors such as biodegradability and recyclability.

Water Resources Management

- Adopt water-saving and water-recycling measures.
- Regularly maintain our water supply systems to prevent leakage.
- Develop water resource management measures to identify major water-consuming activities and improve water resource management performance.

Our subsidiaries are encouraged to set up a robust environment management system with reference to the international standards. In the reporting period, Far East (Hong Kong), Far East (Shanghai), China Overseas Supervision, and Treasure Construction have successfully obtained ISO 14001 accreditation. In line with this achievement, we have developed the *Protection and Management Method for Ecosystem and Environment*. This method aims to enhance our ecosystem and environmental protection and management system, clearly defining the responsibilities of management positions, regulating environmental management practices, promoting energy conservation and emission reduction, and strengthening risk prevention and control. By implementing these measures, we ensure that our operations align with legal requirements and support the reduction of pollution and carbon emissions. Moreover, we prioritise comprehensive environmental considerations throughout our production and work processes. We proactively incorporate enhancements and green designs into project design, production procedures, and work planning. Our efforts focus on reducing resource and energy consumption, among other initiatives aimed at minimizing our environmental footprint. Additionally, we closely monitor the performance of our suppliers, establishing requirements for their selection and assessment. Environmental protection is one of the key assessment criteria in evaluating suppliers and contractors. We strictly prohibit the use of materials with high energy consumption or that cause significant pollution. We actively supervise and encourage our suppliers to provide low-carbon equipment and materials, promoting sustainable practices throughout our supply chain. Through these initiatives, the Group demonstrates its unwavering commitment to environmental responsibility, striving to achieve sustainable development and contribute to a greener future.

能源使用及資源管理

- 定期檢討及追蹤能源使用量，以定立目標及制定具體能源節約措施
- 盡可能採用先進技術、設備、及系統來提升能源效益
- 向業主或其他持份者推廣可再生能源產品使用
- 採購環保設備及產品，考慮生物降解性和可回收性等因素

水資源管理

- 採用節約用水、循環用水的措施
- 定期維護供水系統以避免滲漏情況
- 制訂水資源管理措施，識別主要耗水的業務活動以提升水資源管理表現

我們鼓勵附屬公司參照國際標準建立健全環境管理體系。於報告期內，遠東香港、遠東上海、中海監理和海悅建築已成功獲得ISO 14001認證。為配合這一成果，我們已制定《生態環境保護管理辦法》，旨在加強我們的生態環境保護管理體系，明確管理崗位職責，規範環境管理行為，促進節能減排，強化風險防控。通過實施這些措施以確保我們依法合規經營，同時支持減少污染和碳排放。此外，我們在整個生產和工作流程中優先考慮全面的環境因素，於專案設計、生產流程和工作規劃中主動融入改進措施和綠色設計，致力減少資源和能源消耗，以及其他旨在最大限度減少環境足跡的措施。同時，我們密切關注供應商的表現，並制定了選擇和評估供應商的要求。當中環境保護是評估供應商和承包商的重要標準之一。我們嚴格禁止使用高能耗或造成嚴重污染的材料。積極監督並鼓勵供應商提供低碳設備和材料，同時在整個供應鏈中推廣可持續發展實踐。通過這些舉措，本集團表明了對環境責任的堅定承諾，努力實現可持續發展，為綠色未來做出貢獻。



Excellent Environmental Management 卓越環境管理

ENVIRONMENTAL TARGETS AND ACHIEVEMENTS

As part of our medium-term goals, we have set an ambitious target to reduce our carbon intensity by 25% before 2026 compare to 2021. To achieve this, we are implementing a multi-faceted approach that combines energy-efficient technologies, renewable energy use, and operational optimisations. We recognise that addressing climate change requires long-term planning, so we have established a comprehensive strategy to achieve net-zero emissions in Hong Kong and Chinese Mainland by 2050 and 2060 respectively. This entails not only reducing our own carbon footprint but also actively engaging with suppliers and partners to encourage sustainable practices throughout our value chain.

We firmly believe that fostering a culture of sustainability within our workforce is essential for creating meaningful change. To this end, we are implementing various initiatives to educate and engage our employees. These include comprehensive sustainability training programs, workshops on environmental practices, and the promotion of sustainable behaviours in the workplace. We encourage our employees to actively participate in sustainability initiatives, providing them with opportunities to contribute to our overall sustainability goals. In 2023, we have also gradually updated our employee training policies, emphasising the importance of low-carbon and sustainable development. It is targeted that all new employees will receive training on low-carbon practices and sustainable development upon joining the company. Furthermore, all members of our sustainability framework will be required to undergo a minimum of one low-carbon training session annually.

As stated in the supplier selection section, we have established comprehensive supplier selection and evaluation criteria that prioritise environmental considerations. When choosing suppliers and subcontractors, their adherence to environmental requirements is one of our key assessment factors. Additionally, we have implemented a policy to prohibit the use of high-energy-consuming and heavily polluting materials in our material selection process. By incorporating environmental considerations into our supplier selection process, we demonstrate our commitment to responsible sourcing and sustainable practices. We believe that by working closely with suppliers who share our values, we can collectively minimise environmental risks and reduce our environmental impact.

We have prioritised the development and implementation of an annual energy-saving and carbon reduction plan, accompanied by a range of corresponding measures, across our offices, construction sites, and factories. These initiatives reflect our commitment to achieving sustainable and environmentally responsible practices throughout our operations.

環境目標及成就

作為中期目標的一部分，我們訂立了於2026年前比2021年將碳強度降低25%的目標。我們將節能技術、可再生能源使用和運營優化結合起來作多方面工作以達成這一目標。我們明白應對氣候變化需要長遠的規劃，故此制定了一項全面的策略，以在香港和內地分別於2050年或2060年之前實現淨零排放。這不僅要求我們減少自身的碳足跡，同時要求我們積極與供應商和業務夥伴合作，在整個價值鏈中鼓勵可持續發展實踐。

我們堅信在員工中培養可持續發展文化對於創造有意義的變革至關重要。為此，我們正實施各種措施以教育員工並讓他們參與其中。這些措施包括可持續發展培訓計劃、環保實踐研討會以及在工作場所推廣可持續發展措施。我們鼓勵員工積極參與可持續發展行動，並提供機會讓他們可持續發展目標作出貢獻。2023年，我們逐步優化了員工培訓政策，當中強調低碳和可持續發展的重要性。目標所有新員工在入職時均需接受低碳實踐和可持續發展方面的培訓，而所有可持續發展架構的成員每年也需接受最少一次低碳相關培訓。

如供應商選擇部分所述，我們已制定全面的供應商選擇及評估標準，優先考慮環境因素。在選擇供應商和分包商時，他們對環境要求的遵守情況是我們的主要評估因素之一。此外，我們的政策亦指明在材料選擇過程中禁止使用高耗能和污染嚴重的材料。我們通過將環境因素納入供應商選擇流程表明了對負責任採購和可持續發展實踐的承諾。同時相信通過與具有相同價值觀的供應商密切合作，我們可以共同將環境風險降至最低，並減少對環境的影響。

我們優先在辦公室、建築工地和工廠制定和實施年度節能減碳計劃並採取一系列相應措施。這些舉措體現了我們在整個營運過程中實現可持續發展和對環境負責的承諾。



Excellent Environmental Management 卓越環境管理

Environmental Targets Progress

環境目標進度

Target 目標	2023 Performance 2023年表現
 <p>Enhance energy efficiency Far East (Hong Kong) per capita electricity consumption of the company's office building lighting system/air conditioning system reduced by 10% in 2023 compared with 2022 提升能源效益 遠東香港公司寫字樓照明系統／空調系統的人均用電量 — 2023年較2022年減少10%</p>	<p>✓ Reduced per capita electricity consumption by 11% compared with 2022 人均用電量較2022年下降11%</p>
 <p>Continue to promote paperless office Far East (Hong Kong) per capita paper consumption of functional departments and design departments reduced by 10% in 2023 compared with 2022 持續推行無紙化辦公 遠東香港職能部門和設計部門人均紙張使用量 — 2023年較2022年減少10%</p>	<p>✓ Through the use of paperless office and BIM technology, Far East (Hong Kong) office dynamically monitors monthly paper usage, reducing per capita paper consumption by 43% compared with 2022 通過無紙化辦公及BIM技術的使用，遠東香港辦公室對每月紙張用量進行動態監控，人均紙張使用量較2022年減少43%</p>
 <p>Clean energy Far East (Zhuhai) gradually carries out photovoltaic transformation, including factory roofs 清潔能源 遠東珠海逐漸開展光伏改造，包括廠房屋頂</p>	<p>✓ Far East (Zhuhai) has successfully implemented the BIPV technology with our latest Light-A Series to the factory roofs, as well employee dormitory and workshop glass room 遠東珠海已成功採用最新Light-A系列產品，將BIPV技術應用於廠房屋頂、光伏宿舍及碼件車間玻璃房</p>
 <p>Continue to promote paperless office China Overseas Supervision plans to use FSC equivalent certified paper in 2023 持續推行無紙化辦公 中海監理計劃在2023使用FSC同等認證的紙張</p>	<p>✓ Certified paper has been used 已使用有關認證紙張</p>
 <p>Increase waste recycling Set up recycling and garbage sorting facilities in all office and factories in 2023, and encourage employees to recycle 提升廢棄物回收量 2023年於所有辦公室及工廠廠區設置回收及垃圾分類設施，提倡員工進行回收</p>	<p>✓ We have set up waste separation facilities on various locations in the office, and regularly delivers the waste to recycling points. During the reporting period, we have received the Wastewise certificate from Hong Kong Green Organisation Certification 為推動環保理念，公司於辦公室多個角落設置垃圾分類設施供員工使用，並定期把垃圾送至環保回收點。於報告期內，我們已獲得香港綠色機構認證的減廢證書</p>

Excellent Environmental Management 卓越環境管理

CARBON NEUTRALITY ROADMAP

碳中和路線圖

2023

Carbon quota

碳配額

Huanggu Temoelectricity has completed the surrender of carbon quotas for 2021 and 2022 according to the government's timetable

皇姑熱電已按政府時間表完成2021及2022年碳配額清繳工作

Environmental target

環境目標

Achieved various environmental targets, including energy efficiency, use of renewable energy, paperless office etc.

Details please refer to "Environmental Target Progress"

已達提升能源效益、可再生能源使用、無紙化辦公等多項環境目標，詳情請參閱「環境目標進度」

Sustainability training for employees

員工可持續發展培訓

All staff are required to received low-carbon and sustainability related training in orientation training, while all members of the sustainability framework are required to undergo a minimum of one low-carbon training session annually. External consultants were invited to provide sustainability training in 2023

所有員工入職時均需接受低碳及可持續發展相關培訓，而所有可持續發展架構的成員每年需要接受最少一次低碳相關培訓。2023年已邀請外部顧問提供可持續發展培訓

2026 – 2030

Use environmentally friendly packaging materials

使用環保的包裝物料

Far East (Zhuhai), Gamma USA and Canada will research the use of environmentally friendly glass protective film, unit transport boxes and other materials, and reduce the density of packaging materials by 10% by 2026 compared to 2022

遠東珠海、遠東美國及加拿大研究使用環保的玻璃保護膜、單元運輸箱等物料，2026年相較2022年包裝物料使用密度減少10%

Carbon emission target

碳排放目標

Reduce carbon emissions intensity by 25% (carbon emissions/revenue) before 2026 compared to 2021

2026年或之前比2021年將碳排放密度降低25%（碳排放/營業額）

Enhance energy efficiency

提升能源效益

Gamma USA and Canada will reduce the fuel consumption of official vehicles by 1/3 by 2026, and regularly maintain official vehicles

遠東美國及加拿大將於2026年將公務車耗油減少1/3，定期檢修公務車

Short-term 2023–2025

短期2023年至2025年

Medium-term 2026–2030

中期2026年至2030年

Long-term 2031–2060

長期2031年至2060年

2024

Continue to promote paperless office

持續推行無紙化辦公

Gamma USA and Canada plans to increase use of certified paper by 30% by 2024
遠東美國及加拿大計劃於2024年將認證紙張使用提高30%

Promote the development of BIPV in the industry actively

積極推進行業BIPV的發展

Participate in BIPV-related benchmark projects, and join the promotional activities, in order to develop and promote the BIPV products
參與BIPV相關標杆項目，並參與宣傳活動，繼續研發及推廣BIPV產品

2025

Enhance energy efficiency

提升能源效益

Gamma USA and Canada will reduce diesel use on construction sites or vehicles by approximately 30% by 2025
遠東美國及加拿大將於2025年前減少工地或車輛的柴油使用約30%

Enhance the awareness of sustainability of our employees

提升員工可持續發展意識

Ensure all employees receive sustainability-related training annually
確保所有員工每年接受可持續發展相關的培訓

Improve the carbon management in upstream and downstream supply chains

改善上下游供應鏈碳排放管理

Communicate with the suppliers and subcontractors to identify their carbon performance and reduction opportunities
與供應商及分包商溝通，識別碳排放表現及減碳空間

2031 – 2060

Carbon emission target

碳排放目標

Achive carbon neutrality in Hong Kong and Chinese Mainland by 2050 and 2060
於2050年及2060年前在香港及內地實現碳中和

Excellent Environmental Management 卓越環境管理

ON-GOING RESEARCH AND STUDY

We are conducting research and developing targets for hazardous waste recycling, waste reduction, electricity consumption, water usage, paper consumption, and other related areas. In terms of hazardous waste management, we are committed to establishing specific recycling plans and reduction measures. Through collaboration with professional waste management partners, we will establish waste classification and recycling systems to ensure proper disposal and maximise the reuse of waste materials while minimising negative environmental impacts.

Regarding electricity consumption, we are evaluating and setting targets to reduce the Group's overall energy usage. This includes adopting energy-efficient equipment and lighting systems, optimising energy management practices, and encouraging employees to adopt electricity-saving behaviours. We are also exploring the adoption of renewable energy sources such as solar and wind power to provide clean energy for our operations and reduce reliance on conventional energy sources.

Water resource management is an integral part of our sustainability efforts. We are studying ways to monitor and reduce water consumption across our operations. This involves implementing water-saving technologies, improving water management practices, and promoting water conservation awareness among our employees. Our goal is to minimise water usage and enhance water efficiency throughout our facilities.

In addition, we are researching and developing targets to reduce paper consumption. This includes promoting digitalisation initiatives, encouraging electronic documentation and communication, implementing paper-saving practices, and increasing employee awareness about the responsible use of paper resources. By adopting these measures, we aim to minimise paper waste and contribute to forest conservation efforts.

持續調查研究

我們正於有害廢棄物回收、減少廢物、用電、用水、用紙及其他相關領域展開研究並制定目標。在有害廢棄物管理方面，我們致力於制定具體的回收計劃和減少措施。通過與專業的廢物管理合作夥伴合作，我們將建立廢物分類和回收系統，確保廢物得到妥善處理，並最大限度地重複利用廢物，同時將對環境的負面影響降至最低。

在用電量方面，我們正在評估並制定目標以減少本集團的整體能源使用量。這包括採用節能設備和照明系統、優化能源管理措施，以及鼓勵員工採取節電行為。我們還在探索採用太陽能和風能等可再生能源，為我們的日常營運提供清潔能源，減少對傳統能源的依賴。

水資源管理是我們可持續發展工作中不可或缺的一部分。我們正研究如何監控和減少整個營運過程中的用水量。這包括實施節水技術、改進水資源管理方法以及提高員工的節水意識。我們的目標是最大限度地減少用水量，提高我們所有設施的用水效率。

此外，我們也在研究和制定減少紙張消耗的目標。這包括推廣數位化措施、鼓勵電子文檔和通信、實施節紙措施以及提高員工對負責任地使用紙張資源的認識。通過採取這些措施，我們旨在最大限度地減少紙張浪費，為保護森林做出貢獻。



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CLIMATE RESILIENCE

Climate resilience is a paramount concern in today's rapidly changing world. As we face escalating climate challenges, it is essential for businesses to prioritise resilience and adaptability. Climate resilience refers to the ability of an organisation to withstand and recover from climate-related shocks and stresses while ensuring the long-term sustainability of its operations. By proactively assessing vulnerabilities, implementing robust risk management strategies, and incorporating climate considerations into decision-making processes, companies can not only safeguard their own viability but also contribute to the resilience of the communities and ecosystems in which they operate. Embracing climate resilience is not only an ethical imperative but also a smart business strategy that enhances effectiveness, fosters innovation, and secures a more sustainable future for all. In this Report, we delve into our commitment to climate resilience, highlighting our efforts to mitigate risks, seize opportunities, and build a resilient business that can thrive in the face of climate change.

We are dedicated to upholding our *Climate Change Policy*, which entails effectively communicating our management directions and strategy on mitigating, adapting, and being resilient to climate change to our stakeholders. Since 2022, we started to publish climate-related financial disclosure with reference to the recommendations of the TCFD, which covers the four core pillars of governance, strategy, risk management, and metrics and targets.

GOVERNANCE

The Group has established a dedicated board Sustainability Committee responsible for overseeing climate-related risks. The committee is chaired by our Executive Director and Chief Financial Officer, who is appointed by the Board and is responsible for reporting sustainable development matters, including climate-related issues, to the Board. To ensure independence, more than half of the committee members must be independent non-executive directors. The committee meets at least twice a year, in accordance with its *Terms of Reference*, and is responsible for the identification, assessment, and management of climate-related issues as well as develop and review the Group's climate strategy. This strategy encompasses objectives and significant measures progress to mitigate, adapt to, and withstand climate change. Additionally, the committee identifies both risks and opportunities associated with climate change that may impact the Group's business. Similar to our sustainability governance structure, the Sustainability Committee is also supported by the Sustainability Leading Group and the Sustainability Working Group on the climate issues, in order to coordinate and implement the initiatives to tackle climate change.

We acknowledge that continuous learning and knowledge enhancement are essential in an ever-evolving landscape of climate-related risks and opportunities. To ensure ongoing proficiency, the Sustainability and the Board remain committed to staying abreast of the latest developments and seeking opportunities to expand their collective knowledge on climate change and its implications for our business. Regular trainings are also provided to all members of our sustainability framework.

Our *Climate Change Policy* guides the management approach and strategy on managing the risk and opportunities from the entire business operation within its value chain. This aims at setting up strategies to mitigate the negative impacts on its business model from the climate change, to adapt to the weather change and strengthen the ability in climate resilience.

氣候韌性

在當今瞬息萬變的世界中，氣候韌性我們面對的首要問題。各行各業面對不斷升級的氣候挑戰時必須優先考慮自身韌性和適應力。氣候韌性所指的是組織抵禦氣候相關衝擊和壓力並從中恢復的能力，同時確保其營運的長期可持續性。通過積極主動地評估脆弱性、實施穩健的風險管理策略並將氣候因素納入決策過程，企業不僅可以保障自身的生存能力，還能夠為其營運所在社區和生態系統的抗禦力做出貢獻。提高氣候適應力不僅是道德要求，同時也是一項明智的商業策略，可以提高效率、促進創新，並創造一個可持續的未來。我們將在本報告中深入探討我們對氣候抗禦力的承諾，重點介紹我們為降低風險、抓住機遇以及建立一個能夠在氣候變化中茁壯成長的彈性企業所做的努力。

我們致力於堅守《氣候變化政策》，並向我們的持份者有效傳達我們在減緩、適應和抵禦氣候變化方面的管理方向和戰略。自2022年起，我們開始參照TCFD的建議，發佈與氣候相關的財務資訊披露，其中包括管治、策略、風險管理以及指標和目標這四大核心支柱。

管治

本集團設有董事局的可持續發展委員會以監督與氣候相關的風險。該委員會由董事局任命的執行董事兼首席財務官擔任主席，負責向董事局報告可持續發展事宜，包括與氣候相關的議題。為確保獨立性，過半數委員會成員必須是獨立非執行董事。委員會根據其《職權範圍》每年至少召開兩次會議，負責識別、評估和管理氣候相關問題，並制定和審查本集團的氣候策略，包括減緩、適應和抵禦氣候變化的目標和重要措施進度。此外，委員會亦負責識別可能影響本集團業務的氣候變化相關風險及機遇。正如我們的可持續發展管治架構，可持續發展委員會在氣候議題上同樣得到可持續發展領導小組及可持續發展工作小組的輔助，以協調及實施應對氣候變化的措施。

我們認識到在不斷變化的氣候相關風險和機遇的背景下，持續學習和知識提升至關重要。為確保持續的專業能力，可持續發展委員會和董事局致力於與時俱進，尋找機會擴充他們在氣候變化及其對我們業務的影響方面的共同知識。我們亦為可持續發展框架的所有成員提供定期培訓。

我們的《氣候變化政策》為管理方向和戰略提供指導，以管理價值鏈中整個業務營運的風險及機遇。其目的是制定戰略，減輕氣候變化對業務模式的負面影響，適應天氣變化，以及增強氣候韌性。

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Strategy

Physical Risks

Climate change can give rise to two types of physical risks:

Acute risks that stem from sudden events like floods, storms, and extreme events such as heavy rains, thunderstorms, and strong winds; Chronic risks that emerge from long-term changes in climate patterns, such as temperature increase. These risks pose growing financial threats, including asset damage, operational disruptions, supply chain disturbances, as well as adversely impact our employees' safety.

For those locations with a higher chance of typhoon in southern part of China, more care should be given to the premises or construction site to avoid loss financially.

Our Responses

For the factory in Zhuhai and Huanggu Thermoelectricity, the Group has evaluated the potential financial impact in 2023, where climate significant physical risk has not been anticipated in near term. Considering increasing climate physical risks, it is evaluated that most of our operations primarily operates in the office premises located at high level, which does not pose a significant physical risk.

Although no major risk is identified, the Group will continue to monitor the situation and developed special emergency response measures designed for severe summer weather conditions such as typhoons in protecting our employees. Upon receiving weather alerts, the Group's General Office and emergency response working group take charge in coordinating and mobilizing various departments to implement preventive measures and emergency actions, monitor and notify the weather conditions. After the severe weather incidents, review will be conducted, which aims to safeguard the well-being of employees, ensuring safety and potential losses are minimised.

Far East (Zhuhai) has acquired backup power suction pumps and mobile diesel suction pumps to meet the factories' drainage needs in case of emergency. Regular checks are conducted, and drainage channels of the factory areas are cleared on a weekly basis.

We prioritised the need for reliable shelter within our premises to ensure the safety of individuals during sudden extreme weather conditions. Regular inspections are conducted to identify any defects, and necessary upgrades are carried out to address these issues.

策略

物理風險

氣候變化可導致以下兩種物理風險：

急性風險源於洪水、風暴等突發事件，以及暴雨、雷暴和強風等極端事件；慢性風險源於氣候模式的長期變化，如氣溫上升。這些風險會帶來越來越大的財務威脅，包括資產損失、營運中斷、供應鏈干擾，以及對我們員工的安全造成不利影響。

對於中國南部颱風發生機率較高的地區，應更加注意場所或建築工地的安全，以免造成巨大的經濟損失。

我們的回應

本集團已對珠海工廠和皇姑熱電評估了2023年的潛在財務影響，預計短期內不會出現重大的氣候物理風險。考慮到日益增長的氣候物理風險，我們大部分營運主要在位於高處的辦公場所進行，不會構成重大的物理風險。

雖然沒有發現重大風險，但本集團將繼續監測有關情況，並針對夏季惡劣天氣情況如颱風等，制定特別應急措施以保護員工。在收到天氣警報後，本集團辦公室及應急工作小組負責協調和動員各部門實施預防措施和應急行動，關注及通知天氣情況，並於惡劣天氣情況發生後，進行檢討。其主要目標包括保障員工福利、確保安全和將潛在損失降至最低。

遠東珠海已配置備用電源抽水及移動柴油抽水以滿足工廠在緊急情況下的排水需求。我們亦會定期進行檢查，以及每週清理工廠區的排水管道。

我們優先考慮在廠房內提供庇護所，以確保在突發極端天氣情況下的人身安全。同時亦定期進行檢查，如發現任何缺陷便會進行升級以解決這些問題。



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Transition Risks and Opportunities

Transition risks are defined as risks arising from policy and legal, technology, market changes, and reputation, in the process of transitioning to a low-carbon economy. Governments worldwide are responding to the imperative of low-carbon and carbon-neutral initiatives by progressively strengthening regulatory measures pertaining to climate change. China has already established the “Dual Carbon” target which entails peaking carbon emissions by 2030 and achieving carbon neutrality by 2060. While Hong Kong government pursues a more vigorous target of achieving carbon neutrality by 2050. Various policies and guidelines are gradually being introduced, such as energy structure, low-carbon buildings, climate risks, reporting standards, etc. It is foreseeable that regulatory requirements will be tightened.

Consequently, companies are compelled to adapt their environmental policies and operational models in alignment with these evolving regulations. Substantial investments in new technologies, equipment, and processes become necessary to effectively address economic risks associated with legal requirements and the transition towards low-carbon technologies. This will increase operating costs and may also bring competitiveness and business opportunities to the Group.

Among them, thermoelectricity operation is more affected by the energy structure and low-carbon transformation. Such as Huanggu Thermoelectricity may face financial losses due to fluctuations in asset prices or unfavorable credit conditions if it fails to address market changes adequately and lead to increase in operating costs and reduce return on investment. Specifically, the exposure to carbon quota and carbon trading, as per the latest state regulations. Failure to invest in upgrading existing facilities to meet emission reduction targets may necessitate the purchase of additional quotas to offset emissions. Nevertheless, the carbon quota and trading mechanisms also offer opportunities for the Group. If Huanggu Thermoelectricity excels in reducing emissions, it can generate surplus carbon quotas that can be utilised strategically. This presents a chance to capitalise on the market by trading or selling the excess quotas, potentially generating additional revenue or offsetting costs.

Our Responses

In response to the updates of the low-carbon policies, the Group will continue to monitor market trend and make reference to local regulatory requirements and international market standards such as TCFD and ISSB guidelines, aiming to gradually enhance internal management system and information transparency. In addition, we will regularly review our carbon reduction targets and progress to achieve the carbon neutrality goals of both Chinese Mainland and Hong Kong.

Recognising the importance, impacts and opportunities it brings of reduce emissions, we continuously develop innovative solutions such as BIPV renewable energy technology. In 2023, we have launched the LIGHT-A Series of BIPV products, demonstrating our commitment to integrating renewable energy into building infrastructure. By employing BIPV technology, the Group not only contributes to reducing carbon emissions but also demonstrates its dedication to environmental responsibility, details can be referred to the section headed “Advanced Sustainability Technology”.

Huanggu Thermoelectricity has formulated and implemented the Carbon Assets Management Measures, which establish reporting and collection standards for carbon emissions, ensure the accountability and adherence to statistical norms in carbon-related data. In 2023, we have completed the accounting of carbon emissions from 2021 to 2022 according to regulations and achieved surplus carbon quotas. We actively participate in the development of low-carbon technology by leveraging green financing opportunities. By investing in optimising existing facilities to enhance energy efficiency, we are confident in achieving our carbon emissions target. Through these initiatives, Huanggu Thermoelectricity aims to mitigate potential financial losses by addressing market changes and regulatory requirements, and actively targets to generate extra carbon quotas.

轉型風險及機遇

轉型風險是指在向低碳經濟過渡的過程中，由政策及法律、技術、市場變化以及聲譽所引起的風險。世界各地政府正在通過逐步加強與氣候變化有關的監管措施來應對低碳和碳中和倡議的必要性。中國已經制定了「雙碳」目標，即到2030年前碳排放達到峰值，到2060年前實現碳中和。而香港政府追求的目標更為堅定，即到2050年前實現碳中和。各項政策及指引逐步出台，如能源結構、低碳建築、氣候風險、報告準則等，可預見監管要求將會收緊。

故此，企業不得不調整其環境政策和營運模式以適應這些不斷變化的法規。為有效應對與法律要求和向低碳技術過渡相關的經濟風險，有必要對新技術、設備和工藝進行大量投資，這會增加營運成本，同時亦可為本集團帶來競爭力及業務機遇。

其中熱電業務較受能源結構及低碳轉型的影響，如皇姑熱電未能充分應對市場變化，便有機會因資產價格變動或信貸狀況惡劣而面臨財務損失，令營運成本增加並降低投資回報。特別是按照國家最新規定而面臨碳配額和碳交易的風險。如未能投資升級現有設施以達到減排目標，便需要購買額外配額來抵銷排放量。儘管如此，碳配額和碳交易機制亦為本集團帶來機遇。如皇姑熱電在減排方面表現出色，便可加以利用多餘的碳配額。通過交易或出售多餘配額來產生額外收入或抵銷成本。

我們的回應

針對低碳政策修改，本集團亦持續監察市場動態，參考在地的法規要求及市場國際標準，如TCFD及ISSB準則，逐步強化內部管理及資訊披露的透明度，並定期審視減碳目標及進度以實現中國內地及香港的碳中和目標。

我們明白減排的重要性及其帶來的影響及機遇，故此不斷研發可再生能源BIPV技術等創新解決方案。2023年，我們推出了LIGHT-A系列BIPV產品，表明我們致力於將可再生能源融入建築設施。本集團通過BIPV技術不僅減少碳排放，同時也彰顯了對環境負責的決心，詳情請參閱「先進可持續發展技術」部分。

皇姑熱電已制定並實施《碳資產管理辦法》，建立了碳排放數據填報及收集規範，明確數據責任及統計標準。2023年，我們已按規定完成了2021年至2022年的碳排放核算工作，並實踐碳配額盈餘。我們亦通過綠色金融積極參與低碳技術的開發。通過投放資源優化現有設施以提升能源效益，我們有信心實現碳排放目標。通過這些舉措，皇姑熱電致力於應對市場變化和監管要求以減少潛在的財務損失，積極實現產生額外碳配額的目標。

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RISK MANAGEMENT

Recognising the significance of climate-related issues as a key business risk, we are committed to addressing and mitigating the potential impacts of climate change. To achieve this, the Group has implemented a proactive approach to identify, assess, and manage climate-related risks, opportunities, and impacts. The process begins with conducting a comprehensive evaluation of industry and market trends, utilising various materiality assessment, risk analysis reports and megatrend analysis reports. This evaluation aims to identify potential sustainability risks that may impact the Group's financial performance, development strategy, operational management, reputation, and other relevant factors. Based on the nature of the Group's business, a risk inventory is compiled. These potential sustainability risks arise from financial market uncertainties, potential project failures, legal liabilities, credit risks, accidents, natural disasters, deliberate attacks from external parties, and unforeseen events, etc. To evaluate the likelihood and severity of each risk in the risk inventory, relevant department heads and top management are engaged in the assessment process. Using this evaluation, the Group prioritises the identified risks and proceeds to review the management of high-risk items. This review enables the development or enhancement of risk management plans that are specifically tailored to address and mitigate the identified high-risk sustainability factors. The Group maintains a continuous focus on improving its risk management efforts by incorporating feedback, monitoring changes in the risk landscape, and implementing necessary adjustments to ensure effective risk mitigation and management. Our climate risk management strategy is guided by the [Climate Change Policy](#), which provides a framework for our actions in addressing climate-related challenges.

To efficiently and effectively address the threat from physical climate risks and transition climate risks, we have included them in our sustainability risk database, which enables the Group to closely monitor the risks and impacts that the Group may encounter and will be able to address the growing risks with appropriate adaptive and mitigative measures. The Group will aggregate the survey results of the sustainability risk assessment, confirm the priority of the sustainability risk, and specifically review the Company's management on sustainability issues with high risk level, in order to further refine the risk management mechanism, and to assess the material physical and transition risks and opportunities on climate change to our assets and businesses. Through this systematic and comprehensive approach, the Group demonstrates its commitment to identifying, evaluating, and managing sustainability risks in order to safeguard its operations, reputation, and long-term success. In 2023, we have conducted a more in-depth assessment for the potential climate physical and transition risk for Far East (Zhuhai) and Huanggu Thermoelectricity. A list of potential climate risks were identified based on the business natures and external reports. A workshop was also provided for representatives of each subsidiary company to introduce the current types of climate risks and their potential impacts, so that they can have a deeper understanding and assess their vulnerability to climate and their respective potential financial impacts.

風險管理

我們深知氣候相關議題是重大的業務風險，故此致力於應對和減輕氣候變化的潛在影響。為此，本集團以積極主動的方法識別、評估及管理與氣候相關的風險、機遇和影響。首先通過重要性評估、風險分析報告和大趨勢分析報告，對行業和市場趨勢進行全面評估，旨在識別潛在影響本集團財務業績、發展戰略、運營管理、聲譽和其他相關因素的可持續發展風險。並根據本集團的業務性質整合出風險清單。這些潛在的可持續發展風險來自金融市場的不確定性、潛在的專案失敗、法律責任、信用風險、意外事故、自然災害、來自外部的蓄意攻擊以及不可預見的事件等。為評估風險清單中每種風險的可能性和嚴重性，相關部門負責人和高層管理人員均有參與評估過程。根據評估結果，本集團對識別出的風險進行優先排序，並著手審查高風險專案的管理情況。同時制定及加強風險管理計劃，以專門方案緩解已識別的高風險可持續發展因素。本集團通過採納回饋意見、監測風險狀況的變化以及實施必要的調整來確保有效的風險緩解和管理，持續關注改進風險管理工作。我們的氣候風險管理策略受到《氣候變化政策》的指導，該政策為我們在應對氣候相關挑戰方面的行動提供框架。

為有效地應對來自氣候物理風險及過渡氣候風險的威脅，我們將其納入了可持續發展風險資料庫，使本集團能夠密切關注可能遇到的風險和影響，並將通過適當的適應和緩解措施來應對日益增長的風險。本集團將匯總可持續發展風險評估的調查結果以識別可持續發展風險的優次，並針對評估公司對風險等級較高的可持續發展議題的管理情況，以進一步完善風險管理機制及評估氣候變化對我們的資產和業務帶來的重大物理和轉型風險與機遇。本集團通過全面及有系統的方法表明了其對識別、評估和管理可持續發展風險的承諾，以保障其營運、聲譽和長期成功。2023年，我們對遠東珠海和皇姑熱電的潛在氣候物理和過渡風險進行了更深入的評估，並根據業務性質和外部報告識別出潛在氣候風險清單。並為各附屬公司的代表提供一個工作坊，介紹現時各類型氣候風險及其潛在影響，以便其有更深入的了解針對對氣候的脆弱性和各自的潛在財務影響進行評估。



Excellent Environmental Management 卓越環境管理

METRICS AND TARGETS

We closely monitor and disclose the key metrics related to carbon emissions in our Sustainability Report annually. This monitoring and reporting process enables us to pinpoint areas with significant climate-related risks, allowing us to prioritise and enhance our performance accordingly. The Group aims to reduce carbon emissions intensity by 25% (carbon emissions/revenue) before 2026 compare to 2021 and achieve carbon neutrality in Hong Kong and Chinese Mainland by 2050 and 2060 respectively. We are dedicated to assuming our responsibility in mitigating the effects of climate change. Our commitment involves actively assessing the impact of climate-related risks on our operations and adapting to the evolving environmental landscape. By understanding these risks, we can proactively implement measures to minimise our environmental footprint and contribute to a more sustainable future.

The Group establishes various goals to minimise carbon emissions, including improving the energy efficiency of our equipment. To specifically address vehicle-related emissions, our North America office has committed to reducing diesel consumption of construction sites and vehicles by 30% by 2025, as well as reducing petrol consumption of company vehicles by one-third while regularly maintaining them. In addition, we have set an energy saving target for our Hong Kong office last year to reduce per capita electricity consumption by 10% compared with 2022. This year, we have established a quarterly reporting mechanism on electricity and implemented a zonal responsibility for air-conditioner electricity consumption, and successfully reduced per capita electricity consumption by 11%.

Furthermore, we actively foster the development for renewable energy sources. By 2026, our North America office aims to incorporate renewable energy into half of its construction sites and factories, making significant strides towards a greener infrastructure. Additionally, we have ambitious plans to expand the implementation of BIPV technology, we have implemented the BIPV technology to our Zhuhai factory, occupying 35,000 m² area with an actual electricity generation of about 1.4 million kWh since the completion in April 2023 and expected to have an average annual energy generation of around 1.9 million kWh. Through the implementation of a range of sustainable initiatives, we have achieved a significant milestone in our journey towards environmental responsibility, the carbon emission intensity has reduced by 31% comparing to 2021. For more information of our environmental targets, energy and resources efficiency, please refer to the relevant sections titled "Environmental Achievements and Targets" and "Energy Saving and Resource Efficiency".

指標和目標

我們每年均密切監測並在可持續發展報告中披露與碳排放相關的關鍵指標。這一監測和報告過程使我們能夠準確定位與氣候相關的重大風險領域，從而確定其優次並相應提高我們的績效。本集團的目標是在2026年前比2021年將碳排放強度降低25%（碳排放／營業額），並分別於2050年及2060年前在香港及內地實現碳中和。我們致力於承擔減輕氣候變化影響的責任，並承諾積極評估氣候相關風險對我們運營的影響以適應不斷變化的環境狀況。通過瞭解這些風險，我們可以積極主動地採取措施以最大限度地減少我們的環境足跡，為可持續的未來做出貢獻。

本集團已制定各種目標以減低碳排放，包括提高設備的能源效率。為專門解決與車輛有關的排放問題，我們的北美辦公室承諾於2025年前將建築工地或車輛的柴油消耗量減少30%，並將公司車輛的油消耗量減少三分之一，同時定期對車輛進行保養。此外，我們去年亦為香港辦公室訂立了節能目標，將人均用電量較2022年減低10%，本年度我們制定用電量季度通報機制，落實冷氣機用電分區責任，並成功將人均用電量減低11%。

此外，我們積極推動可再生能源的發展。我們的北美辦公室承諾於2026年前在一半的建築工地和工廠採用可再生能源，在綠色基礎設施方面取得重大進展。我們亦計劃擴大BIPV技術的實施範圍，並已在珠海工廠實施了BIPV技術，佔地面積達35,000平方米，自2023年4月建成後，實際發電約140萬千瓦時，並預計年均發電量約為190萬千瓦時。透過實施一系列可持續措施，我們在履行環保責任上達到了重要的里程碑，碳排放密度已較2021年減少了31%。有關我們的環保目標、能源和資源效率的更多資訊，請參閱「環境目標及成就」和「節能與資源效益」部分。

2026
Reduce carbon emissions
intensity by 25%
減少碳排放強度25%

2050 Hong Kong 香港
2060 Chinese Mainland 中國內地
Achieve carbon neutrality
實現碳中和



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LOW-CARBON PRACTICES

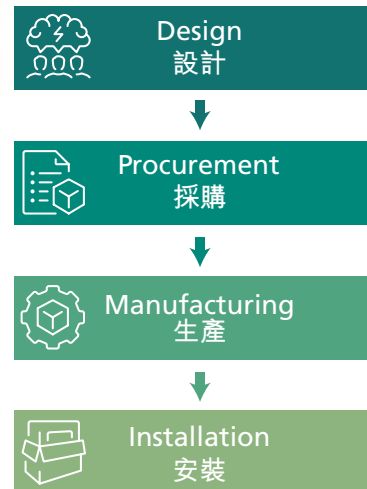
The Group actively accelerates the shift towards low-carbon practices by promoting technological innovation, setting up dedicated departments and task forces, making substantial investments in renewable energy. This approach enables the Group to effectively address to carbon reduction initiatives and targets set by the countries and regions in which we operate. Moreover, it allows the Group to seamlessly align with the sustainable blueprints of these places.

FACADE CONTRACTING BUSINESS

We provide one-stop facade solutions for high-end property projects, covering design, procurement, production, and installation. We adhere to the direction of “Establishing an Intelligent Production Base” and the goal of “Leading the End-to-end Intelligent Fabrication of Facade”, dedicating to reducing the carbon footprints in every step of its operation. In the designing process, we fully consider various green and energy saving requirements and features. For example, we adopt mature technologies in respiratory double-skin facade. It can improve a building’s overall thermal performance by controlling wind direction and flow, and make use of natural light in conjunction with the building design to reduce the carbon emissions caused by air-conditioning and lighting. During the procurement process, materials with high energy consumption or causing severe pollution are prohibited, and we preferentially selects low-carbon materials in the procurement of metals and alloys. In the manufacturing process, we have successfully incorporated BIPV technology to our Zhuhai factory, enabling us to strive for self-sustainability by harnessing renewable energy sources. For the installation process, we use unit facades that are sophisticatedly designed and manufactured in standardised method for installation to reduce working hours and direct or indirect carbon emissions.

INVESTING AND OPERATING BUSINESS

Huanggu Thermoelectricity is dedicated to reducing carbon emissions by taking measures to minimising energy consumption. We follow four emission reduction principles in our production and operations, including the adoption of “Determination of Power by Heat”, “Precise Adjustment and Control”, “One Approach for One District”, and “Heat Recovery”. We follow the “Determination of Power by Heat” principle and pledge that we will not generate excess electricity in order to supply heat; instead, we will determine the amount of power to be generated based on the amount of heat to be produced.



低碳實踐

本集團通過推動科技創新、設立專題小組以及重大可再生能源投資等方式，積極加快低碳實踐的部署，以響應其營運所在地國家和地區提出的減碳行動和目標，貫徹落實當地可持續發展藍圖。

幕牆工程業務

我們為高端房地產項目提供一站式幕牆解決方案，覆蓋設計、採購、生產及安裝各環節。我們以「建設智能生產基地」為指導思想和「引領幕牆全過程智能製造」為目標，致力於各環節減少碳足跡。在設計方面，我們充份考慮各種綠色節能要求及特色，例如採用成熟的雙層呼吸式幕牆技術，通過控制風向和風量改善建築熱效能，並充分利用自然光配合建築設計以減少空調及照明引起的碳排放。採購方面，禁止使用高能耗或污染嚴重的材料，在金屬和合金採購中優先選用低碳材料。生產方面，我們在珠海工廠成功應用了BIPV技術，實現可再生能源自足。安裝方面，採用單元化精密設計和標準化生產的幕牆產品，全面縮短施工時間，有效減少直接和間接碳排放。

投資運營業務

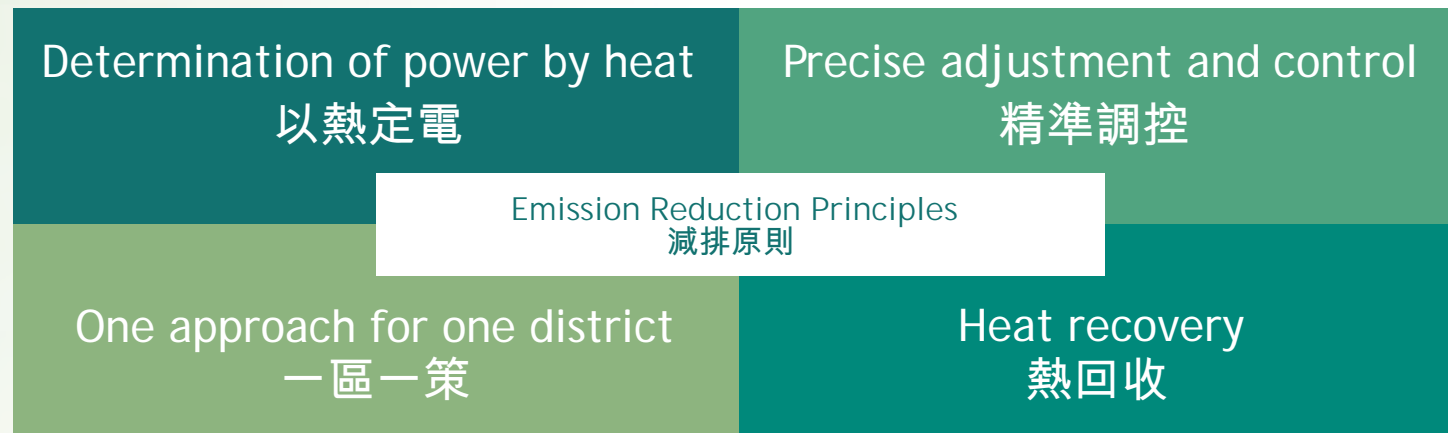
皇姑熱電致力於通過節能降耗方式減少碳排放。我們在生產運營中遵循四項減排原則，包括「以熱定電」、「精準調控」、「一區一策」和「熱回收」。我們堅持「以熱定電」原則，不會為了供熱而過度發電，而是根據需要供熱量來決定電力產量。



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In addition, we manage the production process in a sophisticated manner through the two principles of “Precise Adjustment and Control” and “One Approach for One District”. We utilise intelligent technology to remotely monitor the heating process, adjust and control the heat level in real time based on the day’s temperature, actual needs and heating parameters of different communities, to avoid excessive heat generation and to maintain optimal operation. Additionally, we make full use of “Heat Recovery” technology to utilise the waste heat generated during the production process, thereby saving energy at the source. These measures collectively reduce product costs while laying the foundation for sustainable operations. In 2023, Huanggu Thermoelectricity provided heat to an area of 18.42 million m², an increase of 70,000m² compared to the previous year. Nevertheless, the annual coal consumption was only approximately 545,000 tons under our efforts, a decrease of around 30,000 tons compared to the previous year. Meanwhile, Huanggu Thermoelectricity has achieved commendable energy efficiency achievement in the heating sector, specifically in terms of water, electricity, and coal consumption per square meter, which is among the lowest in the heating industry of Shengyang. The average coal consumption per square meter among 40 heating companies is reported to be 18.5kg/m². In contrast, we have achieved an average coal consumption of only 11.8kg, 36% lower than the industry average.

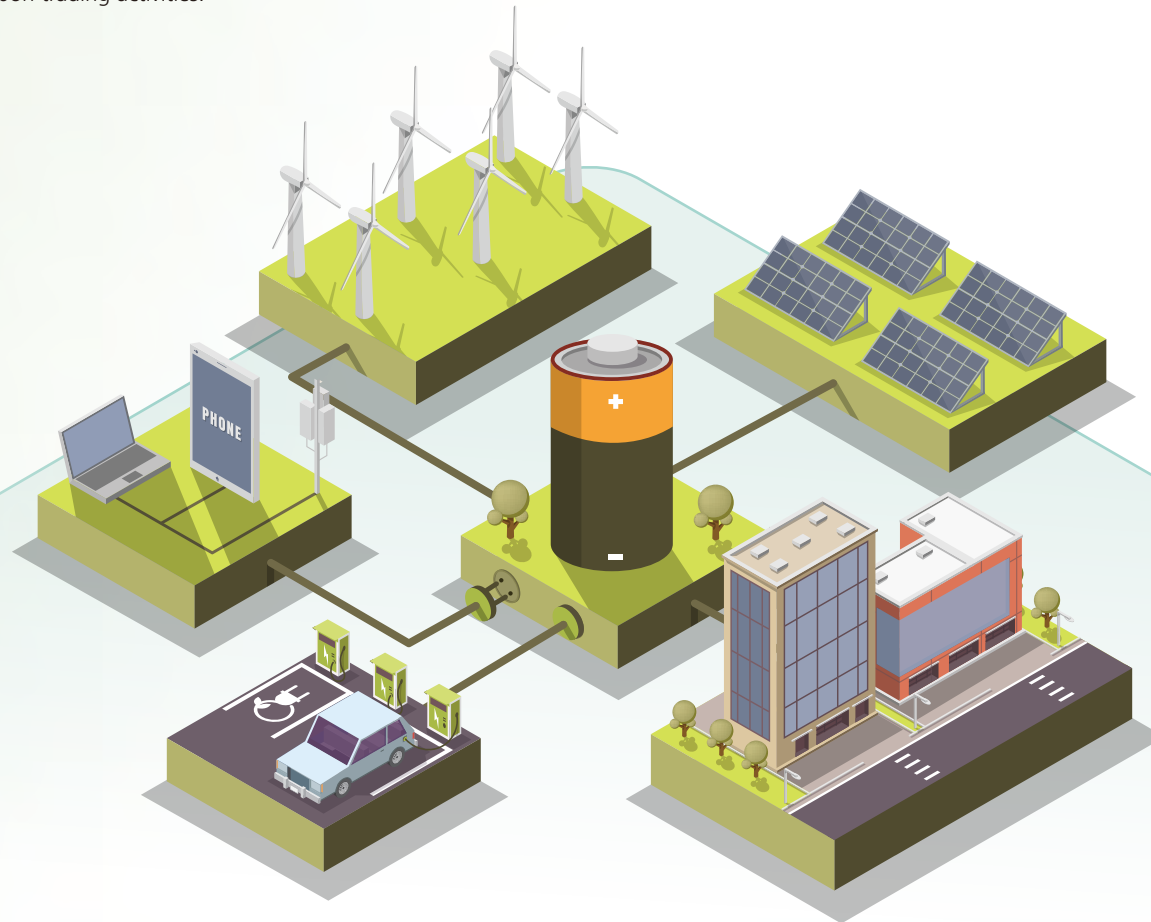
此外，我們還通過「精準調控」及「一區一策」兩大原則對生產過程進行精細化管理。我們運用智能從遠端監調供暖過程，並根據當天溫度、不同社區的需要及供暖參數實時進行調整和控制供熱量，避免過度產生熱力，以保持最佳運行狀態。由於供熱生產過程難以避免餘熱產生，因此我們充分利用「熱回收」技術，將生產過程中的餘熱回收利用，從源頭上節約能源。這些舉措減少了產品成本同時也為可持續經營奠定基礎。2023年皇姑熱電為1,842萬平方米提供熱力，較去年增加7萬平方米，然而，在我們的努力下全年原煤消耗僅約54.5萬噸，較去年減少約3萬噸。同時，皇姑熱點在供暖行業取得優秀的節能成就，特別是在每平方米的水、電、煤消耗方面處於瀋陽供暖行業的較低水準。其中瀋陽市40家供暖企業的平均煤耗為每平方米18.5公斤。相比之下，我們的平均煤耗僅為11.8公斤，較行業平均水準低36%。



Excellent Environmental Management 卓越環境管理

The Group has devised its 14th Five-Year Development Plan, focusing on market dynamics and actively exploring the utilisation and advancement of clean energy sources. To ensure compliance with governmental regulations, we have diligently carried out regular verification and registration of carbon emissions, strictly adhering to the GHG Emission Accounting Methodology and *Reporting Guidelines for Enterprises-Power Generation Facilities*, as well as the *Measures for the Administration of Carbon Emissions Trading (Trial)* and other relevant regulations established by the Chinese government. Huanggu Thermoelectricity has also established its internal systems, including guidelines for the preparation of carbon emission reports, to streamline and standardise the verification and management of carbon assets. Furthermore, we have bolstered the process of stocktaking, verification, and monitoring of carbon emissions, enhancing our ability to accurately account for carbon quotas, fulfil contractual obligations, and engage in efficient carbon trading activities.

本集團制定了十四五發展規劃，密切關注市場變化，探索清潔能源的應用和發展機遇。同時，本集團嚴格按照中國政府發佈的《企業溫室氣體排放核算方法與報告指南發電設施》、《碳排放權交易管理辦法（試行）》等文件，積極開展碳排放的定期核查和註冊工作。皇姑熱電也制定了內部制度如碳排放報告編製指南，規範碳資產核查與管理，提高碳排放盤查、核查、監測以及配額核算、履約和交易。



Excellent Environmental Management 卓越環境管理

GHG EMISSIONS CONTROL

In order to enhance our sustainability efforts for the upcoming year, we have established feasible carbon reduction goals and work plans to minimise GHG emissions. Throughout the entire lifecycle, from design and construction to operation, we are committed to increasing the use of renewable and low-carbon energy sources. Additionally, we are actively researching, developing, and promoting innovative technologies and products for sustainable construction. Compliance with our *Climate Change Policy and Sustainable Procurement Policy* is crucial. We advocate for the use of low-carbon and high-energy-efficient technologies and products among both internal and external stakeholders. Promoting a low-carbon culture is a priority, and we encourage our employees, suppliers, and customers to reduce carbon emissions in their day-to-day operations whenever feasible.

Starting from 2022, Far East (Zhuhai) embarked on the establishment of staff canteen with photovoltaic installation, taking the first step in exploration. In 2023, investments were made to construct photovoltaic projects on the roofs of factories. The projected roof space utilisation is approximately 35,000m², with an average annual electricity generation of around 1.9 million kWh. The project encompasses monocrystalline silicon photovoltaic modules, cadmium telluride photovoltaic modules, and more. The operational mode will follow a “consume what is produced, and put the remainder on the grid” model. By investing in BIPV project, Far East (Zhuhai) demonstrates its commitment to renewable energy solutions and reducing reliance on traditional power sources. The utilisation of renewable energy through photovoltaic systems contributes to the reduction of GHG emissions and helps mitigate climate change. Furthermore, the distributed nature of the project allows for localised energy generation and promotes energy self-sufficiency within our facilities. These initiatives align with our company's ESG goals and support the transition to a low-carbon economy.

To ensure compliance with environmental regulations, Huanggu Thermoelectricity strictly adhered to the *Notice of the Environmental Protection Department of Liaoning Province on Coal-fired Power Plant Ultra-Low Emission Retrofit Plan*. Enhanced investment in environmental protection equipment, through the implementation of emission reduction technologies, aims to reduce the emissions generated during coal combustion. This includes upgrading denitrification equipment, strengthening boiler dust removal facilities, installing particle reduction devices, and other measures to effectively reduce air pollutant emissions during boiler operations. Through our efforts, Huanggu Thermoelectricity has achieved significant results in environmental protection and clean production. Currently, our emission levels for nitrogen oxides, sulphur dioxide, and particulate matter are well below the ultra-low emission limits, measuring at less than 50 mg/m³, 35 mg/m³, and 10 mg/m³, respectively. This represents a significant milestone for us.

溫室氣體排放控制

為加強來年的可持續發展工作，我們已制定出可行的減碳目標及工作計劃以最大限度地減少溫室氣體排放。我們從設計、施工到營運的整個生命週期中均致力於增加可再生能源和低碳能源的使用。同時還積極研究、開發和推廣可持續建築的創新技術和產品。我們明白遵守《氣候變化政策》和《可持續發展採購政策》的重要性，而宣導低碳文化則為我們的首要任務，故此向內部和外部持份者宣導使用低碳、高能效的技術和產品，並鼓勵員工、供應商和客戶在可行的情況下減少日常營運中的碳排放。

自2022年起，遠東珠海著手建立光伏員工餐廳，邁出了探索的第一步。2023年，在廠房屋頂投資建設光伏項目，預計屋頂佔用面積約為35,000平方米，年均發電量約為190萬千瓦時。本項目主要包括單晶矽光伏組件、碲化鎘光伏元件等，採用「自發自用、餘電上網」的運行模式。通過投資BIPV建造項目，遠東珠海展示出其對可再生能源解決方案和減少對傳統能源依賴的承諾。透過光伏系統利用可再生能源，減少溫室氣體排放，以緩解氣候變化。此外，該項目的分散性質使得能源在本地產生，促進我們設施內的能源自給自足。這些舉措符合我們公司可持續發展目標，助我們向低碳經濟轉型。

為確保遵守環保法規，皇姑熱電已遵守《遼寧省環境保護廳關於制定燃煤發電機組超低排放改造計劃的通知》之要求，加強環保設備投資，通過實施減排技術來減少燃煤時所產生的排放，包括升級脫硝設備、加強鍋爐除塵設施、加裝減少粒子器件等，從而有效減低鍋爐營運過程中的空氣污染物排放。經過我們的努力，皇姑熱電在環境保護和清潔生產方面取得了顯著的成效。目前我們多個鍋爐的氮氧化物、二氧化硫和顆粒物排放水準遠低於超低排放限值，分別低於每立方米50毫克、每立方米35毫克及每立方米10毫克。



Excellent Environmental Management 卓越環境管理

Looking ahead, we are committed to cooperate with the local government requirements outlined in the *Planning of Heat Supply for Civil Use in the Urban Area of Shenyang Under the 14th Five-Year Plan*. By 2025, aim to achieve a clean heating rate of 100%, up from the current 38%. This entails completing the ultra-low emission transformation for sulphur dioxide and nitrogen oxide in the flue gas of coal-fired boilers used for heat supply of 100 tons and above. Any remaining coal-fired boilers that have not undergone this transformation will be gradually phased out from the heat supply market of Shenyang. Because of that, to further reduce emissions from energy consumption, we have completed the renovation of 4 boilers in 2023. Additionally, we will complete the transformation of the remaining two boilers, equipping them with denitrification and ultra-low emission functions by 2024, to further reduce pollutant emissions. During the reporting period, Huanggu Thermoelectricity's eight affiliated heat source plants were rated as the only units in Yuhong District, Shenyang City with "zero excess" pollutant emissions, which represents a milestone in our environmental protection and emission reduction.

In addition to equipment modification, we continue to prioritise the promotion of "Green Travel" among our employees. We actively raise awareness about environmental protection and encourage our staff to use public transportation for their commuting needs, thereby reducing air pollutant emissions from vehicles.

展望未來，我們致力配合當地政府《瀋陽市「十四五」城市民用供熱規劃》中提出的要求。到2025年前，目標是將清潔取暖率從目前的38%提高到100%，當中100噸及以上燃煤供熱鍋爐需完成鍋爐煙氣二氧化硫、氮氧化物超低排放改造，而未完成煙氣超低排放改造的燃煤供熱鍋爐將逐步退出瀋陽市供熱市場。因此為進一步減少能源消耗造成的排放，我們已在2023年完成4台鍋爐改造，並將在2024年之前完成剩餘兩台鍋爐的改造，為其配備脫硝和超低排放功能，進一步減少污染物排放。於報告期間內，皇姑熱電的八家附屬熱源廠被評為沈陽市于洪區唯一污染物排放為「零超標」單位，代表著我們環保減排的里程碑。

除了設備改造外，我們繼續在員工中推廣「綠色出行」，提高員工的環保意識，鼓勵他們搭乘公共交通工具上下班，從而減少車輛排放的空氣污染物。



Excellent Environmental Management 卓越環境管理

ENERGY SAVING AND RESOURCE EFFICIENCY

As a construction company with manufacturing operations, we are committed to prioritising energy saving and resource efficiency in our business practices. The Group primarily relies on electricity and fossil fuel consumption for its energy consumption during production and operation. In order to optimise energy utilisation, the Group mandates all subsidiaries to evaluate their specific business circumstances and establish robust and effective energy management systems that are tailored to their operations and comply with local laws and regulations. This approach ensures that energy is utilised in an efficient and sustainable manner throughout the Group.

ENERGY EFFICIENCY AND MANAGEMENT

In our construction activities, we prioritise resource efficiency by implementing sustainable construction practices. This includes promoting the use of eco-friendly materials, adopting efficient construction techniques, and minimising waste generation through proper planning and management. Additionally, we actively explore recycling and reusing construction materials to reduce the demand for new resources and mitigate environmental impacts associated with extraction and manufacturing processes. Within our manufacturing operations, we strive to optimise resource efficiency and have implemented lean manufacturing principles, focusing on reducing waste, improving production processes, and minimising energy and water consumption. By adopting advanced technologies and implementing efficient manufacturing practices, we aim to increase productivity while reducing our environmental footprint. We have implemented a range of energy-saving measures throughout our operations. This includes investing in energy-efficient equipment and technologies, optimising building design to enhance insulation and reduce energy consumption, and conducting regular energy audits to identify areas for improvement.

The Group is dedicated to the ambition of becoming a leading force in the photovoltaic industry. During the reporting period, we have embarked on an initiative to construct a state-of-the-art photovoltaic factory in Zhuhai. This ambitious project incorporates the implementation of cutting-edge Light-A Series BIPV technology throughout various areas of the facility, including the employee dormitory, factory roof, and workshop glass room. The Group's decision to integrate BIPV technology into the factory serves multiple purposes. Firstly, it acts as a pioneering platform to promote the BIPV brand, showcasing the Group's commitment to innovation and sustainability. By demonstrating the practical applications of BIPV technology within the factory premises, the Group aims to inspire industry-wide adoption and raise awareness about the immense potential of this renewable energy solution. This project allows the Group to swiftly establish practical application scenarios and showcase real-life examples for how photovoltaic systems can seamlessly merge with traditional building elements. This not only validates the viability of photovoltaic solutions but also encourages the widespread adoption of renewable energy technologies in various sectors. In addition, this project plays a crucial role in testing the project's economic logic and business model. By evaluating the financial aspects of incorporating BIPV technology into the factory, the Group can assess the long-term economic benefits, cost savings, and return on investment, which serves as a benchmark for future projects within the industry. Moreover, the factory serves as a remarkable showcase project for owners and industry professionals to visit. Through guided tours and inspection visits, interested parties can witness firsthand successful integration of BIPV technology within the factory's infrastructure. This allows the Group to share its knowledge, experiences, and best practices, fostering collaboration and driving further advancements within the photovoltaic industry. Lastly, the project provides a reliable, cost-effective, and highly efficient electricity solution for the existing production processes.

節能和資源效益

作為擁有生產業務的建築公司，我們致力於在業務實踐中優先考慮節約能源和提高資源效率。本集團在生產經營過程中的能源消耗主要依賴電力和化石燃料。為優化能源利用，本集團要求所有附屬公司對其特定業務情況進行評估，建立健全有效的能源管理體系，以適應其營運並符合當地的法律法規，確保整個集團以高效和可持續的方式利用能源。

能源效益和管理

在建築活動中，我們透過實施可持續建築措施提升資源效率，當中包括推動環保材料的使用、採用高效的施工技術，以及透過有效的規劃和管理減少廢棄物的產生。此外，我們也積極探索建築材料的回收和再利用，以減少對新資源的需求，並減輕開採和製造過程對環境的影響。在生產營運中，我們努力優化資源利用效率，並實施精實生產原則，重點減少浪費，改善生產流程，最大限度地降低能耗和水耗。透過採用先進技術和實施高效的生產實踐，我們旨在提高生產率，同時減少對環境的影響。此外，我們在整個營運過程中實施了一系列節能措施，這包括投資於節能設備和技術，優化建築設計以提高隔熱性能和降低能耗，以及定期進行能源審計以確定需要改進的地方。

本集團致力於成為光伏產業的先行者。於報告期內，我們啟動了一項極具前瞻性的計劃，我們將於珠海建設一個零碳光伏燈塔工廠。這個項目將在工廠不同區域，包括星級光伏宿舍、廠房屋頂和碼件車間玻璃房，引入最先進的Light-A系列BIPV技術。本集團將BIPV技術整合到工廠中以達到多重目的。首先，它會成為推廣BIPV品牌的橋頭堡，展現本集團在創新和可持續發展方面的決心。透過在工廠內快速展示BIPV產品的實際應用，本集團旨在推動整個產業採用BIPV技術的興趣，並提高對這種再生能源所含的巨大潛力的認識。此項目使本集團能夠建立實際應用案例，並展示光伏技術如何與傳統建築元素進行無縫融合。這不僅驗證了光伏產品的可行性，同時也鼓勵了再生能源技術在各個領域的廣泛應用。此外，該計劃在檢驗項目經濟邏輯和商業模型方面也發揮了至關重要的作用。透過評估將BIPV技術納入工廠的財務情況，本集團可以評估長期的經濟效益、成本節省和投資回報率等，這將成為未來行業項目的基準。另外，該工廠能作為一個展示項目供業主和行業專業人士參觀。通過現場導覽和考察訪問，有興趣者可以親身見證BIPV技術如何成功融入工廠基礎設施，使本集團能夠分享我們擁有的知識、經驗及最優化的準則，促進合作並推動光伏產業的進一步發展。最後，該項目為現有生產流程提供了一個穩定、具有成本效益和高效率的用電解決方向。

Excellent Environmental Management 卓越環境管理

By harnessing the power of solar energy, the Group ensures a stable and sustainable source of electricity for its operations, it was expected the retrofitting projects of employee dormitory, factory roof, and workshop glass room can generate a total of 1,900,000 kWh of electricity per year. This not only reduces the factory's carbon footprint but also contributes to the Group's overall commitment to environmental responsibility. By adopting the "consume what is produced, and put the remainder on the grid" model, we aim to meet our own energy needs as well as generate surplus electricity that can be sold back to the grid, thereby creating an additional revenue stream and maximising the profitability of photovoltaic factory project.

本集團透過利用太陽能確保了穩定可持續的電力來源以應對營運需求。我們預計光伏宿舍、廠房屋頂和碼件車間玻璃房的改造項目每年可產生總計1,900,000千瓦時的電力。這不僅能減少工廠的碳足跡，也有助於本集團履行對環境負責的整體承諾。透過採用「自發自用，餘電上網」的運行模式，我們的目標是在滿足自身能源需求的同時，還能將剩餘電量賣給電網，從而創造額外的收入來源，最大限度地提高光伏工廠項目的獲利能力。



Factory
Roof
廠房屋頂

Employee
Dormitory
光伏宿舍

Workshop
Glass Room
碼件車間
玻璃房

Excellent Environmental Management 卓越環境管理

Huanggu Thermoelectricity has taken proactive measures to enhance its energy management practices through the implementation of the *Energy Statistics and Management System* and the *Monitoring and Management of Key Energy-Consuming Facilities Management System*. To ensure effective energy management, we have established a three-level mechanism, known as the “company-department-teams” approach, for accurate energy statistics and management. Within this framework, the Production Technology Department assumes responsibility for energy management and statistics, overseeing the adoption of energy-saving technologies, equipment upgrades, and the replacement of outdated facilities with newer and more efficient alternatives. Recognising the importance of organisational oversight, Huanggu Thermoelectricity has also established an energy-saving leading workgroup. This workgroup is responsible for organising, supervising, and managing energy consumption across all factories within the organisation. Furthermore, we have initiated a feasibility analysis and study on transitioning from coal to natural gas, while remaining committed to exploring the potential application and adoption of other clean energy sources. To ensure a smooth transition towards more sustainable energy practice, Huanggu Thermoelectricity acknowledges that the transition will be a gradual and complex process. However, we remain unwavering in our commitment in this direction, knowing that it is a crucial step towards achieving long-term energy efficiency and carbon neutrality.

To reinforce our commitment to energy conservation, Huanggu Thermoelectricity has implemented the *Systems for Performance Assessment Management of Energy Saving* and the *Rules of the Heating Department for the Evaluation of Energy Conservation and Consumption Reduction Indicators*. These systems incorporate energy-saving performance assessments into departmental and employee evaluations. The energy-saving assessment follows an onsite inter-value competition evaluation standard, which encompasses index evaluation management, parameter evaluation management, and defect management. Through the defect management component, the point system has been introduced to incentivise employees to identify and report energy-saving defects that impact power generation, grid, volume, steam and water waste rate, coal consumption rate, and other relevant factors. The points earned through defect reporting are incorporated in the annual performance assessment, aiming to foster a culture of vigilance among operators, who actively seek out and address defects to prevent energy leakage and waste in production facilities, ultimately improving overall energy efficiency. This approach aims to fully mobilise the enthusiasm and engagement of employees in maintaining facilities and minimising energy loss, leading to enhanced energy conservation and consumption reduction.

皇姑熱電積極採取節省能源的措施，實施《能源統計管理制度》及《重點耗能設備監控管理制度》，加強能源管理。為確保能源管制的有效性，我們建立了「公司一部門一班組」三級能源統計管理體制來推進準確的能源統計分析和管理。在此框架內，生產技術部全權負責能源管理和統計，監督節能技術的應用、設備升級，以及用更新、更有效率的設備取代過時的設施。認識到組織監督的重要性，皇姑熱電也成立了一個節能領導工作小組。該工作組負責組織、監督和管理公司內所有工廠的能源消耗。另外，我們也開始對從煤炭過渡至使用天然氣的進行可行性分析和研究，同時繼續致力於探索其他潔淨能源的潛在應用和採用。皇姑熱電意識到要平穩的向永續的能源實踐過渡將會是一個漸進而複雜的過程。然而，我們仍將堅定不移地朝著這個方向努力，因為我們深知這是實現長期能源效能和碳中和的關鍵一步。

為實現我們節能的承諾，皇姑熱電制定了《節能考評管理制度》及《供熱部採暖季節降耗指標考核獎勵辦法》。這些制度將節能績效考核納入部門和員工考核中。節能考核遵循生產現場實際競賽評估標準執行，由指標考核管理、參數考核管理和缺陷管理三部分組成。透過在缺陷管理部分引入積分制度，鼓勵員工發現並上報影響發電量、電網、容積、蒸汽和水浪費率、煤耗率及其他相關因素的節能缺陷。透過缺陷報告獲得的分數將納入年度績效考核，旨在培養操作人員的警覺性，建立積極發現及即時檢修消除缺陷的文化，防止生產設施中的能源洩漏和浪費，最終提高整體能源效率。這種方法能充分推動員工維護設施和減少能源損耗的積極性和參與性，從而加強節能降耗。

Performance Assessments Indicators 指標考核內容



Excellent Environmental Management 卓越環境管理

In 2023, Huanggu Thermolectricity has undertaken several retrofitting projects aimed at conserving energy. These projects include upgrades of transformers, converters, and lighting systems. By implementing these retrofitting measures, we are actively working towards enhancing energy efficiency and reducing energy consumption.

2023年，皇姑熱電進行了多個節能改造計劃。這些項目包括變壓器、轉換器和照明系統的升級。透過實施這些改造措施，我們正積極努力提高能源效率，降低能源消耗：

Energy Conserving Measures of Huanggu Thermolectricity (Partially) 皇姑熱電能耗改造措施(部分)

Retrofitting project of low-temperature heating grids 低溫網供暖改造項目

As early as 1997, Huanggu Thermolectricity took the lead in retrofitting the water circulation heating of two boilers, which by utilising the condenser loss, the plant can provide water circulation heating in winter. On average, 300,000 GJ of residual heat are recovered per heating season, with an estimated average annual saving of 12,000 tonnes of standard coal, and a reduction in CO₂, SO₂ and NO_x emissions of about 31,000 tonnes, 102 tonnes and 89 tonnes, respectively.

早於1997年，皇姑熱電率先對兩台鍋爐進行了水循環供暖改造，充分利用冷凝器損失，可在冬季提供水循環供暖。平均每採暖季回收餘熱30萬吉焦耳，平均每年預計節省標準煤1.2萬噸，分別減少CO₂、SO₂及NO_x排放約3.1萬噸、102噸及89噸。

Recycled water waste heat recovery project 循環水餘熱回收項目

In 2014, Huanggu Thermolectricity retrofitted the water circulation system of boilers with the energy management contract mechanism and installed two lithium bromide absorption heat pump units with a heat production capacity of 19.15 MW to recover the waste heat of the circulating water. On average, 160,000 GJ of residual heat is recovered per heating season per year, with an estimated saving of approximately 6,240 tonnes of standard coal, 65,000 tonnes of water, and a reduction of approximately 16,000 tonnes of CO₂, 53 tonnes of SO₂ and 46 tonnes of NO_x emissions respectively.

2014年，皇姑熱電以合同能源管理模式對鍋爐循環水系統進行改造，安裝了兩台製熱能力為19.15兆瓦的溴化鋰吸收式熱泵機組，對機組循環水餘熱進行回收。平均每年每採暖季回收餘熱16萬吉焦耳，預算節省標準煤約6,240噸，節水約6.5萬噸，分別減少CO₂、SO₂及NO_x排放約1.6萬噸、53噸及46噸。

Boiler slag cooler system heat recovery retrofit project 鍋爐冷渣機系統熱回收改造項目

Huanggu Thermolectricity uses high-temperature grid water to perform heat exchange in the slag cooler and then returns the water to the heat grid return pipeline, which attain full recycle of the used water and zero water discharge. The recovered heat is about 70,000 GJ per heating season, saving about 2,700 tonnes of standard coal.

皇姑熱電以高溫網水在冷渣機進行熱交換後，再回熱網回水管道中，從而實現回收熱量的全回水及零水排放。每採暖季回收熱量約7萬吉焦耳，節約標準煤約2,700噸。

Phase 5 retrofitting project of sealed desulphurisation fan inlet pipelines 五期脫硫密封風機入口管路改造項目

The air intake of the inlet pipeline of the sealed desulphurisation fan inlet pipelines in Phase 5 was set outdoors and was designed to work with a 70-kW heater in the outlet pipeline due to the low temperature.

由於溫度較低，五期脫硫密封風機入口管道的進氣口原本設置在室外，並在出口管道中設計安裝70千瓦的加熱器。

In 2022, the centre of Phase 5 introduced the inlet pipelines to the plants, which can raise the temperature by 30°C without the heater. It was expected to save 254,000 kWh of electricity for each winter heating season.

2022年，五期中心已將入口管道引入工廠，在不使用加熱器的情況下可將溫度提高30°C。預計每個冬季暖氣季可節省約254,000千瓦時的電量。

Phase 3 retrofitting projects of outlet pipelines of air compressors no. 5 and no.6 三期5號及6號空壓機出口管改造

Air compressors 5 and 6 in Phase 3 have been put into operation for more than three years, but they cannot run at the same time due to the limitation of pipeline layout. The Maintenance Centre expanded the original pipeline from 108 mm to 219 mm in diameter and connected the gas tanks of the Phase 1 project and Phase 3 project. The retrofitted pipelines are testified to be able to save the power of a 20-gallon vertical air compressor when running the dust removal box and the pneumatic system, and are expected to save 437,000 kWh of electricity for each winter heating season.

三期5號及6號空壓機已投入使用超過3年，但由於管道佈局的限制，無法同時運行。維修中心將原來的管道直徑從108毫米擴大到219毫米，並連接了第一期工程和第三期工程的儲氣罐。根據測試，改造後的管道在運行除塵箱和氣動系統時，可節省一台20加侖立式空氣壓縮機的功率，預計每年冬季採暖季可節省約437,000千瓦時的電量。

Energy-efficient transformer upgrade 節能變壓器升級

The electrical team overcame the difficulties of narrow installation, space, urgency, and heavy workload. In 2023, we have further upgraded our transformers, 13 high energy-consuming transformers are removed, including one desulphurisation transformer, five coal transportation transformers, one chemical transformer, two water sourced transformers, and four well transformers, as well as installing new energy-efficient transformers, which could save 194,100 kWh of electricity each year.

我們的電能小組成功克服了安裝空間狹窄、時間緊迫、任務繁重等困難。在2023年，我們進一步對變壓器進行升級改造，拆除13台高耗能變壓器，其中脫硫變壓器1台、輸煤變壓器5台、化學變壓器1台、水源變壓器2台、井變壓器4台，並安裝新型節能變壓器，每年可節電194,100千瓦時。

Excellent Environmental Management 卓越環境管理

Energy Conserving Measures of Huanggu Thermoelectricity (Partially) 皇姑熱電能降耗改造措施(部分)

Plan of launching hydraulic balance of secondary network and user room temperature monitoring project 計劃開展二次網水力平衡和用戶室溫監測專案

After a trial lasting almost two months in 2021, the project achieved prominent results in saving energy, reducing consumption, and enhancing heat supply quality. This year, we plan to extend the project to cover 6 communities in order to strive for economies of scale in saving energy, reducing consumption, and enhancing quality. In 2022, the technical transformation of hydraulic balance of secondary network covered an area of 1.6 million square metres, thus realising energy saving and consumption reduction through raising the heat supply efficiency of heat exchange stations and cutting heat consumption and electricity consumption by 2–4.5% and 3–10% respectively.

經過2021年近兩個月的試點，計劃在節能降耗、提高供熱品質方面取得了顯著成效。今年，我們計劃將該計劃推廣到6個小區，力爭在節能降耗、提高品質方面取得規模效益。2022年，二次網水力平衡技術改造面積160萬平方米，透過提高熱交換站供熱效率，實現節能降耗，熱耗和電耗分別降低2–4.5%和3–10%。

Implementation of retrofitting project of boiler ACS system 實施鍋爐ACS系統技術改造計劃

With the existing DCS system controlling the operation of equipment, the automation and steady main control of boiler operation, the stabilisation of boiler operation and the enhancement of operation are achieved. In 2022, after the completion of the ACS system retrofitting of boilers 6 and 7 in the factory, 3% of coal and 0.57% of electricity were saved. In one heating season, we saved about 942 tonnes of standard coal and reduced carbon emissions by about 2,470 tonnes.

透過現有的DCS系統對設備進行控制，我們實現了鍋爐運行的自動化和穩定的主控，從而提高了運行水準。2022年，完成了工廠6號和7號鍋爐ACS系統的改造，這使得我們能夠節省約3%的煤炭和0.57%的電力。一個供暖季可所節省標準煤約942噸，減少約2,470噸的碳排放。

Energy-efficient converter upgrade 高能效變頻器升級

Our existing converters operate at a fixed speed and output level regardless of the actual demand or load requirements. By upgrading to automatic adjustment systems, our converters dynamically adapt their output to match the required load, enable them to operate more efficiently and precisely. In 2023, we have upgraded the converters of two water pumps, six furnace screw coal feeders, six furnace belt coal feeders, six furnace scraper conveyors, and one chemical heat network pump, which could save 366,800 kWh of electricity each year.

我們現有的變頻器都以固定的速度和輸出等級運行，不會按實際需求或負載要求自動調整。透過升級為能自動調節的系統，我們的變頻器可根據所需負載調整輸出，使其能更有效率、更精確地運作。在2023年，我們對兩台工業水泵、六台爐螺旋給煤機、六台爐皮帶給煤機、六台爐刮板輸渣機和一台化學熱網泵的變頻器進行了升級改造，每年可節電36.68萬千瓦時。

Energy-efficient lighting 照明節能

In 2023, we have upgraded our lighting systems in boiler plant, system engine plant, fuel system, power distribution room, as well as Phase 4 and 5 factories. A total of 200 floodlights are replaced with LED type, which could save 100,000 kWh of electricity each year.

2023年，我們對鍋爐廠房、氣機廠房、燃料系統、配電室以及四、五期廠房的照明系統進行了升級。共有200盞原投光燈更換為LED型號，每年可節約電能約10萬千瓦時。



Excellent Environmental Management 卓越環境管理

WATER EFFICIENCY AND MANAGEMENT

We strive to improve water management to preserve the water sources. In 2023, we assess the water stress of our operations according to the WRI's Aqueduct Water Risk Atlas. None of the water withdrawal is currently located in regions with extremely high water stress regions. Given that the operation locations of the Group are in urban areas, and water used in its production and domestic purposes is sourced from municipal water supply system, the Group has not encountered any difficulties in water sourcing. In order to foster employee engagement in green initiatives and raise environmental awareness, the Group has published the *Green Office Guidelines*, outlining various measures to promote the responsible use of water resources. These measures include conducting regular inspections for leakage in concealed water pipes and water tanks, installing automatic faucets and water-saving toilets, and encouraging employees to practice turning off faucets after use, all aimed at optimising water resource efficiency.

Furthermore, Huanggu Thermoelectricity, which is a major contributor to the Group's water usage, has implemented a comprehensive water conservation system. By transiting from steam heating to water heating, it has not only reduced steam usage but also minimised the loss of steam water and the need for desalinated water. Additionally, Huanggu Thermoelectricity has proposed utilising the water discharged from the primary network to rinse the secondary network within the heat network system. This innovative approach significantly reduces the amount of water required for rinsing the secondary network, promoting water conservation practices. Moreover, through the implementation of a reclaimed water project, Huanggu Thermoelectricity has strived to recycle all wastewater by reusing it in its business operation, which has further reduced water consumption. This project has made substantial progress and it has successfully reduced water usage by 50 tonnes per hour and a significant total of 181,200 tonnes throughout the entire winter heating season. These initiatives collectively demonstrate the Group's commitment to sustainable water management practices, showcasing its proactive efforts to reduce water consumption, minimise waste, and promote responsible water resource utilisation in alignment with their environmental objectives.

水資源使用效益及管理

我們努力改善用水管理，以保護水資源。2023年，我們根據WRI的《輸水道水源風險地圖》評估營運中的用水壓力。現時，並未有從極高水平缺水地區取水。鑑於本集團的營運地點均位於市區，生產及生活用水均來自市政供水系統，因此本集團在水源方面並無遇到任何困難。為鼓勵員工參與環保活動，提高環保意識，本集團發佈了《綠色辦公室指引》，列出了多項措施，以促進負責任地使用水資源。這些措施包括定期檢查隱蔽水管和水箱的滲漏情況、安裝自動水龍頭和節水馬桶、鼓勵員工養成用完即關水龍頭的習慣等，旨在優化水資源的利用效率。

此外，皇姑熱電為本集團的主要耗水量來源，已實施套全面的節水系統，從蒸汽供暖改為水暖供暖，這不僅減少了蒸汽用量，還最大限度地減少了蒸汽水的損失和對減少鹽水用量。同時，皇姑熱電提出了利用一次管網排出的水沖洗熱網系統內的二次管網。這項方法大大減低熱網二次沖洗的用水量，促進節水實踐。透過實施循環中水項目，盡可能回收廢水，重用於業務過程中，進一步減少用水量方面。該計劃取得了實質性的進展，成功實現每小時節水50噸，整個冬季供暖季累計節水18.12萬噸。這些舉措共同體現本集團對可持續水資源管理實踐的承諾，展示本集團在減少用水量、最大限度地減少浪費以及促進負責任地利用水資源方面所做的積極努力，向環保目標看齊。



Excellent Environmental Management 卓越環境管理

WASTE MANAGEMENT

WASTE DISPOSAL AND RAW MATERIAL MANAGEMENT

廢棄物管理

廢棄物棄置及原材料管理



To ensure responsible waste management, the Group strictly adheres to relevant laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, the *Waste Disposal Ordinance* of the Hong Kong Special Administrative Region Government, and other applicable laws in operating countries and regions. The Group collaborates with registered recyclers to centralise the collection and handling of waste, guaranteeing proper disposal and preventing pollution of land and water sources.

Recognising the potential for hazardous waste generation in the operations of Huanggu Thermoelectricity, it has implemented a comprehensive solid waste management method. This method regulates the collection, storage, transfer, and disposal of industrial solid waste and hazardous waste, Prevent hazardous waste from entering designated general industrial solid waste storage area. Its purpose is to effectively control and minimise the environmental and societal risks associated with hazardous waste. For instance, ash, slag, and desulphurised by-products produced in boilers are stored separately in closed silos and storage areas. During storage and transportation, measures such as anti-leakage, rain protection, and dust prevention are implemented to ensure environmental protection.

為確保有進行負責任的廢棄物管理，本集團嚴格遵守相關法律法規，如《中華人民共和國固體廢物污染環境防治法》和香港特區政府的《廢物處置條例》以及其他營運國家和地區的適用法律。另外，本集團委託註冊回收商統一收集及處理廢棄物，確保廢棄物經過妥善處置，防止造成土地和水源等污染。

了解到皇姑熱電在業務運作過程中可能會產生危險廢棄物，故此公司實施了一套全面的固體廢物管理辦法，對工業固體廢棄物和危險廢棄物的收集、儲存、轉移和處置進行了規範，防止危險廢棄物進入指定的一般工業固體廢棄物儲存區，務求有效控制並盡量減少危險廢棄物對環境和社會造成的風險。例如，鍋爐產生的灰燼、爐渣和脫硫副產品分別儲存在封閉的筒倉和儲存區。在貯存和運輸過程中，採取防滲漏、防雨淋、防揚塵等措施。

Excellent Environmental Management 卓越環境管理

In order to reduce waste generation, we prioritise waste reduction at the source and emphasise minimizing production and construction errors to reduce material losses and lower raw material usage. We actively explore possibilities for waste recycling, including glass, fly ash, and slag. Currently, we have implemented recycling measures for fly ash and slag, which are sent to qualified recyclers for reuse in the production of concrete products. Another focus in waste reduction is reducing the use of packaging materials and researching the use of environmentally friendly packaging materials such as glass protective films and unit transport containers. By 2026, our goal is to reduce the packaging material density by 10% compared to 2022. We will actively communicate with suppliers and explore the feasibility of various environmentally friendly materials. These measures reflect our commitment to waste management and responsible procurement.

We also encourage employees to participate in recycling initiatives by collecting various recyclable items such as paper and expired safety helmets. These items are then handed over to qualified third-party processors, and the corresponding recycling documentation is maintained. In 2023, recycling and waste sorting facilities were installed in all offices and factory premises, promoting employee engagement in recycling practices. By providing convenient recycling infrastructure, we aim to increase the volume of recyclable materials diverted from landfills. Furthermore, during the reporting period, we carried out office recycling activities, held environmentally friendly material workshops and tracked the data usage of various departments and subsidiaries to improve employee awareness and implement resource management concepts. The Group has implemented a few waste reduction measures in the office and was honoured to receive a Wastewi\$e Certificate (Good Level) certified by the Hong Kong Green Organization during the reporting period. By encouraging employees to recycle, establishing recycling facilities and exploring sustainable packaging solutions, we contribute to the circular economy and reduce waste generation.



為了減少廢物生產，我們優先考慮從源頭減廢，強調減少因生產及施工出錯的損耗率，降低原材料使用。並積極探索各項廢棄物回收的可能性，包括玻璃、粉煤灰及爐渣等。現時，我們已回收粉煤灰及爐渣，交由合資格回收商重用於生產混凝土產品。另一減廢重點為減少包裝材料使用及研究使用環保包裝材料，如玻璃保護膜和單元運輸容器。到2026年前，我們的目標是包裝材料密度比2022年降低10%。我們將積極與供應商溝通，研究各項環保材料的可行性。這些措施體現了我們對廢棄物管理和負責任採購的承諾。

另外，我們鼓勵員工積極參與回收活動，包括收集廢紙和過期安全帽等各種可回收物品。這些物品隨後會交給有資格的第三方處理商，並保留相應的回收文件。於2023年，所有辦公室和工廠都設置了回收和廢棄物分類設施，促進員工參與回收活動。透過提供便利的回收設施，我們旨在增加從堆填區轉移的可回收材料的數量。再者，我們於報告期內進行辦公室回收活動、舉辦環保材料工作坊及追蹤各部門及附屬公司的資源使用量，以提高員工意識，落實資源管理理念。本集團於辦公室內實施多項減廢措施，更榮幸於報告期內獲得香港綠色機構認證的減廢證書（良好級別）。透過鼓勵員工回收、設立回收設施和探索可持續採購解決方案，我們為循環經濟和減少垃圾產生作出了貢獻。

WASTEWATER DISCHARGE AND MANAGEMENT

The Group manages various types of wastewaters, including flue gas desulphurisation wastewater and domestic sewage resulting from its investing and operating management business. To ensure compliance with relevant laws and regulations, Huanggu Thermoelectricity strictly adheres to requirements outlined in the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Integrated Wastewater Discharge Standard (GB8978-19963)*, and the *Integrated Sewage Discharge Standard of Liaoning Province (DB21 1627-2008)*. This commitment ensures that the discharged sewage meets the prescribed standards after undergoing appropriate treatment. To further improve wastewater treatment practices, the Group has prioritised upgrading and transforming facilities dedicated to the treatment of flue gas desulphurisation wastewater. Plans are underway to build a wastewater treatment system specifically designed for the desulphurisation system. Additionally, investments are being made to construct facilities that enable the reuse of reclaimed water. These measures are implemented to guarantee that the treated wastewater meets the necessary requirements for chloride and heavy metal content, as dictated by discharge regulations.

To ensure the effectiveness of wastewater management, a comprehensive wastewater quality monitoring system has been established. Professional third-party entities are commissioned to conduct monthly testing of wastewater quality, providing an layer of assurance that the disposal procedures adhere to the prescribed standards. Regarding domestic sewage, the Group follows standardised treatment protocols by discharging it through the municipal pipe network. This approach ensures that domestic sewage undergoes appropriate treatment before being released. During the reporting period, the Group had no legal cases regarding wastewater discharge.

廢水排放與管理

本集團對各類的廢水排放進行嚴格管理，包括投資運營業務產生的煙氣脫硫廢水及生活污水。為確保遵守相關法律法規，皇姑熱電廠格遵守《中華人民共和國水污染防治法》、國家《污水綜合排放標準》(GB8978-19963)和《遼寧省污水綜合排放標準》(DB21 1627-2008)的要求。為進一步提高污水處理水平，本集團優先對煙氣脫硫廢水處理設施進行升級改造。目前正在規劃建造一個專為脫硫系統設計的廢水處理系統。此外，本集團也正在投資興建能夠重複使用再生水的設施。本集團採取以上措施務求確保處理後的廢水符合排放法規對氟化物和重金屬含量等的必要要求。

為確保廢水管理的有效性，本集團建立了一個完善的廢水品質監測系統，其中包括每月委託了專業的第三方機構對廢水品質進行檢測，為廢水處理程序符合規定標準提供了認證。至於生活污水，本集團則遵循標準化處理規程，透過市政管網排放。此方法可確保生活污水在排放前經過適當處理。於報告期內，本集團沒有發生任何有關廢水排放違法案件。

Excellent Environmental Management 卓越環境管理

GREEN OFFICE

In pursuit of a low-carbon working environment that minimises materials and waste, the Group actively promotes environmental protection measures across various areas including water and electricity consumption, paper usage, waste handling, business trips, and vehicle usage. The Green Office Environmental Proposal and Green Office Guidelines implement initiatives such as encouraging paperless practices, setting air conditioning temperatures above 25°C in summer, substituting business trips with video conferences where possible, advocating green travel, only cooking small portions of food to reduce waste, and having receptions avoid offering bottled water and tea. This holistic set of procedures establishes standardised protocols to reduce the office's environmental footprint through streamlined resource usage, digitalising processes, optimising energy efficiency, curbing travel emissions, and minimising food waste from daily operations.

An office automation system has been implemented across the company headquarters and subsidiaries to digitally enable paperless information exchanges and office administration. The office automation system was upgraded for enhanced Group-wide communication functions such as distributing Group and subsidiary news updates, notices, announcements, and system platform/construction details. New version training on information release and usage guidelines was provided to designated contacts throughout the Group and subsidiaries. In addition to the environmental protection efforts, companies utilised bulletin boards, posters, and other formats to promote "Food Savings" awareness in office, cafeteria, and factory settings. This instilled the mentality that "Wasting is Shameful, Saving is Glorious" among employees, effectively curbing food waste. Combined with a digitalised workplace, these multi-faceted awareness and guidance initiatives comprehensively minimised resource consumption. Additionally, the Group strongly promotes network communication usage across subsidiaries to curtail carbon emissions associated with long-distance travel.

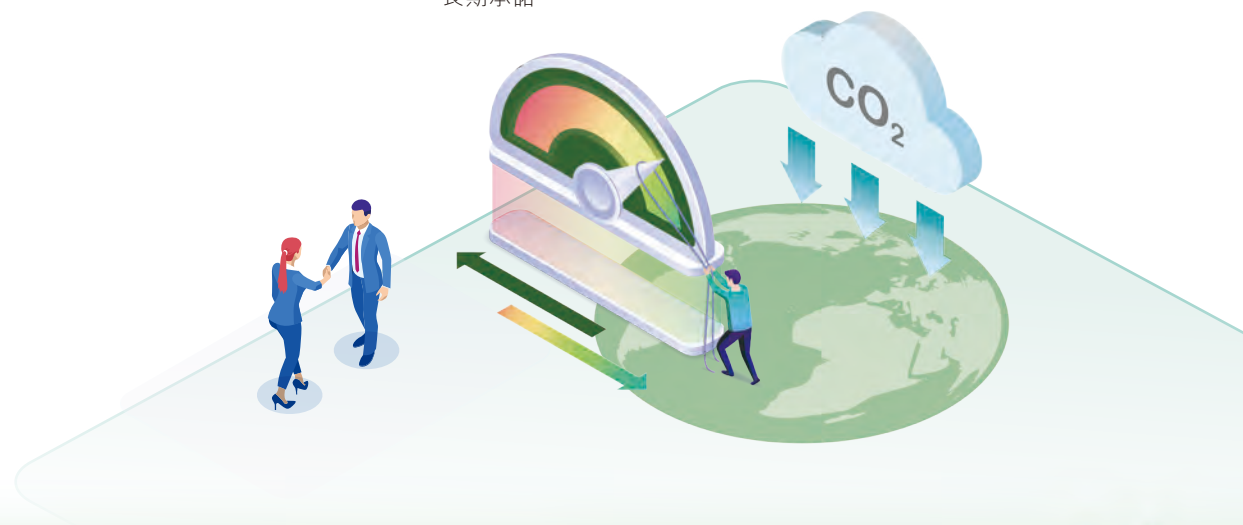
During the reporting period, the Group was recognised for the eighth consecutive year with "Green Office" and "Eco-Healthy Workplace" labels from the World Green Organisation, validating its ongoing commitment to sustainable and environmentally-conscious operations through initiatives that minimise the organisational footprint.

綠色辦公室

為打造低碳工作環境，減少辦公室使用物料與產生廢物，本集團積極推廣針對用水、用電、用紙、廢物處理、商務差旅、公務車使用等相關方面的環保措施。措施包括鼓勵無紙化辦公、設定夏季空調溫度25°C以上、以視像會議取代需要長途差旅的會議、倡導員工綠色出行、只做少量食物以減少浪費、會議不提供瓶裝水和茶等。此綜合措施建立標準化制度減少辦公室對資源的依賴，通過數位化流程優化能源效益，減少旅行排放量，以及從日常營運中減少食物浪費。

本集團已在總部和各附屬公司實施辦公自動化系統，使信息交流和行政辦公實現無紙化。系統升級後可以發佈本集團和附屬公司新聞更新、通知、公告以及系統平台建設詳情。並向本集團指定的管理人員提供新版本培訓，培養信息發佈和使用指南。除環保舉措外，公司利用公告欄、海報等形式在辦公室、食堂和廠房提升「節儉食物」意識，有效遏制食物浪費。結合數位化工作場所，此系列多元宣導與指導措施綜合減少資源消耗。此外，本集團積極倡導各附屬公司利用網路參與會議，從而成功減少長途差旅排放。

報告期內，本集團獲香港綠色機構認證頒發減廢證書的良好級別，亦是連續第八年獲世界綠色組織頒發「綠色辦公室」及「健康工作間」標誌，證實其通過減少組織足跡實施可持續環保舉措的長期承諾。



Excellent Environmental Management 卓越環境管理

GREEN EVENT HIGHLIGHTS

As part of its ongoing commitment to reducing emissions and waste, the Group places strong emphasis on raising environmental awareness among employees. To this end, we have modified our employee training policies in 2023 to mandate attendance in low-carbon practice and sustainable development sessions for all new hires during on-boarding, as well as at least annual courses for members engaged in sustainability functions.

The “China Overseas Group Anniversary Celebration” series of events aimed to deepen employee engagement and stewardship. Through activities like community tree planting initiatives and voluntary cleanup drives involving garbage collection, the significance of health, environmental protection and corporate responsibility were underscored. To optimal waste management, we organised educational outings such as the hiking trips where employees helped clear mountain garbage. During the year, we arranged several environmentally-friendly recycling events where staff were invited to recycle their used clothes, plastic bottles, and glass bottles. A recycling workshop was held to educate staff about the importance of proper waste separation and recycling and the staff were taught to utilise recycled glass powder to create small crafts. Participation in worldwide campaigns like Earth Hour further strengthened commitment to sustainability. By turning off non-essential lighting at 8:30pm on March 23, 2023 alongside millions worldwide, the Group demonstrated support for the event launched in 2007 by the World Wide Fund for Nature to raise awareness of energy consumption and climate change. Through these multi-faceted programs combining service, conservation lessons and symbolic global actions, we wish to foster an organisational culture of environmental care and citizenship was nurtured among our workforces.

綠色活動回顧

作為持續致力減排和減廢的一環，本集團高度重視提高員工的環保意識。因此，我們於2023年修改培訓政策，規定所有新進員工在入職時以及從事可持續發展工作人員每年至少接受低碳實踐和可持續發展培訓。

「中海司慶日」系列活動旨在深化員工參與感和使命感。通過社區植樹和集體清理垃圾等活動，彰顯健康、環保和企業責任的重要性。為優化減廢管理，我們組織了遠足等教育活動，讓員工幫忙清理山上的垃圾。年內，亦舉行環保回收活動，邀請員工回收舊衣物、膠樽及玻璃樽，和舉行一場回收工作坊，利用回收後處理過的玻璃粉，製作小手工，以教導員工正確垃圾分類及回收再用的重要性。同時，參與全球節能運動如地球一小時，進一步增強可持續發展承諾。2023年3月23日晚上8時30分與全球各地數以百萬計人一同關燈一小時，以表態對世界自然基金會於2007年發起的活動的支持，該活動旨在提高人們對能源消耗和氣候變遷的認知。透過這些多層面的活動，希望在員工中培養了關懷環境和公民意識的組織文化。



Tree Planting Day
植樹日



Recycling Workshop
回收工作坊



Environmental Recycling Activities
環保回收活動



Excellent Environmental Management 卓越環境管理

QINGMING ENVIRONMENTAL PROTECTION OUTING CHARITY TRIP

On April 5th (Qingming Festival), Far East (Hong Kong) Alumni Association organised a Qingming environmental protection outing charity trip, which attracted the enthusiastic participation of twenty employees and their families. During the journey, colleagues frequently picked up litter, contributing their efforts to environmental protection. The organisation of this event not only fostered closer bonds among the employees but also deepened their understanding of the importance of environmental conservation. Additionally, this Qingming Charity Action served as a positive demonstration in the community, inspiring more people to pay attention to environmental issues and take action.

清明環保慈善之行

4月5日(清明節)遠東香港聯誼分會舉辦了一場清明環保踏青公益行,吸引了二十位員工及其家屬熱烈參與。同事在路程中不時撿拾垃圾,為環保出一分力。這次活動的舉辦不僅讓員工之間建立了更緊密的聯繫,也讓他們更深刻地體會到環保的重要性。同時,這個清明節慈善行動也在社區中起到了積極的示範作用,激勵著更多人關注環境問題並行動起來。





Serving and Giving back to Community

服務回饋社會

UNSDGs covered in this chapter:
本章節所涉及的 UNSDGs:



Material Issues:
重要性議題:

- ✓ Community involvement 社區參與

Serving and Giving back to Community 服務回饋社會

The Group takes its role as a responsible corporate citizen seriously and actively embraces corporate social responsibility. It takes a thorough approach to understanding the needs of the communities in which it operates and takes action to address these issues. Additionally, the Group is committed to giving back to society through the utilisation of its own resources and expertise, thereby promoting social integrity and sustainable development. Throughout the reporting period, our dedication and contributions to society were acknowledged and appreciated by the state. The Group is proud to have received numerous awards and certificates from party members, cities, and towns. These accolades serve as proof of our unwavering commitment to giving back to the state and provide us with great encouragement.

During the reporting period, our employees participated in 43 volunteer services, providing a total of 427.5 hours of service to the community. We have achieved our goal set in the previous year of providing over 400 hours of volunteer service. The Group has also set corresponding targets to increase volunteer service and social investment by 15% compared to 2020 by the year 2025. We anticipate our employees will participate in 100 volunteer services in 2024, providing 450 hours of volunteer service.

本集團以負責任的企業公民角色為重，積極踐行企業社會責任。我們深入了解所營運社區的需求並採取行動解決相關問題。此外，本集團致力於通過利用自身資源和專業知識回饋社會，從而促進社會誠信和可持續發展。於報告期內，我們對社會的奉獻和貢獻得到國家的認可和讚揚。本集團自豪地獲得了來自黨員、城市和鎮區的眾多獎項和證書。這些榮譽是我們不懈回饋國家的堅定承諾的證明，也給予我們巨大的鼓勵。

於報告期內，我們的員工參與了43個志願服務，為社區提供了427.5小時的服務。我們已達到去年訂立的目標提供超過400小時的志願服務。本集團也已訂立相應的目標，計劃2025年前將較2020年增加15%的志願服務和社會投資，並預計我們的員工將於2024年參與100次志願服務，提供450小時的志願服務。



Serving and Giving back to Community 服務回饋社會

CARING ABOUT YOUTH DEVELOPMENT

關注青少年發展



The Group collaborated with the Child Development Initiative Alliance to organise the Y-We Programme 2023. A corporate training workshop took place at the Child Development Initiative Alliance, where young individuals were given the opportunity to engage in work experiences. This initiative aimed to promote the integration of enterprises with the younger generation.

本集團與青少年發展企業聯盟合作，組織了2023年的Y-We活動。在青少年發展企業聯盟舉辦了一場企業培訓工作坊，年輕人有機會參與工作體驗。這一倡議旨在促進企業與年輕一代的融合。



The volunteers from our Group actively took part in and successfully finished the "Strive and Rise Programme." Under the leadership of the Chief Secretary for Administration, an inter-departmental Task Force was established to advance the Strive and Rise Programme. This initiative involved collaboration among the government, the business sector, and the community, with the aim of assisting 2,000 students from underprivileged families who are in Secondary One to Secondary Three. The program encompassed mentorship training workshops, orientation sessions, basic training workshops, as well as mentorship briefings and training events conducted by China Overseas.

本集團的志願者積極參與並成功完成了「共創明Teen」計劃。在政務司司長的領導下，成立了一個跨部門的行動小組，推進「共創明Teen」計劃。這項計劃涉及政府、商界和社區的合作，旨在幫助2,000名來自弱勢家庭的中一至中三學生。該計劃包括導師培訓工作坊、新生訓練課程、基礎培訓工作坊，以及由中國海外舉辦的導師簡報和培訓活動。



Serving and Giving back to Community 服務回饋社會

ENTHUSIASTIC ABOUT COMMUNITY SERVICE

The Group has actively organised several meaningful activities, including “Flag Day Fundraising”. These activities not only demonstrated the company’s commitment to social responsibility but also brought together the passion and dedication of employees and volunteers. It is worth mentioning that six volunteers from the company displayed outstanding leadership and service spirit in these activities. They were honored with titles such as “Excellent Volunteer Leader,” “Outstanding Volunteer,” and “Excellent Youth Volunteer” by the Hong Kong Chinese Enterprises Association. The Group is honored that the hard work and outstanding performance of its employees are being recognised. We will continue to encourage and support our employees to actively participate in community services.

熱心社區服務

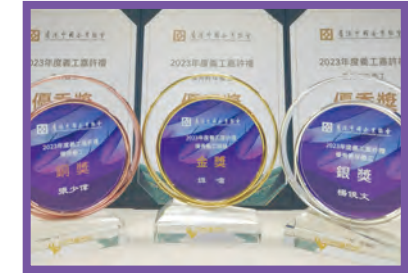
本集團，在過去一年中積極組織了多項有意義的活動，其中包括「賣旗日籌款」。這些活動不僅展現了公司對社會責任的關注，也凝聚了員工和義工的熱情與奉獻精神。值得一提的是，公司的6位志工在這些活動中展現出卓越的領導力和服務精神，他們分別榮獲了香港中華企業協會頒發的「優秀義工領袖」、「傑出義工」和「優秀青年義工」等榮譽稱號。本集團很榮幸員工的辛勤付出和出色表現受到肯定，將繼續鼓勵及支持員工繼續參與社區服務。



Hong Kong Playground Association Flag Day Fundraising
香港遊樂場協會賣旗日籌款



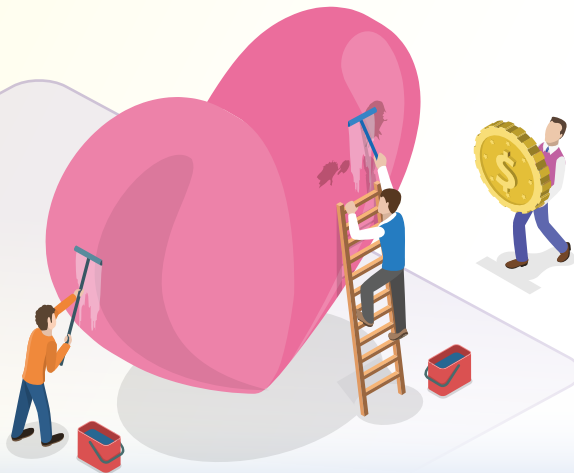
Donate computers to Child Development Initiative Alliance
捐贈電腦至青少年發展企業聯盟



Hong Kong Chinese Enterprises Association Outstanding
Volunteer Award
香港中國企業協會優秀義工獎



Volunteer Cleaning Team
清潔志願隊



KPIs Overview in Social Aspect 社會層面關鍵績效指標總覽

Employment Indicators (as of the end of the reporting period) 僱傭數據指標 (截至報告期末)		Permanent Employment 永久聘僱		Temporary 臨時		Total 總數	
		2023 2023年	2022 2022年	2023 2023年	2022 2022年	2023 2023年	2022 2022年
By gender 按性別劃分							
Male	男性	1,920	1,336	1,881	2,890	3,801	4,226
Female	女性	328	244	364	494	692	738
By geographical region 按地區劃分							
Hong Kong	香港	460	506	–	1	460	507
Chinese Mainland	中國內地	1,644	769	2,188	3,383	3,832	4,152
Macau	澳門	41	33	–	–	41	33
United States	美國	10	103	–	–	10	103
Canada	加拿大	87	169	57	–	144	169
United Kingdom	英國	6	–	–	–	6	–

Employment Indicators (as of the end of the reporting period) 僱傭數據指標 (截至報告期末)		Full-time 全職		Part-time 兼職		Total 總數	
		2023 2023年	2022 2022年	2023 2023年	2022 2022年	2023 2023年	2022 2022年
By gender 按性別劃分							
Male	男性	3,771	4,215	30	11	3,801	4,226
Female	女性	662	715	30	23	692	738
By geographical region 按地區劃分							
Hong Kong	香港	457	506	3	1	460	507
Chinese Mainland	中國內地	3,832	4,152	–	–	3,832	4,152
Macau	澳門	41	33	–	–	41	33
United States	美國	10	103	–	–	10	103
Canada	加拿大	87	136	57	33	144	169
United Kingdom	英國	6	–	–	–	6	–



KPIs Overview in Social Aspect 社會層面關鍵績效指標總覽

Employment Indicators		2023	2022
僱傭數據指標		2023年	2022年
Workforce (as of the end of the reporting period)			
員工數目 (截至報告期末)			
Total workforce	員工總人數	4,493	4,964
By position			
按職級劃分			
High-level	高層	11	16
Middle-level	中層	29	30
Entry-level	基層	346	376
General staff	一般員工	4,107	4,542
By age group			
按年齡組別劃分			
< 31	31歲以下	1,374	1,659
31-40	31-40歲	1,535	1,653
41-50	41-50歲	1,060	1,069
> 50	50歲以上	524	583
Non-employee staff			
非員工的工作人員			
Staffing agency workers	仲介派遣員工	1	1
Job outsourcing	崗位外包	57	26
New Hires			
新入職員工			
Total number of new hires	新入職員工總數	591	2,130
By gender			
按性別劃分			
Male	男性	495	1,815
Female	女性	96	315
By age group			
按年齡組別劃分			
< 31	31歲以下	319	1,057
31-40	31-40歲	173	761
41-50	41-50歲	75	269
> 50	50歲以上	24	43

Employment Indicators		2023	2022
僱傭數據指標		2023年	2022年
Employment turnover rate¹			
員工流失率¹			
Total employment turnover rate	員工總流失率	20%	32%
By gender			
按性別劃分			
Male	男性	20%	34%
Female	女性	19%	23%
By age group			
按年齡組別劃分			
< 31	31歲以下	29%	48%
31-40	31-40歲	17%	31%
41-50	41-50歲	11%	18%
> 50	50歲以上	22%	15%
By geographical region			
按地區劃分			
Hong Kong	香港	28%	14%
Chinese Mainland	中國內地	19%	35%
Macau	澳門	0%	3%
United States	美國	130%	69%
Canada	加拿大	28%	9%
United Kingdom	英國	0%	-



¹ Number of employees lost in that category / Total number of employees in that category × 100%

¹ 各類別的員工流失率計算公式為：該類別流失員工人數 / 該類別員工總數 × 100%。

KPIs Overview in Social Aspect 社會層面關鍵績效指標總覽

Employee Training Indicators 員工培訓數據指標		2023 2023年	2022 2022年
Percentage of trained employees² 受訓員工百分比 ²			
By gender	按性別劃分		
Male	男性	82.47%	85.50%
Female	女性	17.53%	14.50%
By employee category	按僱員類別劃分		
High-level	高層	0.25%	0.32%
Middle-level	中層	0.67%	0.61%
Entry-level	基層	9.82%	7.63%
General staff	一般員工	89.26%	91.44%
Average training hours of employees (Hours)³ 員工平均受訓時數(小時) ³			
Average training hours of employees	員工平均受訓時數	45.70	44.97
By gender	按性別劃分		
Male	男性	46.49	44.66
Female	女性	52.01	44.18
By employee category	按僱員類別劃分		
High-level	高層	89.27	85.38
Middle-level	中層	44.62	35.10
Entry-level	基層	51.83	43.51
General staff	一般員工	46.87	44.60
Work Performance Indicators 工作表現評核		2023 2023年	2022 2022年
Number of employees receiving regular performance and career development reviews 定期接受工作表現評核的員工人數			
By gender	按性別劃分		
Male	男性	3,801	4,215
Female	女性	692	715
By employee category	按僱員類別劃分		
High-level	高層	11	16
Middle-level	中層	29	30
Entry-level	基層	346	376
General staff	一般員工	4,107	4,508

OHS Indicators 職安健指標		2023 2023年	2022 2022年	2021 2021年
Work-related fatalities and injuries 因工傷亡				
Number of work-related deaths	因工亡故人數	0	0	1
Rate of work-related deaths ⁴	因工亡故比率 ⁴	0	0	0.02
Lost day due to work injury ⁵	因工傷損失工作日數 ⁵	571.5	604	423
Lost day rate due to work injury ⁶	因工傷損失工作日數率 ⁶	9.9	10.6	11.0

² The formula for calculating the percentage of trained employees in each category is: number of trained employees in that category / total number of trained employees x 100%.

² 各類別的受訓員工百分比計算方法為：該類別受訓員工人數 / 受訓員工總人數 × 100%。

³ The formula for calculating the average training hours of employees is: the total training hours / average number of employees, while the formula for calculating the average training hours of employees in each category is: the total training hours of employees in that category / total number of employees in that category.

³ 員工平均受訓時數計算方法為：員工受訓總時數 / 平均員工人數，而各類別的員工平均受訓時數計算方法為：該類別員工受訓總時數 / 該類別員工總人數。

⁴ The formula for calculating the rate of work-related death is: the number of work-related deaths / total number of employees at the end of the reporting period x 100%.

⁴ 因工亡故比率計算方法為：因工亡故人數 / 報告期末員工總人數 × 100%。

⁵ The number of lost days due to work injury should be determined in accordance with the *Regulation on Work-Related Injury Insurances, the Decision on Determination of Work-Related Injury, the Employees' Compensation Ordinance, the Workers Compensation Act, etc.*

⁵ 因工傷損失工作日數按照《工傷保險條例》、《認定工傷決定書》、《僱員補償條例》、《勞工賠償法》等判定。

⁶ The formula for calculating lost day rate due to work injury is: the number of lost days due to work injury / total working hours x 200,000.

⁶ 因工損失工作日數率計算方法為：因工傷損失工作日數 / 總工作時數 × 200,000。



KPIs Overview in Social Aspect 社會層面關鍵績效指標總覽

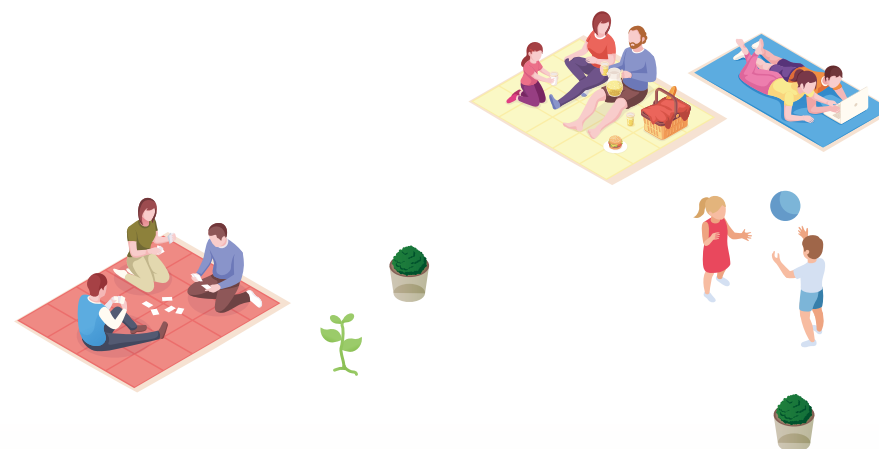
Number of Suppliers by Geographical Region		2023	2022
供應商地區分布		2023年	2022年
Chinese Mainland	中國內地	1,102	782
Hong Kong	香港	123	58
Macau	澳門	1	3
Canada	加拿大	118	355
US	美國	35	87
Europe	歐洲	1	4
Other regions	其他地區	-	1





KPIs Overview in Environmental Aspect

環境層面關鍵 績效指標總覽



KPIs Overview in Environmental Aspect⁷ 環境層面關鍵績效指標總覽⁷

Emissions of Air Pollutants 大氣污染物排放		Unit 單位	2023 2023年	2022 2022年
SO _x	硫氧化物	Tonne 噸	108.86	136.78
NO _x	氮氧化物	Tonne 噸	297.27	248.09
Particulate matter	顆粒物	Tonne 噸	10.64	6.60
CO	一氧化碳	Tonne 噸	0.75	0.60
GHG Emissions 溫室氣體排放		Unit 單位	2023 2023年	2022 2022年
Scope 1: direct GHG emission 範圍一：直接溫室氣體排放	Fossil fuel combustion – gasoline 化石燃料燃燒－汽油	Tonne CO ₂ e 噸二氧化碳當量	334.11	238.52 ⁸
	Fossil fuel combustion – diesel 化石燃料燃燒－柴油	Tonne CO ₂ e 噸二氧化碳當量	625.91	526.37
	Fossil fuel combustion – LPG 化石燃料燃燒－液化石油氣	Tonne CO ₂ e 噸二氧化碳當量	23.03	39.37
	Fossil fuel combustion – natural gas 化石燃料燃燒－天然氣	Tonne CO ₂ e 噸二氧化碳當量	104.50	111.18
	Fossil fuel combustion – lignite 化石燃料燃燒－褐煤	Tonne CO ₂ e 噸二氧化碳當量	705,779.22	724,305.55
	Fire extinguishing agent 滅火劑	Tonne CO ₂ e 噸二氧化碳當量	2,631.60	984.90 ⁸
	Carbonate 碳酸鹽	Tonne CO ₂ e 噸二氧化碳當量	2,185.74	2,264.91
	Acetylene 乙炔	Tonne CO ₂ e 噸二氧化碳當量	19.95	20.57 ⁸
	Refrigerant 製冷劑	Tonne CO ₂ e 噸二氧化碳當量	35.09	–
	Scope 1 in total 範圍一匯總	Tonne CO ₂ e 噸二氧化碳當量	711,739.15	728,491.37 ⁸
Scope 2: indirect GHG emission from energy 範圍二：能源間接溫室氣體排放	Purchased electricity 外購電力	Tonne CO ₂ e 噸二氧化碳當量	22,133.87	21,884.29
Scope 1 and Scope 2 emission 範圍一及範圍二排放		Tonne CO ₂ e 噸二氧化碳當量	733,873.03	750,375.66
Intensity of Scope 1 and Scope 2 emission 範圍一及範圍二排放密度		Tonne CO ₂ e per HK\$ million revenues 噸二氧化碳當量／每港幣百萬元營業額	84.69	97.85

⁷ Calculation of emission of air pollutants and GHG and relevant emission factors are determined with reference to “How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange, “Emission Factors from Cross-Sector Tools” issued by GHG Protocol, the “Technical Guidance on Preparation of Emission Inventory of Air Pollutants from Road Vehicles”, the “Inventory Preparation Technical Guide on Non-road Mobile Source of Air Pollutant Emission”.

⁷ 大氣污染物排放及溫室氣體排放的計算方法及相關排放系數計算參考了聯交所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》、溫室氣體協議發佈的《跨界別排放系數工具》、《道路機動車大氣污染物排放清單編制技術指南》、《非道路移動源大氣污染物排放清單編制技術指南》等標準。

⁸ Figures restated due to methodology adjustment for year-to-year comparison.

⁸ 為確保年度間的比較，已調整計算方法及修正數據。

KPIs Overview in Environmental Aspect⁷ 環境層面關鍵績效指標總覽⁷

GHG Emissions 溫室氣體排放	Source 排放源	Unit 單位	2023 2023年	2022 2022年
Scope 3: other indirect GHG emissions 範圍三：其他間接溫室氣體排放	Business trips (Air) 商務差旅(飛機)	Tonne CO ₂ e 噸二氧化碳當量	203.34	83.12
	Business trips (Rail) 商務差旅(火車)	Tonne CO ₂ e 噸二氧化碳當量	20.63	—
	Suppliers/contractors - diesel 供應商/承辦商—柴油	Tonne CO ₂ e 噸二氧化碳當量	241.23	—
	Suppliers/contractors - acetylene 供應商/承辦商—乙炔	Tonne CO ₂ e 噸二氧化碳當量	18.36	—
	Fresh water processing 食水處理	Tonne CO ₂ e 噸二氧化碳當量	399.28	—
	Sewage processing 污水處理	Tonne CO ₂ e 噸二氧化碳當量	66.17	—
	Waste disposal 廢棄物處置	Tonne CO ₂ e 噸二氧化碳當量	331.66	—
	Scope 3 in total 範圍三匯總	Tonne CO ₂ e 噸二氧化碳當量	1,280.68	83.12
	Total GHG emissions 溫室氣體排放總量	Tonne CO ₂ e 噸二氧化碳當量	735,153.71	750,458.78 ⁸
	Intensity of GHG emissions 溫室氣體排放密度	Tonne CO ₂ e per HK\$ million revenues 噸二氧化碳當量/每港幣百萬元營業額	84.83	97.86 ⁸
Wastes 廢棄物類別		Unit 單位	2023 2023年	2022 2022年
Total hazardous waste ⁹	有害廢棄物總量 ⁹	Tonne 噸	0.75	19.50
Intensity of hazardous waste	有害廢棄物密度	Tonne per HK\$ million revenues 噸/每港幣百萬元營業額	86.55 × 10 ⁻⁶	25.43 × 10 ⁻⁴
Total non-hazardous waste discharge	無害廢棄物總量	Tonne 噸	207,559.37	219,149.29
Intensity of non-hazardous waste discharge	無害廢棄物密度	Tonne per HK\$ million revenues 噸/每港幣百萬元營業額	23.95	28.58

⁹ The construction project of Treasure Construction, which is one of the major sources of hazardous waste, was almost completed. Hence, the amount of waste has significantly reduced.

⁹ 海悅下的工程項目為主要有害廢棄物的來源之一，亦已接近完工。因此，有害廢棄物的數量大幅下降。

KPIs Overview in Environmental Aspect⁷ 環境層面關鍵績效指標總覽⁷

Energy Consumption 能源使用		Unit 單位	2023 2023年	2022 2022年
Gasoline	汽油	MWh 兆瓦時	1,290.77	719.91 ⁸
Diesel	柴油	MWh 兆瓦時	2,394.50	1,954.21
LPG	液化石油氣	MWh 兆瓦時	102.44	175.14
Electricity	電力	MWh 兆瓦時	39,932.94	38,373.29
Lignite	褐煤	MWh 兆瓦時	1,891,245.84	2,041,357.01
Natural gas	天然氣	MWh 兆瓦時	528.00	556.06
Acetylene	乙炔	MWh 兆瓦時	81.70	84.25
Energy Sold 能源外售		Unit 單位	2023 2023年	2022 2022年
Electricity sold	外售電力	MWh 兆瓦時	74,355.60	79,546.37
Heat sold	外售熱力	MWh 兆瓦時	1,525,753.31	1,645,134.39
Energy consumption within the Group 本集團內部的能源消耗量		Unit 單位	2023 2023年	2022 2022年
Total energy consumption ¹⁰	能源總耗量 ¹⁰	MWh 兆瓦時	335,467.28	358,539.11 ⁸
Intensity of energy consumption	能源耗量密度	MWh per HK\$ million revenue 兆瓦時／每港幣百萬元營業額	38.71	46.75 ⁸

¹⁰ Total energy consumption within the Group = Energy consumption – energy sold

¹⁰ 本集團內部的能源總消耗量 = 能源使用 – 能源外售

KPIs Overview in Environmental Aspect⁷ 環境層面關鍵績效指標總覽⁷

Resource Use 資源使用		Unit 單位	2023 2023年	2022 2022年
Total water withdrawal	總取水量	Tonne 噸	2,361,089.64	2,198,515.99
Groundwater	地下水	Tonne 噸	1,394,956.00	1,346,441.35
Third-party water	第三方的水	Tonne 噸	966,133.64	852,074.63
Intensity of water withdrawal	取水密度	Tonne per HK\$ million revenue 噸／每港幣百萬元營業額	272.46	286.68
Total water discharge ¹¹	總排水量 ¹¹	Tonne 噸	91,456.30	57,086.60
Intensity of water discharge	排水密度	Tonne per HK\$ million revenue 噸／每港幣百萬元營業額	10.55	7.44
Total packaging materials	包裝材料總量	Tonne 噸	643.31	743.80 ⁸
Intensity of packaging materials	包裝材料密度	Tonne per HK\$ million revenue 噸／每港幣百萬元營業額	0.07	0.10 ⁸
Total non-renewable materials	不可再生物料總量	Tonne 噸	56,231.63	—
Intensity of non-renewable materials	不可再生物料密度	Tonne per HK\$ million revenue 噸／每港幣百萬元營業額	6.49	—

¹¹ All of our water discharges are freshwater, and directed to the public drainage.

¹¹ 我們的所有排水均為淡水，並排至公共污水渠。

APPENDIX I 附錄一：

ABOUT THE REPORT

關於本報告

The Company publishes the sustainability report in April every year. The Report aims to present the Group's sustainability performance in 2023 to respond to the issues related to sustainable development that stakeholders are concerned about for the financial year commencing from 1 January 2023, which is published in conjunction with the Annual Report. For more information on corporate governance, please refer to the "Corporate Governance Report" section in the Company's Annual Report 2023. The electronic version of the Report can be read and downloaded through the websites of the Company (www.cscd.com.hk) and the Stock Exchange.

REPORTING BOUNDARY

Unless otherwise specified, the time frame of the Report is from 1 January 2023 to 31 December 2023. The disclosure scope of the Report covers the business scope directly controlled by the Group, namely construction business (including facade contracting business and general contracting business) and operating management business (including supervision business and investing and operating business), and the operating locations include Hong Kong, Pearl River Delta, Shenyang, Shanghai, North America, etc., which is consistent with the coverage of the 2022 Sustainability Report.

Businesses	Subsidiaries covered in the Report
Facade contracting business	Far East (Hong Kong), Far East (Shanghai), Far East (Zhuhai), Gamma North Corporation, Gamma USA and Gamma Canada
General contracting business	Treasure Construction
Operating management business	China Overseas Supervision, and Huanggu Thermoelectricity

REPORTING BASIS AND GUIDELINE

The Report is prepared in accordance with the GRI Standards and the mandatory disclosure requirements and the "Comply or Explain" clauses in the ESG Reporting Guide. The content index is contained in the Appendix of the Report. The Report also refers to the UNSDGs.

本公司每年於4月份發佈可持續發展報告。本報告旨在披露本集團於2023年度內的可持續發展表現，以回應各持份者所關注的可持續發展相關議題，由2023年1月1日起的財政年度在刊發年報時同時刊發。關於企業管治相關內容請參閱本公司2023年年報中的「企業管治報告」章節。電子版報告可通過本公司網站(www.cscd.com.hk)和香港聯交所網站進行閱讀和下載。

報告範圍

除非另有說明，本報告的時間範圍為2023年1月1日至2023年12月31日。本報告的披露範圍涵蓋本集團直接控制的業務範圍，即建築工程業務（包括幕牆工程業務及總承包業務）及運營管理業務，營運地點包括香港、珠江三角洲、瀋陽、上海、北美等地區，與《2022可持續發展報告》涵蓋範圍一致。

業務	本報告涵蓋的附屬公司
幕牆工程業務	遠東香港、遠東上海、遠東珠海、Gamma North Corporation、遠東美國及遠東加拿大
總承包業務	海悅建築
運營管理業務	中海監理及皇姑熱電

編制基準及原則

本報告依照《GRI標準》以及《ESG報告指引》中的強制披露規定和「不遵守就解釋」條文進行編制，內容索引載於本報告附錄。同時，本報告編制過程中亦參考了UNSDGs。



The Report has been prepared under the principles of the ESG Reporting Guide and GRI Standards, details are as follows:

本報告在編制過程中充分遵循《ESG 報告指引》及《GRI 標準》中的原則，詳情如下：

Materiality	During the preparation of the Report, the Group has identified the material issues based on the stakeholder survey and materiality assessment, and made major disclosure in the Report, so as to respond to the sustainable development issues mostly concerned by the stakeholders.	重要性	在報告編制過程中，本集團已根據持份者調查及重要性評估，釐定出重要性議題，並將其在本報告中進行重點披露，從而針對性回應持份者最為關切之可持續發展事宜。
Clarity and Quantitative	The Report discloses KPIs for environmental and social aspects in quantitative format as much as possible. The standards, methods and reference sources for the statistical calculation of relevant data are also explained.	明確及量化	本報告盡可能以量化形式披露環境及社會層面的關鍵績效指標，並說明相關數據統計及計算的標準、方法及參考來源。
Accuracy, Balance and Completeness	The Board has recognised its obligation to manage the Company's sustainable development and to examine the Report's truthfulness, accuracy, and completeness. The Report has been meticulously compiled with a balanced viewpoint.	準確性、平衡性和完整性	董事局認可其對本公司可持續發展的管理以及對報告內容的真實性、準確性、完整性進行審核的義務。本報告以平衡的觀點精心編寫而成。
Comparability and Consistency	Unless otherwise stated, the report adopts consistent data collection and calculation methods as the 2022 Sustainability Report, so as to allow for meaningful comparison with historical data.	可比性和一致性	除另有說明外，本報告均採用與《2022 年度可持續發展報告》一致的數據統計及計算方法，以便與往年數據做有意義之比較。
Stakeholder Inclusiveness	In the Report, the Group's stakeholders have been identified, along with an explanation of how the Group has addressed their expectations and interests.	持份者包容性	本報告識別了本集團的持份者，並解釋了本集團如何滿足他們的期望和利益。
Sustainability Context	The Report examines the Group's performance in the context of long-term sustainability. It outlines how the Group is contributing today and how we will contribute in the future, regardless of how economic, environmental and social situations change over time.	可持續發展背景	本報告審視了本集團在長期可持續發展方面的表現。本報告概述了本集團今天的貢獻以及我們未來將如何做出貢獻，無論經濟、環境和社會狀況如何隨時間變化。
Reliability	The preparation of the Report was aided by the expertise of an independent consultant. To ensure the accuracy and relevance of the information, the procedure for collecting, recording, assembling, analysing and reporting data used to prepare the Report have been reviewed from time to time.	可靠性	本報告的編寫獲得了獨立顧問專業知識的幫助。為確保信息的準確性和相關性，我們會不時審查用於編寫報告的數據收集、記錄、匯集、分析和報告程序。
Timeliness	Standardised approaches were utilised to ensure the data collected were up to date. The Report was issued in a timely manner to ensure that stakeholders have enough time to make informed decisions.	時效性	我們使用了標準化方法來確保收集的數據是最新的。本報告應及時刊發，以確保持份者有足夠的時間做出明智的決定。



REVIEW AND APPROVAL

The information contained in the Report has been independently verified by SGS Hong Kong Limited in accordance with the ESG Reporting Guide, the Board has reviewed the information contained in the Report and is responsible for its authenticity and validity, and for ensuring that the content contains no misstatement or misleading description. For details of the verification, please refer to Appendix II: Statement of Independent Verification on page 133.

FEEDBACK CHANNEL

The Group attaches great importance to the opinions and feedback of all stakeholders, and on this basis, continuously improves the sustainable development management and performance of the Group while continuing to refine the disclosure in the Report.

Kindly contact the Group in the following ways if you have any comments and feedback:

Tel: (852) 2557 3121 Fax: (852) 2595 8811

Email: info.cscd@cohl.com

Head Office Address: 16th Floor, Eight Commercial Tower, 8 Sun Yip Street, Chai Wan, Hong Kong

審核及批准

本報告中的資料已由香港通用檢測認證有限公司根據《ESG 報告指引》進行獨立驗證，且由董事局審閱並對所載信息的真實性及有效性負責，確保內容不存在任何虛假記載或誤導性描述。驗證詳情請參閱第 133 頁的附錄二：獨立驗證聲明。

回饋機制

本集團高度重視各持份者的意見和反饋，並以此為基礎不斷提升本集團的可持續發展管理及表現，同時持續優化報告披露水平。

如有任何意見及反饋，歡迎通過以下方式與本集團聯繫：

電話：(852) 2557 3121 Fax: (852) 2595 8811

電郵：info.cscd@cohl.com

總部地址：香港柴灣新業街八號商業廣場 16 樓



APPENDIX II 附錄二：

INDEPENDENT VERIFICATION STATEMENT

獨立驗證聲明



ASSURANCE STATEMENT

SGS HONG KONG LIMITED'S REPORT ON THE SUSTAINABILITY REPORT OF CHINA STATE CONSTRUCTION DEVELOPMENT HOLDINGS LIMITED FOR 2023

NATURE OF THE ASSURANCE/VERIFICATION

SGS Hong Kong Limited (hereinafter referred to as SGS) was commissioned by China State Construction Development Holdings Limited (hereinafter referred to as CSCD) to conduct an independent assurance of the China State Construction Development Holdings Limited Sustainability Report 2023 (hereinafter referred to as the Report). The reporting period of the Report is 1 January to 31 December 2023.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all CSCD's Stakeholders.

RESPONSIBILITIES

The information in the Report and its presentation are the responsibility of the directors and the management of CSCD. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform all CSCD's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognised reporting and assurance guidance and standards including the Environmental, Social and Governance Reporting Guide of the Stock Exchange of Hong Kong Limited, the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2 General Disclosure 2021 for organisation's reporting practices and other organizational detail, GRI 3 2021 for organisation's process of determining material topics, its list of material topics and how to manage each topic, and the guidance on levels of assurance contained ISAE3000.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options	Level of Assurance
A SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)	n/a
C ISAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information	Reasonable

Assurance has been conducted at a high (reasonable) level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options

- GRI (Reference)
- HKEx ESG Reporting Guide

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

- Selected environmental indicators and information
- Selected social and governance indicators and information, specifically including the average training hours of employees and the lost working days rate due to work injury

We believe the calculation of the average training hours of employees and the lost working days rate due to work injury (collectively known as the Specified Performance Indicators) are correctly stated in the report. The targets of the Specified Performance Indicators for Year 2023 (the Target Year) are respectively not less than 34.6 hours (+10.3% against base year) and not more than 10.3 days per 200,000 hours worked (-6.3% against base year). The targets of the Specified Performance Indicators are met numerically in the Target Year.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, communication with relevant employees; documentation and record review and validation.

LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirms our independence from CSCD, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

FINDINGS AND CONCLUSIONS

ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate and reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.

We believe that CSCD has chosen an appropriate level of assurance for this stage in their reporting.

Signed:

For and on behalf of SGS Hong Kong Limited

Miranda Kwan
Director

Business Assurance
Units 303 & 305, 3/F., Building 22E, Phase 3, Hong Kong Science Park, New Territories, Hong Kong
19 April 2024

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APPENDIX II 附錄二：

INDEPENDENT VERIFICATION STATEMENT

獨立驗證聲明

驗證聲明

香港通用檢測認證有限公司對中國建築興業集團有限公司的 2023 年可持續發展報告的驗證

驗證/核證的性質

香港通用檢測認證有限公司 (以下簡稱SGS) 獲中國建築興業集團有限公司 (以下簡稱中國建築興業) 委託對其 2023 年可持續發展報告 (以下簡稱報告) 進行獨立驗證。報告的報告期為2023年1月1日至12月31日。

本驗證聲明的預期使用者

本驗證聲明旨在告知中國建築興業的所有持份者。

責任

報告中的資訊及其匯報為中國建築興業的董事，以及管理層的責任，SGS並未參與報告中任何材料的準備工作。

我們的責任是就核查範圍內的案文、數據、圖表和聲明發表意見，以便通知中國建築興業的所有持份者。

驗證標準、類型和級別

用於執行驗證的 SGS 環境、社會及管治和可持續發展報告驗證規章建基於國際公認的報告及驗證指引和標準，包括全球報告倡議組織的可持續性報告標準 (GRI 標準) 中包含的報告質量原則 GRI 1: 基礎 2021、報導組織的操作慣例及其他組織的詳細的揭露項目 GRI 2: 一般揭露2021、組織識別重大議題、重大議題清單及怎樣管理每個議題的流程的GRI 3: 重大主題、以及《國際核證聘用率則3000》(修訂版)「歷史財務資料審計或審閱以外的核證聘用」(ISAE 3000) 中包含的驗證級別指引。

此報告之驗證根據以下的驗證標準執行：

驗證標準之選項		驗證級別
A	SGS 環境、社會及管治和可持續發展報告驗證規章 (基於 GRI 標準及 AA1000 所包含的指引)	n/a
C	ISAE 3000 歷史財務信息審計或審閱以外的鑑證業務	合理

此驗證已在高度 (合理) 審查程度下執行。

驗證範圍和報告標準

驗證範圍包括如下對特定表現資訊詳述的資訊質量、準確性和可靠性的評估，以及衡量驗證範圍和以下報告標準的一致性：

報告標準之選項

1	GRI 標準 (參考)
2	香港聯交所環境、社會及管治報告指引

驗證範圍內的特定表現資訊及披露

- 選定環境指標及資訊
- 選定社會及管治指標及資訊，其中已包括員工的平均培訓時數及因工傷損失工作日數率

我們相信員工平均培訓時數和因工傷損失工作日數率 (統稱為選定績效指標) 的計算在報告中被正確地陳述。2023年 (目標年) 的選定績效指標目標分別為不少於34.6小時 (與基準年相比增加10.3%) 和每 200,000 工作小時不多於10.3天 (與基準年相比減少6.3%)。選定績效指標在數字上都於目標年達到了目標。

驗證方法

此驗證包括驗證前研究、與相關員工溝通、相關文件和紀錄審查以及驗證。

限制和緩解

直接從獨立審計的財務賬戶中提取的財務數據並未在此驗證過程中進行回溯檢查。

獨立聲明及能力

SGS集團是全球領先的檢驗、測試和驗證機構，在140多個國家經營業務，提供的服務包括管理體系和服務認證、質量、環境、社會和道德審核及培訓、以及環境、社會和可持續發展報告驗證。SGS申明我們獨立於中國建築興業，與其組織、子公司和持份者之間沒有偏見和利益衝突。

驗證團隊之成立基於成員對於此驗證的知識、經驗及資格。

調查結果和結論

驗證/核證意見

基於所描述的方法及所執行的驗證工作，我們對驗證範圍內的特定表現資訊感到滿意，內容均為準確及可信、並合理地列出及準備。此已根據報告標準並適用於所有重大議題。

我們認為，在此匯報階段，中國建築興業選擇了適當的驗證級別。

簽署：

代表香港通用檢測認證有限公司

開解儀

總監

管理與保證

香港新界香港科學園3期22E棟3樓303及305室

2024年4月19日

WWW.SGS.COM

APPENDIX III 附錄三：

COMPLIANCE WITH LAWS AND REGULATIONS THAT HAVE SIGNIFICANT IMPACTS ON THE GROUP

遵守對本集團有重大影響的相關法律法規

Laws and Regulations that the Group Complies with and Have Significant Impacts on the Group (Including but not limited to)

本集團遵守的對本集團有重大影響的法律和法規(包括但不限於)

Aspects of the ESG Reporting Guide 《ESG報告指引》層面	Chinese Mainland 中國內地	Hong Kong 香港	International and Overseas 國際及海外	Compliance During the Reporting Period 報告期內合規情況
Environmental 環境範疇 Aspect A1: 層面 A1 : Emissions 排放物	<ul style="list-style-type: none"> Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》 Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste 《中華人民共和國固體廢物污染環境防治法》 Standard for Pollution Control on Hazardous Waste Storage 《危險廢物貯存污染控制標準》 Law of the People's Republic of China on the Prevention and Control of Ambient Noise Pollution 《中華人民共和國環境噪聲污染防治法》 Law of the People's Republic of China on Environmental Impact Assessment 《中華人民共和國環境影響評價法》 Environmental Protection Tax Law of the People's Republic of China 《中華人民共和國環境保護稅法》 	<ul style="list-style-type: none"> Air Pollution Control Ordinance (Cap.311) 《空氣污染管制條例》(Cap.311) Water Pollution Control Ordinance (Cap.358) 《水污染管制條例》(Cap.358) Waste Disposal Ordinance (Cap.354) 《廢物處置條例》(Cap.354) Noise Control Ordinance (Cap.400) 《噪音管制條例》(Cap.400) Ozone Layer Protection Regulations (Cap.403) 《保護臭氧條例》(Cap.403) 	<ul style="list-style-type: none"> Canadian Environmental Protection Act 《加拿大環境保護法》 	<p>There is no violation of laws and regulations that have a significant impact on the Group relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste</p> <p>未有違反對本集團有重大影響並與廢氣和溫室氣體排放、向水及土地的排污廢棄物產生及處置相關的法律及法規</p>



Laws and Regulations that the Group Complies with and Have Significant Impacts on the Group
 (Including but not limited to)

本集團遵守的對本集團有重大影響的法律和法規 (包括但不限於)

Aspects of the ESG Reporting Guide 《ESG 報告指引》層面	Chinese Mainland 中國內地	Hong Kong 香港	International and Overseas 國際及海外	Compliance During the Reporting Period 報告期內合規情況
	<ul style="list-style-type: none"> Guides on Environmental Protection Tax Law of the People's Republic of China 《中華人民共和國環境保護稅法實施條例》 Cleaner Production Promotion Law of the People's Republic of China 《中華人民共和國清潔生產促進法》 Atmospheric Pollution Prevention and Control Law of the People's Republic of China 《中華人民共和國大氣污染防治法》 Law of the People's Republic of China on Prevention and Control of Water Pollution 《中華人民共和國水污染防治法》 Integrated Standard for Wastewater Discharge 《污水綜合排放標準》 			



Laws and Regulations that the Group Complies with and Have Significant Impacts on the Group
(Including but not limited to)

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Aspects of the ESG Reporting Guide 《ESG 報告指引》層面	Chinese Mainland 中國內地	Hong Kong 香港	International and Overseas 國際及海外	Compliance During the Reporting Period 報告期內合規情況
Social 社會範疇 Aspect B1: Employment 層面 B1 僱傭	<ul style="list-style-type: none"> Labour Law of the People's Republic of China 《中華人民共和國勞動法》 Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 Social Insurance Law of the People's Republic of China 《中華人民共和國社會保險法》 Law of the People's Republic of China on the Protection of Women's Rights and Interests 《中華人民共和國婦女權益保障法》 Law of the People's Republic of China on the Protection of Disabled Persons 《中華人民共和國殘疾人保障法》 Employment Promotion Law of the People's Republic of China 《中華人民共和國就業促進法》 Labour Dispute Mediation and Arbitration Law of the People's Republic of China 《中華人民共和國勞動爭議調解仲裁法》 Law of the People's Republic of China on the Protection of Minors 《中華人民共和國勞動法》 Guide on Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 Regulation on the Employment of the Disabled 《中華人民共和國社會保險法》 Regulation on Paid Annual Leave for Employees 《中華人民共和國婦女權益保障法》 Regulation on Public Holidays for National Annual Festivals and Memorial Days 《中華人民共和國殘疾人保障法》 《中華人民共和國就業促進法》 《中華人民共和國勞動爭議調解仲裁法》 	<ul style="list-style-type: none"> Employment Ordinance (Cap.57) 《僱傭條例》(Cap.57) Sex Discrimination Ordinance (Cap.480) 《性別歧視條例》(Cap.480) Mandatory Provident Fund Schemes Ordinance (Cap.485) 《強制性公積金計劃條例》(Cap.485) Employees' Compensation Ordinance (Cap.282) 《僱員補償條例》(Cap.282) Minimum Wage Ordinance (Cap.608) 《最低工資條例》(Cap.608) 	<ul style="list-style-type: none"> Employment Standards Act (Ontario) 《加拿大安大略就業法》 Fair Standards Act 《公平勞動標準法》 Labour Law 《勞動法》 	<p>There is no violation of laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, and other benefits and welfare 未有違反對本集團有重大影響並與薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、其他待遇及福利相關的法律法規</p>



Laws and Regulations that the Group Complies with and Have Significant Impacts on the Group
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Aspects of the ESG Reporting Guide 《ESG 報告指引》層面	Chinese Mainland 中國內地	Hong Kong 香港	International and Overseas 國際及海外	Compliance During the Reporting Period 報告期內合規情況
Aspect B2: Health and Safety 層面 B2 健康與安全	<ul style="list-style-type: none"> Workplace Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 Law of the People's Republic of China on the Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》 Fire Protection Law of the People's Republic of China 《中華人民共和國消防法》 Emergency Response Law of the People's Republic of China 《中華人民共和國突發事件應對法》 Regulations on Safety Management of Hazardous Chemicals 《危險化學品安全管理條例》 The Regulations on Protection in Workplaces Where Toxic Substances Are Used 《使用有毒物品作業場所勞動保護條例》 Regulations on Reporting, Investigation and Disposition of Workplace Safety Accidents 《生產安全事故報告和調查處理條例》 Regulations on Work-Related Injury Insurance 《工傷保險條例》 Regulations on Occupational Health Management at Workplace 《工作場所職業衛生管理規定》 Technical Specification for Occupational Health Surveillance 《職業健康檢查管理辦法》 Regulations on Occupational Health Check 《職業健康檢查管理辦法》 Regulations on Emergency Plan For Workplace Safety Accidents 《生產安全事故應急預案管理辦法》 	<ul style="list-style-type: none"> Occupational Safety and Health Ordinance (Cap.509) 《職業安全及健康條例》(Cap.509) Fire Safety (Commercial Premises) Ordinance (Cap.502) 《消防安全(商業處所)條例》(Cap.502) Buildings Ordinance (Cap.123) 《建築物條例》(Cap.123) Factories and Industrial Undertakings Ordinance (Cap.59) 《工廠及工業經營條例》(Cap.59) Dangerous Goods Ordinance (Cap.295) 《危險品條例》(Cap.295) 《工廠及工業經營條例》(Cap.59) 	<ul style="list-style-type: none"> New Jersey Public Employees Occupational Safety and Health Act 《新澤西僱員職業安全與健康法案》 NYC Construction Codes 《紐約市建築規範》 Occupational Safety and Health Convention 《職業安全和衛生及工作環境公約》 Workplace Safety and Insurance Act in Ontario, Canada 《加拿大安大略省工作場所安全與保險法案》 	There is no violation of laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards 未有違反對本集團有重大影響並與提供安全工作環境及保障員工避免職業性危害相關的法律法規



Laws and Regulations that the Group Complies with and Have Significant Impacts on the Group
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Aspects of the ESG Reporting Guide 《ESG 報告指引》層面	Chinese Mainland 中國內地	Hong Kong 香港	International and Overseas 國際及海外	Compliance During the Reporting Period 報告期內合規情況
Aspect B4: Labour Standards 層面 B4 勞工準則	<ul style="list-style-type: none"> Labour Law of the People's Republic of China 《中華人民共和國勞動法》 Provisions on the Prohibition of Using Child Labour 《禁止使用童工規定》 	<ul style="list-style-type: none"> Employment of Children Regulations (Cap.57B) 《僱用兒童規例》(Cap.57B) Employment of Young Persons (Industry) Regulations (Cap.57C) 《僱用青年(工業)規例》(Cap.57C) 	<ul style="list-style-type: none"> Employment Stand Act in Ontario, Canada 《加拿大安大略省就業標準法案》 Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour 《禁止和立即行動消除最惡劣形式的童工勞動公約》 	There is no violation of laws and regulations that have a significant impact on the Group relating to preventing child and forced labour 未有違反對本集團有重大影響並與防止童工及強制勞工相關的法律法規
Aspect B6: Product Responsibility 層面 B6 產品責任	<ul style="list-style-type: none"> Product Quality Law of the People's Republic of China 《中華人民共和國產品質量法》 Law of the People's Republic of China on the Protection of Consumers' Rights and Interests 《中華人民共和國消費者權益保護法》 Patent Law of the People's Republic of China 《中華人民共和國專利法》 	<ul style="list-style-type: none"> Trade Descriptions Ordinance (Cap.362) 《商品說明條例》(Cap.362) Personal Data (Privacy) Ordinance (Cap.486) 《個人資料(私隱)條例》(Cap.486) Sale of Goods Ordinance (Cap.26) 《貨品售賣條例》(Cap.26) Hong Kong Code of Practice for Wind Effects-2019 《香港風力效應作業守則-2019年》 Code of Practice for the Structural Use of Glass 2018 《2018年香港玻璃結構作業守則》 Code of Practice for the Structural Uses of Steel 2011 《2011年香港鋼結構作業守則》 	<ul style="list-style-type: none"> Canada Consumer Product Safety Act 《加拿大產品責任法》 Building Act 1984 《建築法案 1984》 Building Control Act 1966 《建築控制法案 1966》 London Building Act 1930 《倫敦建築法案 1930》 Patents Act 2004 《專利法案 2004》 Consumer Protection Act 1987 《消費者保護法案 1987》 Consumer Rights Act 2015 《消費者權益法案 2015》 Trade Act 2021 《貿易法案 2021》 The Data Protection, Privacy and Electronic Communications (Amendments etc) (EU Exit) Regulations 2020 《數據保護、隱私和電子通信(修正案等)(退出歐盟)條例 2020》 The Quality Schemes (Agricultural Products and Foodstuffs) Regulations 2018 《質量計劃(農產品和食品)條例 2020》 Marketing of Quality Agricultural Products Grant Regulations (Northern Ireland) 2002 《優質農產品營銷補助條例(北愛爾蘭) 2002》 	There is no violation of laws and regulations that have a significant impact on the Group and relate to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress 未有違反對本集團有重大影響並與提供的產品及服務的健康與安全、廣告、標籤及私隱事宜以及補救方法相關的法律法規



Laws and Regulations that the Group Complies with and Have Significant Impacts on the Group
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Aspects of the ESG Reporting Guide 《ESG 報告指引》層面	Chinese Mainland 中國內地	Hong Kong 香港	International and Overseas 國際及海外	Compliance During the Reporting Period 報告期內合規情況
Aspect B7: Anti-corruption 層面 B7 反貪污	<ul style="list-style-type: none"> Criminal Law of the People's Republic of China 《中華人民共和國刑法》 Company Law of the People's Republic of China 《中華人民共和國公司法》 Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 Law of the People's Republic of China on Bid Invitation and Bidding 《中華人民共和國招標投標法》 Guide on Law of the People's Republic of China on Bid Invitation and Bidding 《中華人民共和國招標投標法實施條例》 Supervision Law of the People's Republic of China 《中華人民共和國監察法》 	<ul style="list-style-type: none"> Prevention of Bribery Ordinance (Cap.201) 《防止賄賂條例》(Cap.201) 	<ul style="list-style-type: none"> British Steel Act 1988 《鋼鐵法案 1988》 Sale of Goods (Amendment) Act 1995 《貨物銷售 (修正案) 法案 1995》 Import and Export Control Act 1990 《進出口管制法案 1990》 The Customs (Import Duty Variation) (EU Exit) Regulations 2020 《海關 (進口關稅變更) (退出歐盟) 條例 2020》 Criminal Code of Canada 《加拿大刑法》 	<p>There is no violation of laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering 未有違反對本集團有重大影響並與賄賂、勒索、欺詐及洗黑錢相關的法律法規</p>



APPENDIX IV 附錄四：

CONTENT INDEX OF THE ESG REPORTING GUIDE OF THE STOCK EXCHANGE

香港聯交所《ESG 報告指引》

Regulations, Subject Areas, Aspects, General Disclosures and KPIs Set Out by the ESG Reporting Guide of the Stock Exchange
香港聯交所《ESG 報告指引》規定、主要範疇、層面、一般披露及關鍵績效指標

Location of Disclosure
披露位置

Mandatory Disclosure Requirements 強制披露規定

Governance structure
管治架構

A statement from the board containing the following elements:
由董事局發出的聲明，當中載有下列內容：

- i. a disclosure of the board's oversight of ESG issues;
披露董事局對環境、社會及管治事宜的監管；
- ii. 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
董事局的環境、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
- iii. how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.
董事局如何按環境、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。

MESSAGE FROM THE BOARD;
GOVERNANCE OPTIMISATION –
Sustainability Governance Structure
董事局寄語；
優化管治－可持續發展管治架構



Regulations, Subject Areas, Aspects, General Disclosures and KPIs Set Out by the ESG Reporting Guide of the Stock Exchange 香港聯交所《ESG 報告指引》規定、主要範疇、層面、一般披露及關鍵績效指標

Location of Disclosure 披露位置

Reporting Principles 彙報原則

Description of, or an explanation on, the application of the following Reporting Principles 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彙報原則

Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.

重要性：(i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。

Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.

量化：有關彙報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的數據，以及所使用的轉換因素的來源應予披露。

Balance: The ESG report should provide an unbiased picture of the issuer's performance. The report should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.

平衡：環境、社會及管治報告應當不偏不倚地呈報發行人的表現，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。

Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.

一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。

Reporting Boundary 彙報範圍

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. If there is a change in the scope, the issuer should explain the difference and reason for the change.

解釋環境、社會及管治報告的彙報範圍，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。若彙報範圍有所改變，發行人應解釋不同之處及變動原因。

APPENDIX I: ABOUT THE REPORT –

Reporting Basis and Guideline

附錄一：關於本報告－編制基準及原則

APPENDIX I: ABOUT THE REPORT –

Reporting Boundary

附錄一：關於本報告－報告範圍



Regulations, Subject Areas, Aspects, General Disclosures and KPIs Set Out by the ESG Reporting Guide of the Stock Exchange

香港聯交所《ESG 報告指引》規定、主要範疇、層面、一般披露及關鍵績效指標

Location of Disclosure

披露位置

“Comply or Explain” provisions

「不遵守就解釋」條文

A. Environmental

A. 環境

Aspect A1: Emissions

層面 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
政策；及

(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.
遵守對發行人有重大影響的相關法律及規例的資料。

EXCELLENT ENVIRONMENTAL
MANAGEMENT

卓越環境管理

KPI A1.1

指標 A1.1

The types of emissions and respective emissions data.

排放物種類及相關排放數據。

KPIs OVERVIEW IN ENVIRONMENTAL
ASPECT

環境層面關鍵績效指標總覽

KPI A1.2

指標 A1.2

Direct (Scope 1) and energy indirect (Scope 2) GHG emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).

直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。

KPIs OVERVIEW IN ENVIRONMENTAL
ASPECT

環境層面關鍵績效指標總覽

KPI A1.3

指標 A1.3

Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).

所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。

KPIs OVERVIEW IN ENVIRONMENTAL
ASPECT

環境層面關鍵績效指標總覽

KPI A1.4

指標 A1.4

Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).

所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。

KPIs OVERVIEW IN ENVIRONMENTAL
ASPECT

環境層面關鍵績效指標總覽

KPI A1.5

指標 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。

EXCELLENT ENVIRONMENTAL
MANAGEMENT – Environmental

Targets and Achievements, Low-carbon Practices
卓越環境管理－環境目標及成就，低碳實踐



Regulations, Subject Areas, Aspects, General Disclosures and KPIs Set Out by the ESG Reporting Guide of the Stock Exchange
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Location of Disclosure
披露位置

KPI A1.6 指標 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。	EXCELLENT ENVIRONMENTAL MANAGEMENT – Environmental Targets and Achievements, Waste Management 卓越環境管理—環境目標及成就、廢棄物管理
Aspect A2: Use of Resources 層面 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。	EXCELLENT ENVIRONMENTAL MANAGEMENT – Low-carbon Practices, Energy Saving and Resource Efficiency 卓越環境管理—低碳實踐、節能和資源效益
KPI A2.1 指標 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)。	KPIs OVERVIEW IN ENVIRONMENTAL ASPECT 環境層面關鍵績效指標總覽
KPI A2.2 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)。	KPIs OVERVIEW IN ENVIRONMENTAL ASPECT 環境層面關鍵績效指標總覽
KPI A2.3 指標 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。	EXCELLENT ENVIRONMENTAL MANAGEMENT – Environmental Targets and Achievements, Low-carbon Practices, Energy Saving and Resource Efficiency 卓越環境管理—環境目標及成就、低碳實踐、節能和資源效益
KPI A2.4 指標 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。	EXCELLENT ENVIRONMENTAL MANAGEMENT – Environmental Targets and Achievements, Energy Saving and Resource Efficiency 卓越環境管理—環境目標及成就、節能和資源效益
KPI A2.5 指標 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。	KPIs OVERVIEW IN ENVIRONMENTAL ASPECT 環境層面關鍵績效指標總覽



Regulations, Subject Areas, Aspects, General Disclosures and KPIs Set Out by the ESG Reporting Guide of the Stock Exchange
 香港聯交所《ESG 報告指引》規定、主要範疇、層面、一般披露及關鍵績效指標

Location of Disclosure
披露位置

Aspect A3: Environment and Natural Resources

層面 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。

EXCELLENT ENVIRONMENTAL
MANAGEMENT
卓越環境管理

KPI A3.1
指標 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。

EXCELLENT ENVIRONMENTAL
MANAGEMENT
卓越環境管理

Aspect A4: Climate Change

層面 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.
 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。

EXCELLENT ENVIRONMENTAL
MANAGEMENT – Climate Resilience
卓越環境管理－氣候韌性

KPI A4.1
指標 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。

EXCELLENT ENVIRONMENTAL
MANAGEMENT – Climate Resilience
卓越環境管理－氣候韌性



Regulations, Subject Areas, Aspects, General Disclosures and KPIs Set Out by the ESG Reporting Guide of the Stock Exchange
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Location of Disclosure
披露位置

B. Social
B. 社會

Employment and Labour Practices
僱傭及勞工常規

Aspect B1: Employment
層面 B1：僱傭

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：

- (a) the policies; and
政策；及
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer
遵守對發行人有重大影響的相關法律及規例的資料。

relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

KPI B1.1
指標 B1.1

Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.
按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。

KPI B1.2
指標 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。

SUPPORTING TALENT DEVELOPMENT –
Employment Program
支持人才發展－僱傭計劃

KPIs OVERVIEW IN SOCIAL ASPECT
社會層面關鍵績效指標總覽

KPIs OVERVIEW IN SOCIAL ASPECT
社會層面關鍵績效指標總覽



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Location of Disclosure
披露位置

Aspect B2: Health and Safety
層面 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
政策；及
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer
遵守對發行人有重大影響的相關法律及規例的資料。

relating to providing a safe working environment and protecting employees from occupational hazards.

KPI B2.1
指標 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(包括彙報年度)每年因工亡故的人數及比率。

KPI B2.2
指標 B2.2

Lost days due to work injury.
因工傷損失工作日數。

KPI B2.3
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。

Aspect B3: Development and Training
層面 B3：發展及培訓

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。

Note: Training refers to vocational training. It may include internal and external courses paid by the employer.
註：培訓指職業培訓，可包括由僱主付費的內外部課程。

KPI B3.1
指標 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。

KPI B3.2
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。

SUPPORTING TALENT DEVELOPMENT –
Occupational Health and Safety
支持人才發展－職業健康安全

KPIs OVERVIEW IN SOCIAL ASPECT
社會層面關鍵績效指標總覽

KPIs OVERVIEW IN SOCIAL ASPECT
社會層面關鍵績效指標總覽

SUPPORTING TALENT DEVELOPMENT –
Occupational Health and Safety
支持人才發展－職業健康安全

SUPPORTING TALENT DEVELOPMENT –
Vocational Training and Development
支持人才發展－職業培訓和發展

KPIs OVERVIEW IN SOCIAL ASPECT
社會層面關鍵績效指標總覽

KPIs OVERVIEW IN SOCIAL ASPECT
社會層面關鍵績效指標總覽



Regulations, Subject Areas, Aspects, General Disclosures and KPIs Set Out by the ESG Reporting Guide of the Stock Exchange
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Location of Disclosure
披露位置

Aspect B4: Labour Standards
層面 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
政策；及
 - (b) compliance with relevant laws and regulations that have a significant impact on the issuer
遵守對發行人有重大影響的相關法律及規例的資料。
- relating to preventing child and forced labour.

SUPPORTING TALENT DEVELOPMENT –
Employment Program
支持人才發展－僱傭計劃

KPI B4.1
指標 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。

SUPPORTING TALENT DEVELOPMENT –
Employment Program
支持人才發展－僱傭計劃

KPI B4.2
指標 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。

SUPPORTING TALENT DEVELOPMENT –
Employment Program
支持人才發展－僱傭計劃



Regulations, Subject Areas, Aspects, General Disclosures and KPIs Set Out by the ESG Reporting Guide of the Stock Exchange
香港聯交所《ESG 報告指引》規定、主要範疇、層面、一般披露及關鍵績效指標

Location of Disclosure
披露位置

Operating Practices
營運慣例

Aspect B5: Supply Chain Management
層面 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。

Building a Sustainable Supply Chain –
Responsible and Green Procurement
建設可持續供應鏈－負責任綠色採購

KPI B5.1
指標 B5.1

Number of suppliers by geographical region
按地區劃分的供貨商數目。

KPIs OVERVIEW IN SOCIAL ASPECT
社會層面關鍵績效指標總覽

KPI B5.2
指標 B5.2

Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.
描述有關聘用供應商的慣例，向其執行有關慣例的供貨商數目，以及相關執行及監察方法。

Building a Sustainable Supply Chain –
Responsible and Green Procurement
建設可持續供應鏈－負責任綠色採購

KPI B5.3
指標 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。

Building a Sustainable Supply Chain –
Supply Chain Resilience
建設可持續供應鏈－供應鏈韌性

KPI B5.4
指標 B5.4

Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.
描述在揀選供貨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。

Building a Sustainable Supply Chain –
Supply Chain Resilience
建設可持續供應鏈－供應鏈韌性



Regulations, Subject Areas, Aspects, General Disclosures and KPIs Set Out by the ESG Reporting Guide of the Stock Exchange
香港聯交所《ESG 報告指引》規定、主要範疇、層面、一般披露及關鍵績效指標

Location of Disclosure
披露位置

Aspect B6: Product Responsibility
層面 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：

STRATEGIC DEVELOPMENT
策略性發展

(a) the policies; and
政策；及

(b) compliance with relevant laws and regulations that have a significant impact on the issuer
遵守對發行人有重大影響的相關法律及規例的資料。

relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

KPI B6.1
指標 B6.1

Percentage of total product sold or shipped that is 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。

STRATEGIC DEVELOPMENT – Premium
Quality Control
策略性發展 – 優質品質控制

KPI B6.2
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。

STRATEGIC DEVELOPMENT – Customer
Service and Communication
策略性發展 – 客戶服務與溝通

KPI B6.3
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。

STRATEGIC DEVELOPMENT – Advanced
Sustainability Technology
策略性發展 – 先進可持續發展技術

KPI B6.4
指標 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。

STRATEGIC DEVELOPMENT – Premium
Quality Control
策略性發展 – 優質品質控制

KPI B6.5
指標 B6.5

Description of consumer data protection and privacy policies, how they are implemented and monitored.
描述消費者數據保障及私隱政策，以及相關執行及監察方法。

STRATEGIC DEVELOPMENT – Privacy and
Data Protection
策略性發展 – 私隱與數據保護



Regulations, Subject Areas, Aspects, General Disclosures and KPIs Set Out by the ESG Reporting Guide of the Stock Exchange
香港聯交所《ESG 報告指引》規定、主要範疇、層面、一般披露及關鍵績效指標

Location of Disclosure
披露位置

Aspect B7: Anti-corruption
層面 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
政策；及
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer
遵守對發行人有重大影響的相關法律及規例的資料。
- relating to bribery, extortion, fraud and money laundering.

GOVERNANCE OPTIMISATION – Business
Ethics and Integrity
優化管治－商業道德與誠信

KPI B7.1
指標 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。

GOVERNANCE OPTIMISATION – Business
Ethics and Integrity
優化管治－商業道德與誠信

KPI B7.2
指標 B7.2

Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.
描述防範措施及舉報程序，以及相關執行及監察方法。

GOVERNANCE OPTIMISATION – Business
Ethics and Integrity
優化管治－商業道德與誠信

KPI B7.3
指標 B7.3

Describe the anti-corruption training provided to directors and staff.
描述向董事及員工提供的反貪污培訓。

GOVERNANCE OPTIMISATION – Business
Ethics and Integrity
優化管治－商業道德與誠信

Community
社區

Aspect B8: Community involvement
層面 B8：社區參與

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。

Serving and Giving back to Community
服務回饋社會

KPI B8.1
指標 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)。

Serving and Giving back to Community
服務回饋社會

KPI B8.2
指標 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)。

Serving and Giving back to Community
服務回饋社會



APPENDIX V 附錄五：

CONTENT INDEX OF THE GRI STANDARDS

《GRI標準》內容索引

CSC Development prepared the report according to the GRI Standards, covering the reporting period from January 1, 2023 to December 31, 2023.
中國建築興業根據《GRI標準》編製本報告，報告期為2023年1月1日至2023年12月31日。

GRI Standards Disclosure Number 《GRI標準》披露編號	Location of Disclosure 披露位置
GRI 1 Foundation 2021 基礎 2021	
GRI 2 General Disclosure 2021 一般披露 2021	
1. The organization and its reporting practices 機構及報導實務	
1.1 Organizational details 機構詳細資訊	APPENDIX I: ABOUT THE REPORT 附錄一：關於本報告
2-1 Entities included in the organization's sustainability reporting 機構於可持續發展報告中所包含的實體	APPENDIX I: ABOUT THE REPORT 附錄一：關於本報告
2-2 Reporting period, frequency and contact point 報告期、頻率和聯絡方法	APPENDIX I: ABOUT THE REPORT The reporting period of the Report aligns with our annual report. The Report is published on 25 April 2024. 附錄一：關於本報告 本報告的報告期與年報一致並於2024年4月25日出版。
2-3 Restatements of information 重整舊報告所載資訊	KPIs Overview in Environmental Aspect 環境層面關鍵績效指標總覽
2-4 External assurance 外部核實報告	APPENDIX II: INDEPENDENT VERIFICATION STATEMENT 附錄二：獨立驗證聲明
2. Activities and workers 活動與工作人員	
2-5 Activities, value chain and other business relationships 活動、價值鏈和其他業務關係	ABOUT THE GROUP – Business Overview, Projects and Performance Highlights; BUILDING A SUSTAINABLE SUPPLY CHAIN; KPIs IN OVERVIEW SOCIAL ASPECT 關於本集團－業務概覽、項目及表現回顧；建設可持續供應鏈；社會層面關鍵績效指標總覽
2-6 Employees 員工	KPIs OVERVIEW IN SOCIAL ASPECT 社會層面關鍵績效指標總覽
2-7 Workers who are not employees 非員工的工作人員	KPIs OVERVIEW IN SOCIAL ASPECT 社會層面關鍵績效指標總覽



GRI Standards Disclosure Number
《GRI 標準》披露編號

Location of Disclosure
披露位置

3. Governance

管治

2-9	Governance structure and composition 管治架構及組成	GOVERNANCE OPTIMISATION – Sustainability Governance Structure; 2023 ANNUAL REPORT – Directors and Organisation, Corporate Governance Report – Governance Structure 優化管治－可持續發展管治架構； 2023 年年報－董事及架構，企業管治報告－管治架構
2-10	Nomination and selection of the highest governance body 最高管治單位的提名與遴選	2023 ANNUAL REPORT – Corporate Governance Report 2023 年年報－企業管治報告
2-11	Chair of the highest governance body 最高管治單位的主席	2023 ANNUAL REPORT – Directors and Organisation 2023 年年報－董事及架構
2-12	Role of the highest governance body in overseeing the management of impacts 最高管治單位在監督影響管理的角色	GOVERNANCE OPTIMISATION – Sustainability Governance Structure 優化管治－可持續發展管治架構
2-13	Delegation of responsibility for managing impacts 管理影響的負責人	GOVERNANCE OPTIMISATION – Sustainability Governance Structure 優化管治－可持續發展管治架構
2-14	Role of the highest governance body in sustainability reporting 最高管治單位於可持續發展報告的角色	GOVERNANCE OPTIMISATION – Sustainability Governance Structure 優化管治－可持續發展管治架構
2-15	Conflicts of interest 利益衝突	2023 ANNUAL REPORT – Corporate Governance Report, Report of the Directors 2023 年年報－企業管治報告，董事局報告
2-16	Communication of critical concerns 溝通關鍵重大事件	2023 ANNUAL REPORT – Corporate Governance Report 2023 年年報－企業管治報告
2-17	Collective knowledge of the highest governance body 最高管治單位的集體知識	GOVERNANCE OPTIMISATION – Sustainability Governance Structure 優化管治－可持續發展管治架構
2-18	Evaluation of the performance of the highest governance body 最高管治單位的績效評估	2023 ANNUAL REPORT – Corporate Governance Report – Nomination Committee 2023 年年報－企業管治報告－提名委員會
2-19	Remuneration policies 薪酬政策	2023 ANNUAL REPORT – Corporate Governance Report – Remuneration Committee 2023 年年報－企業管治報告－薪酬委員會
2-20	Process to determine remuneration 薪酬決定流程	2023 ANNUAL REPORT – Corporate Governance Report – Remuneration Committee 2023 年年報－企業管治報告－薪酬委員會
2-21	Annual total compensation ratio 年度總薪酬比率	2023 ANNUAL REPORT – Corporate Governance Report – Remuneration of Directors and Senior Management 2023 年年報－企業管治報告－董事及高級管理人員薪酬



GRI Standards Disclosure Number
《GRI 標準》披露編號

Location of Disclosure
披露位置

4. Strategy, policies and practices
策略、政策和實踐

2-22	Statement on sustainable development strategy 可持續發展策略聲明	MESSAGE FROM THE BOARD; ABOUT THE GROUP – Our Sustainability Value and Vision; GOVERNANCE OPTIMISATION – Sustainability Governance Strategy 董事局寄語； 關於本集團－可持續發展願景； 優化管治－可持續發展策略
2-23	Policy commitments 政策承諾	GOVERNANCE OPTIMISATION – Sustainability Governance Policy 優化管治－可持續發展政策
2-24	Embedding policy commitments 納入政策承諾	GOVERNANCE OPTIMISATION – Sustainability Governance Policy The Group's policies are described in relevant sections throughout the Report. 優化管治－可持續發展政策 本報告的相關章節描述了本集團的政策。
2-25	Processes to remediate negative impacts 補救負面影響的程序	GOVERNANCE OPTIMISATION – Business Ethics and Integrity 優化管治－商業道德與誠信
2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出疑慮事項的機制	GOVERNANCE OPTIMISATION – Business Ethics and Integrity 優化管治－商業道德與誠信
2-27	Compliance with laws and regulations 遵守法律和規例	APPENDIX III: COMPLIANCE WITH LAWS AND REGULATIONS THAT HAVE SIGNIFICANT IMPACTS ON THE GROUP 附錄三：遵守對本集團有重大影響的相關法律法規
2-28	Membership associations 機構加入的協會	ABOUT THE GROUP – Business Overview 關於本集團－業務概覽



GRI Standards Disclosure Number
《GRI 標準》披露編號

Location of Disclosure
披露位置

5. Stakeholder engagement

持份者參與

- 2-29 Approach to stakeholder engagement
持份者參與的方針
- 2-30 Collective bargaining agreements
集體談判協議

GRI 3 Material topics 2021
重大議題 2021

- 3-1 Guidance to determine material topics
決定重大議題的流程
- 3-2 Disclosures on material topics
重大議題列表

Economic Topics
經濟議題

GRI 205: Anti-corruption 2016
反貪污 2016

- 3-3 Topic management disclosures
重大議題管理
- 205-2 Communication and training about anti-corruption policies and procedures
有關反貪腐政策和程序的溝通及訓練
- 205-3 Confirmed incidents of corruption and action taken
已確認的貪污事件及採取的行動

GOVERNANCE OPTIMISATION – Stakeholder Engagement

優化管治－持份者溝通

45 employees in North America are covered by collective bargaining agreements. Other than that, all other employees follow the internal policies and procedures.

集體談判協議涵蓋北美的45名員工。此之，所有其他員工均遵守內部政策和程序。

GOVERNANCE OPTIMISATION – Materiality Assessment

優化管治－重要性評估

GOVERNANCE OPTIMISATION – Materiality Assessment

優化管治－重要性評估

GOVERNANCE OPTIMISATION – Business Ethics and Integrity

優化管治－商業道德與誠信

GOVERNANCE OPTIMISATION – Business Ethics and Integrity

優化管治－商業道德與誠信

GOVERNANCE OPTIMISATION – Business Ethics and Integrity

During the reporting period, the Group has not received or concluded any corruption lawsuit against it or its employees.

優化管治－商業道德與誠信

於報告期內，本集團未有接獲對本集團或員工提出並已審結的貪污訴訟案件。



GRI Standards Disclosure Number
《GRI 標準》披露編號

Location of Disclosure
披露位置

Environmental topics

環境議題

GRI 301: Materials 2016

物料 2016

- 3-3 Topic management disclosures
重大議題管理
- 301-1 Materials used by weight or volume
所用物料的重量或體積

EXCELLENT ENVIRONMENTAL MANAGEMENT – Waste Management
卓越環境管理－廢棄物管理
KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽

GRI 302: Energy 2016

能源 2016

- 3-3 Topic management disclosures
重大議題管理
- 302-1 Energy consumption within the organization
組織內部的能源消耗量
- 302-2 Energy consumption outside of the organization
組織外部的能源消耗量
- 302-3 Energy intensity
能源密集度
- 302-4 Reduction of energy consumption
減少能源消耗
- 302-5 Reductions in energy requirements of products and services
降低產品和服務的能源需求

EXCELLENT ENVIRONMENTAL MANAGEMENT – Energy Saving and Resource Efficiency, Low-Carbon Practices
卓越環境管理－節能和資源效益、低碳實踐
KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽

KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽

KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽

EXCELLENT ENVIRONMENTAL MANAGEMENT – Energy Saving and Resource Efficiency, Low-Carbon Practices;
卓越環境管理－節能和資源效益、低碳實踐；
環境層面關鍵績效指標總覽

EXCELLENT ENVIRONMENTAL MANAGEMENT – Energy Saving and Resource Efficiency, Low-Carbon Practices
卓越環境管理－節能和資源效益、低碳實踐



GRI Standards Disclosure Number
《GRI 標準》披露編號

Location of Disclosure
披露位置

GRI 303: Water and Effluents 2018

水與放流水 2018

3-3 Topic management disclosures
重大議題管理

303-1 Interactions with water as a shared resource
共享水資源之相互影響

303-2 Management of water discharged-related impacts
與排水相關衝擊的管理

303-3 Water withdrawal
取水量

303-4 Water discharge
排水量

303-5 Water consumption
耗水量

GRI 305: Emissions 2016

排放 2016

3-3 Topic management disclosures
重大議題管理

305-1 Direct (Scope 1) GHG emissions
直接(範疇一)溫室氣體排放

305-2 Energy indirect (Scope 2) GHG emissions
能源間接(範疇二)溫室氣體排放

305-3 Other indirect (Scope 3) GHG emissions
其他間接(範疇三)溫室氣體排放

305-4 GHG emissions intensity
溫室氣體排放強度

305-5 Reduction of GHG emissions

溫室氣體排放減量

305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions
氮氧化物、硫氧化物，及其他顯著的氣體排放

EXCELLENT ENVIRONMENTAL MANAGEMENT – Energy Saving and Resource Efficiency
卓越環境管理－節能和資源效益

EXCELLENT ENVIRONMENTAL MANAGEMENT – Energy Saving and Resource Efficiency
卓越環境管理－節能和資源效益

EXCELLENT ENVIRONMENTAL MANAGEMENT – Energy Saving and Resource Efficiency
卓越環境管理－節能和資源效益

KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽

KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽

KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽

EXCELLENT ENVIRONMENTAL MANAGEMENT – GHG Emissions Control
卓越環境管理－溫室氣體排放控制

KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽

KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽

KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽

KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽

EXCELLENT ENVIRONMENTAL MANAGEMENT – Environmental Targets and Achievements, Climate
Resilience, GHG Emissions Control;

KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
卓越環境管理－環境目標及成就、氣候韌性、溫室氣體排放控制；

環境層面關鍵績效指標總覽

KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
環境層面關鍵績效指標總覽



GRI Standards Disclosure Number

《GRI 標準》披露編號

Location of Disclosure

披露位置

GRI 306: Waste 2020

廢污水和廢棄物 2016

- 3-3 Topic management disclosures
重大議題管理
- 306-1 Waste generation and destination significant waste-related impacts
廢棄物的產生與廢棄物相關顯著衝擊
- 306-2 Management of significant waste-related impacts
廢棄物相關顯著衝擊之管理
- 306-3 Waste generated
廢棄物的產生

EXCELLENT ENVIRONMENTAL MANAGEMENT – Waste Management
 卓越環境管理－廢棄物管理
 EXCELLENT ENVIRONMENTAL MANAGEMENT – Waste Management
 卓越環境管理－廢棄物管理
 EXCELLENT ENVIRONMENTAL MANAGEMENT – Waste Management
 卓越環境管理－廢棄物管理
 KPIs OVERVIEW IN ENVIRONMENTAL ASPECT
 環境層面關鍵績效指標總覽

GRI 308: Supplier Environmental Assessment 2016

供應商環境評估 2016

- 3-3 Topic management disclosures
重大議題管理
- 308-1 New suppliers that were screened using environmental criteria
使用環境標準篩選新供應商
- 308-2 Negative environmental impacts in the supply chain and actions taken
供應鏈中負面的環境衝擊以及所採取的行動

BUILDING A SUSTAINABLE SUPPLY CHAIN
 建設可持續供應鏈
 BUILDING A SUSTAINABLE SUPPLY CHAIN – Responsible and Green Procurement, Supply Chain Resilience
 建設可持續供應鏈－負責任綠色採購、供應鏈韌性
 BUILDING A SUSTAINABLE SUPPLY CHAIN – Responsible and Green Procurement, Supply Chain Resilience
 建設可持續供應鏈－負責任綠色採購、供應鏈韌性



GRI Standards Disclosure Number
《GRI 標準》披露編號

Location of Disclosure
披露位置

Social Topics

社會議題

GRI 401: Employment 2016

勞僱關係 2016

3-3 Topic management disclosures
重大議題管理

401-1 New employee hires and employee turnover
新進員工和離職員工

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees
提供給全職員工(不包含臨時或兼職員工)的福利

GRI 403: Occupational Health and Safety 2018

職業安全衛生 2018

3-3 Topic management disclosures
重大議題管理

403-1 Occupational health and safety management system
職業安全衛生管理系統

403-2 Hazard identification, risk assessment, and incident investigation
危害辨識、風險評估及事故調查

403-3 Occupational health service
職業健康服務

403-4 Worker participation, consultation, and communication on occupational health and safety
有關職業安全衛生之工作者參與、諮詢與溝通

403-5 Worker training on occupational health and safety
有關職業安全衛生之工作者訓練

403-6 Promotion of worker health
工作者健康促進

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
預防和減緩與業務關係直接相關聯之職業安全衛生的衝擊

403-8 Workers covered by an occupational health and safety management system
職業安全衛生管理系統所涵蓋之工作者

403-9 Work-related injuries
職業傷害

SUPPORTING TALENT DEVELOPMENT – Employment Program

支持人才發展－僱傭計劃

KPIs OVERVIEW IN OVERVIEW SOCIAL ASPECT

社會層面關鍵績效指標總覽

SUPPORTING TALENT DEVELOPMENT – Employment Program, Staff Engagement

支持人才發展－僱傭計劃，員工溝通

SUPPORTING TALENT DEVELOPMENT – Occupational Health and Safety

支持人才發展－職業健康安全

SUPPORTING TALENT DEVELOPMENT – Occupational Health and Safety

支持人才發展－職業健康安全

SUPPORTING TALENT DEVELOPMENT – Occupational Health and Safety

支持人才發展－職業健康安全

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支持人才發展－職業健康安全

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SUPPORTING TALENT DEVELOPMENT – Occupational Health and Safety

支持人才發展－職業健康安全

SUPPORTING TALENT DEVELOPMENT – Occupational Health and Safety

支持人才發展－職業健康安全

SUPPORTING TALENT DEVELOPMENT – Occupational Health and Safety

支持人才發展－職業健康安全

SUPPORTING TALENT DEVELOPMENT – Occupational Health and Safety;

KPIs OVERVIEW IN OVERVIEW SOCIAL ASPECT

支持人才發展－職業健康安全；

社會層面關鍵績效指標總覽



GRI Standards Disclosure Number
《GRI 標準》披露編號

Location of Disclosure
披露位置

GRI 404: Training and Education 2016

訓練與教育 2016

- 3-3 Topic management disclosures
重大議題管理
- 404-1 Average hours of training per year per employee
每名員工每年接受訓練的平均時數
- 404-3 Percentage of employees receiving regular performance and career development reviews
定期接受績效及職業發展檢核的員工百分比

SUPPORTING TALENT DEVELOPMENT – Vocational Training and Development
支持人才發展－職業培訓和發展

KPIs OVERVIEW IN OVERVIEW SOCIAL ASPECT
社會層面關鍵績效指標總覽

KPIs IN OVERVIEW SOCIAL ASPECT
社會層面關鍵績效指標總覽

GRI 405: Diversity and Equal Opportunity 2016

員工多元化與平等機會 2016

- 3-3 Topic management disclosures
重大議題管理
- 405-1 Diversity of governance bodies and employees
治理單位與員工的多元化

SUPPORTING TALENT DEVELOPMENT – Staff Engagement
支持人才發展－員工溝通

SUPPORTING TALENT DEVELOPMENT – Staff Engagement
支持人才發展－員工溝通

GRI 408: Child Labor 2016

童工 2016

- 3-3 Topic management disclosures
重大議題管理
- 408-1 Operations and suppliers at significant risk for incidents of child labor
營運據點和供應商使用童工之重大風險

SUPPORTING TALENT DEVELOPMENT – Employment Program
支持人才發展－僱傭計劃

SUPPORTING TALENT DEVELOPMENT – Employment Program
支持人才發展－僱傭計劃

GRI 414: Supplier Social Assessment 2016

供應商社會評估 2016

- 3-3 Topic management disclosures
重大議題管理
- 414-1 New suppliers that were screened using social criteria
使用社會標準篩選新供應商
- 414-2 Negative social impacts in the supply chain and actions taken
供應鏈中負面的社會衝擊以及所採取的行動

BUILDING A SUSTAINABLE SUPPLY CHAIN – Responsible and Green Procurement
建設可持續供應鏈－負責任綠色採購

BUILDING A SUSTAINABLE SUPPLY CHAIN – Responsible and Green Procurement
建設可持續供應鏈－負責任綠色採購

BUILDING A SUSTAINABLE SUPPLY CHAIN – Responsible and Green Procurement
建設可持續供應鏈－負責任綠色採購



GRI Standards Disclosure Number
《GRI 標準》披露編號

Location of Disclosure
披露位置

GRI 416: Customer Health and Safety 2016

顧客健康與安全 2016

- 3-3 Topic management disclosures
重大議題管理
- 416-1 Assessment of the health and safety impacts of product and service categories
評估產品和服務類別對健康和安全的衝擊
- 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
違反有關產品與服務的健康和安全法規之事件

STRATEGIC DEVELOPMENT – Premium Quality Control
策略性發展 – 優質品質控制

STRATEGIC DEVELOPMENT – Premium Quality Control
策略性發展 – 優質品質控制

STRATEGIC DEVELOPMENT – Premium Quality Control
策略性發展 – 優質品質控制

GRI 417: Marketing and Labeling 2016

行銷與標示 2016

- 3-3 Topic management disclosures
重大議題管理
- 417-1 Requirements for product and service information and labeling
產品和服務資訊與標示的要求
- 417-2 Incidents of non-compliance concerning product and service information and labeling
未遵循產品與服務之資訊與標示相關法規的事件
- 417-3 Incidents of non-compliance concerning marketing communications
未遵循行銷傳播相關法規的事件

STRATEGIC DEVELOPMENT – Advanced Sustainability Technology
策略性發展 – 先進可持續發展技術

STRATEGIC DEVELOPMENT – Advanced Sustainability Technology
策略性發展 – 先進可持續發展技術

STRATEGIC DEVELOPMENT – Advanced Sustainability Technology
策略性發展 – 先進可持續發展技術

STRATEGIC DEVELOPMENT – Advanced Sustainability Technology
策略性發展 – 先進可持續發展技術

GRI 418: Customer Privacy 2016

客戶隱私 2016

- 3-3 Topic management disclosures
重大議題管理
- 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
經證實侵犯客戶隱私或遺失客戶資料的投訴

STRATEGIC DEVELOPMENT – Privacy and Data Protection
策略性發展 – 私隱與數據保護

STRATEGIC DEVELOPMENT – Privacy and Data Protection
策略性發展 – 私隱與數據保護

