



CHINA SCE GROUP HOLDINGS LIMITED

中駿集團控股有限公司

(Incorporated in the Cayman Islands with limited liability 於開曼群島註冊成立的有限公司)
Stock Code 股份代號 : 1966

2023

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



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About the Group

China SCE Group Holdings Limited (“China SCE” or the “Company”), together with its subsidiaries (collectively, the “Group”), has its operational headquarters in Shanghai. The major businesses include property development, commercial management, property management and long-term rental apartments business, while implementing regional focused development strategy in the Yangtze River Delta Economic Zone, the Bohai Rim Economic Zone, the Guangdong-Hong Kong-Macao Greater Bay Area, the West Taiwan Strait Economic Zone and the Central Western Region. The Group upholds “We Build to Inspire” as its key value proposition, “Creating Smart Living to Help Seize Happiness” as its mission.

As of 31 December 2023, the Group together with its joint ventures and associates owned a land bank with an aggregate planned gross floor area (“GFA”) of approximately 29.90 million square metres (“sq. m.”). The property projects are distributed in 59 cities, including Beijing, Shanghai, Tianjin, Chongqing, Chengdu, Suzhou, Hangzhou, Nanjing, Zhengzhou, Qingdao, Jinan, Xiamen, Nanchang and Kunming, etc. Its products cover a wide range of properties including high-rise residential buildings, offices, shopping malls and long-term rental apartments. Looking ahead, the Group will continue to consolidate its leading position in the region and become an outstanding leader in creating a better quality of life through a more proactive and stable development strategy.

關於本集團

中駿集團控股有限公司(簡稱「中駿」或「本公司」)，連同其附屬公司(統稱「本集團」)運營總部設於上海，主要業務包括物業開發、商業管理、物業管理及長租公寓業務，並實施以長三角經濟圈、環渤海經濟圈、粵港澳大灣區、海峽西岸經濟圈及中西部地區為重點的聚焦發展戰略。本集團以「專築您的感動」為關鍵價值主張，「創建智慧生活，讓幸福觸手可及」為使命。

於二零二三年十二月三十一日，本集團及其合營公司及聯營公司擁有總規劃建築面積合共 2,990 萬平方米的土地儲備，物業項目分佈在北京、上海、天津、重慶、成都、蘇州、杭州、南京、鄭州、青島、濟南、廈門、南昌及昆明等 59 個城市，產品涵蓋高層住宅、辦公樓、購物中心及長租公寓等多種物業類型。展望未來，本集團將持續鞏固區域領先地位，以更積極穩健的發展策略成為卓越的美好生活引領者。



Customer-oriented

Strive for customers' satisfaction and trust

客戶至上

矢志追求客戶的滿意和信賴



Persistence

Devoted to create values

持續奮鬥

全力以赴，以價值創造者為本



Simplicity and Self-discipline

Simplicity brings ultimate wisdom; self-discipline grants the greatest freedom

簡單自律

最簡單最智慧，最自律最自由



Embrace Change

Dare to change, self breakthrough, continuous iteration

擁抱變化

勇於謀變，突破自我，持續迭代

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Awards 獎項	Issuing Organisations 頒發機構
 Fortune China 500 in 2023 2023年《財富》中國500強	Fortune China 《財富》中國
 2023 Top 50 China Real Estate Listed Companies with Comprehensive Strengths — No. 26 2023年中國房地產上市公司綜合實力榜TOP 50 — 第26位	China Real Estate Association, Shanghai E-house Real Estate Research Institute 中國房地產業協會、上海易居房地產研究院
 2023 Top 100 China Real Estate Developers — No. 58 2023年中國房地產業綜合實力TOP 100 — 第58位	China Real Estate Federation 中國房地產業聯合會
 2023 Top 50 China Real Estate Developers Brand Value — No. 31 2023年中國房地產開發企業品牌價值TOP 50 — 第31位	China Real Estate Association, Shanghai E-house Real Estate Research Institute 中國房地產業協會、上海易居房地產研究院
 2023 Top 500 China Real Estate Developers — No. 28 2023年中國房地產開發企業綜合實力TOP 500 — 第28位	China Real Estate Association, Shanghai E-house Real Estate Research Institute 中國房地產業協會、上海易居房地產研究院
 2023 Top 20 Shanghai Real Estate Developers — No. 3 2023年房地產開發企業上海市20強 — 第3位	Shanghai E-house Real Estate Research Institute 上海易居房地產研究院
 The 20 th Blue Chip Real Estate Annual Conference in 2023 — High Quality Enterprise with Comprehensive and Steady Development 第二十屆(2023)藍籌年會 — 綜合穩健發展優質企業	The Economic Observer 經濟觀察報
 The 20 th Blue Chip Real Estate Annual Conference in 2023 — Outstanding Quality Enterprise 第二十屆(2023)藍籌年會 — 卓越產品力企業	The Economic Observer 經濟觀察報

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About this Report

In addition to enhancing its hard power, China SCE also values the consolidation of its soft power and its commitment to social responsibility. Based on this, the Group recognises the importance of operating in a responsible manner towards the environment and the community with a view to achieving sustainable development. In order to share the efforts and performance of the Group's sustainable development from 1 January 2023 to 31 December 2023 (the "Year"), the Company is pleased to present its eighth environmental, social and governance report (the "Report").

This Report has been prepared in compliance with the "Environmental, Social and Governance Reporting Guide" as set out in Appendix C2 of the Main Board Listing Rules (the "Listing Rules") of The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). Through communication with stakeholders, the Group has assessed the importance of a number of environmental, social and governance ("ESG") issues to the business and stakeholders, and has outlined the ESG policies, initiatives and performance of the Group's core business — the property development business, in accordance with the principles of materiality, quantitative, balance and consistency in reporting. This Report is prepared in both Chinese and English and is published through the website of the Stock Exchange and the Company's website (<https://www.sce-re.com/>). The Group has established internal monitoring and review procedures to ensure that all information presented in this Report is accurate and reliable. The board of directors of the Company (the "Board") has confirmed and approved the release of this Report on 27 March 2024. If there are any contradictions or inconsistencies between the Chinese and English versions, the Chinese version shall prevail.

關於本報告

中駿在提升硬實力的同時，也看重企業軟實力的鞏固及對社會責任的承擔。建基於此，本集團確認對環境及社區以負責任方式營運的重要性，希冀達至可持續發展。為分享本集團於二零二三年一月一日至二零二三年十二月三十一日（「本年度」）在可持續發展工作上的努力及表現，本公司欣然提呈第八份《環境、社會及管治報告》（「本報告」）。

本報告乃遵照香港聯合交易所有限公司（「聯交所」）主板上市規則（「上市規則」）附錄C2《環境、社會及管治報告指引》編製。透過與持份者溝通，本集團已評估多項環境、社會及管治事宜對業務及持份者的重要性，並按照重要性、量化、平衡及一致性的報告原則，概述本集團之核心業務——物業發展業務在環境、社會及管治方面的政策、措施及表現。本報告以中、英文編寫，透過聯交所網站及本公司網站（<https://www.sce-re.com/>）發佈。本集團已成立內部監控及審查程序，竭力確保本報告所有呈現的資料均準確可靠。本報告已於二零二四年三月二十七日由本公司董事會確認及批准發佈。如中、英文版本有任何抵觸或不相符之處，應以中文版本為準。

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Reporting Principles 報告原則

The Group's Response 本集團回應

Materiality 重要性



The Group maintains communication with stakeholders through various channels. The main stakeholders include internal stakeholders — employees, and external stakeholders — customers, owners, investors, shareholders, contractors, suppliers and various community groups, etc. The Group collects stakeholders' opinions through various means, including social media platforms and satisfaction surveys, and uses this as a reference for assessing the effectiveness of the Group's ESG policies and measures. During the Year, the Group has reviewed significant ESG issues by benchmarking against peers and their sustainable development trends and updated the materiality matrix to reflect the issues that are highly important to the Group and stakeholders. During the Year, the materiality matrix has been reviewed and approved by the Board.

本集團以各個溝通渠道與持份者維持溝通，主要持份者包括內部持份者 — 員工及外部持份者 — 客戶、業主、投資者、股東、承包商、供應商及各類型社區團體等。本集團以各類方式包括社交媒體平台及滿意度調查等，收集持份者的意見，並以此為檢討本集團環境、社會及管治的政策及措施有效性的考量。本年度，本集團透過與同業及其可持續發展趨勢進行基準比較，檢討重大環境、社會及管治議題，並更新重要性矩陣，以展示對本集團及持份者而言高度重要的議題。於本年度，重要性矩陣已獲董事會審查及確認。

Quantitative 量化



Each of the Group's units is responsible for recording environmental and social key performance data and entrusts professional consultants to evaluate carbon emissions, and other environmental and social key performance in accordance with local guidance and international standards. In addition, the Group ensures the key performance data is measurable and clearly explains its calculation standard and method.

本集團各單位負責記錄環境及社會關鍵績效數據，並已委託專業顧問公司根據本地指引及國際標準評估碳排放量、其他環境及社會關鍵績效。此外，本集團確保關鍵績效數據可予計量，並會清楚說明計算標準及方式。

Balance 平衡



The Group has prepared this Report to provide an unbiased picture of the Group's performance, describing the opportunities and potential risks to the Group's sustainable development and the related countermeasures to enable stakeholders to objectively assess the Group's overall performance.

本集團以不偏不倚的原則編寫本報告，闡述本集團在可持續發展的機遇和所面對的潛在風險以及相關應對措施，讓持份者可客觀地評估本集團的整體績效。

Consistency 一致性



In this Report, the Group uses a consistent statistical method and provides historical data if possible to demonstrate the performance and progress of the Group on sustainable development.

於本報告中，本集團以一致的數據統計方式，並在可行的情況下提供往年數據作比較，以展示本集團於可持續發展的績效及進程。

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The Group actively advances the planning of sustainable development strategies, aiming to bring positive impacts on the environment, society and governance. The rollout of the strategies is set to begin at our headquarters and will be systematically extended to the Group's operations in various regions, ensuring that sustainability becomes an integral part of our business model. To act in concert with this purpose, this Report focuses on property development business, the environmental and social performance covers the Group's headquarters in Shanghai, as well as the four regional companies¹. This scope has included those operations that are important to the Group in maintaining the stability and growth of its business and are under the direct management of the Group. The relevant statistics and disclosures help the Group to sort out the status quo in order to set specific management objectives.

This Report does not include details on the subsidiary of the Group, SCE CM². For its sustainable development performance, please refer to the "Environmental, Social and Governance Report" separately prepared by SCE CM.

Feedback

The Group's continuous progress depends on the valuable input from our stakeholders. If you are in doubt or have any recommendations in respect of the contents and presentation of this Report, please contact the Group through the following means:

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500 Hennessy Road
Causeway Bay
Hong Kong
Email: ir@sce-re.com

本集團積極推進可持續發展策略的規劃工作，旨在對環境、社會和管治的帶來正面影響。我們已計劃從總部開始，逐步向各區域運營層層遞進，確保可持續發展策略全面融入本集團的業務運作。為配合該工作，本報告聚焦物業開發業務，環境和社會績效涵蓋本集團位於上海之總部辦公室，以及四大區域公司¹。該範圍已包括對本集團保持業務穩定及增長有重要影響，且屬本集團直接管理的運營點。相關數據統計及披露有助於本集團梳理現狀，以設定具體管理目標。

本報告並不涵蓋本集團的附屬公司——中駿商管²，有關其可持續發展表現，可參閱中駿商管獨立編製的《環境、社會及管治報告》。

意見反饋

本集團的持續進步有賴各持份者的寶貴意見。如閣下對本報告的內容或匯報形式有任何疑問或建議，請透過以下方式聯繫本集團：

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1 Four regional companies include the Southern regional company, the Southeast regional company, the Southwest regional company and the Northern China regional company.
2 SCE Intelligent Commercial Management Holdings Limited ("SCE CM", Stock code: 606)

1 四大區域公司，包括南方區域公司、東南區域公司、西南區域公司及華北區域公司。
2 中駿商管智慧服務控股有限公司（「中駿商管」，股份代號：606）。

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Message from the Chairman

The year 2023 was an extremely difficult year for private real estate enterprises. Amidst the storm, China SCE diligently addressed challenges, worked to uphold its business fundamentals, and progressed with all tasks in an orderly manner. Confronted with an industry trend marked by a shrinking transaction volume in the national new home market and a significant decline of total GFA which commenced construction, China SCE has continued to relax and optimise real estate control policies to stimulate the weak real estate market, national and local policies. However, the outcomes have fallen short of expectations. The Group holds the belief that the market is still in a stage of bottoming out. Hence, China SCE has prioritised “Ensuring Delivery” in its aim of business operation, surmounting obstacles and challenges. Besides, with the continuous improvement of the long-term mechanism of the real estate market, China SCE has been recalibrating our strategy, reinforcing our core “One Body Two Wings” approach, and enhancing strategic cohesion. Our efforts are threefold: first, we are capitalising on the critical phase of market stabilisation. By cooperating closely with our frontline marketing team and centering our efforts around city companies, we delve into each specific project with enhanced market analysis, and devise business strategies collaboratively aiming to deliver on the promised value of every initiative; second, we are focused on rebuilding trust with our suppliers, maintaining and developing mutually trusting, cultivating highly reliable partnerships to jointly tackle the operational challenges ahead; third, the Group is leveraging our well-earned reputation and creditworthiness that the Group has maintained over the past year to regain the confidence of governmental and regulatory entities and financial institutions, thus expanding our financing prospects.

We are committed to creating satisfying experiences for customers, empowering our employees and adding value to society. Our mission to “Create Smart Living to Help Seize Happiness” is woven into the fabric of our day-to-day operations. With a customer-centric approach, we optimise product positioning and research and development and pursue closed-loop management of products and operations by taking a holistic view of the city, location and customer profiles. We are also continuously improving how the Group adapts to business needs, striving for efficient decision-making, and fostering a culture of close collaboration between the management and frontline staff to jointly embrace change and overcome obstacles with innovative solutions. We created excellent management teams in each city company, ensuring the effective implementation of various strategies. Good corporate governance standards, environmental protection initiatives, and stakeholder value sharing are the keys to our sustained contribution to the ever-evolving landscape and moving forward with the times.

主席寄語

二零二三年對民營房企是極為艱難的一年。面對風浪，中駿戮力攻堅，努力守住經營基本盤，各項工作有序推進。面對全國新房市場成交量持續收窄、新開工面積斷崖式下跌的行業態勢，為了刺激疲弱的房地產市場，國家及地方政策不斷放鬆及優化房地產調控政策，但效果未如理想，本集團相信市場仍處於築底階段，故中駿以「保交付」為經營重點，克服障礙和困難。此外，中駿戰略更新反覆運算，不斷夯實「一體兩翼」戰略，強化戰略協同。一是抓住市場企穩的關鍵期，透過與前線營銷團隊緊密合作，以城市公司為核心，圍繞每一個具體項目，加強市場分析，共商經營對策，確保兌現每個項目的價值；二是重建供應商信心，維護和開拓相互信任、高度可靠的合作夥伴，共同應對下一階段運營工作的重重挑戰；三是基於本集團過去一年堅守的寶貴商譽和信用，重建政府方、監管方和融資方對本集團的信心，擴展融資機會。

我們致力於為客戶打造滿意的體驗，為員工賦能，為社會創造價值，將「創建智慧生活，讓幸福觸手可及」的企業使命融入日常運營。我們以客戶需求為核心，綜合考慮城市、區位、客群因素，優化產品定位及研發，追求產品與經營的閉環管理。我們亦持續提升本集團與業務的適配性，以決策高效化為導向，堅持管理層與一線緊密合作，共同應對變化，用顛覆性思路突破困難，在各城市公司中打造優秀的經營管理班子，確保有效地落實各個策略。良好的企業管治標準、環境保護舉措及持份者價值共用，是我們能在時代發展的洪流中，不斷貢獻力量，與時俱進的關鍵所在。

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Governance Performance

In order to manage the Group's sustainability-related issues more effectively and to enhance the Board's accountability, we have established a Sustainable Development Steering Committee (the "Committee"). The Committee will report regularly to the Board and is comprised of the relevant department heads to assist the Board in managing the ESG issues. The Board will allocate appropriate resources to support the future sustainable development of the Group in accordance with the needs of the Group.

Environmental Performance

China SCE is committed to developing green buildings and integrating environmental protection into all stages of property development. All new projects of the Group have now reached 100% of the national green building standards. Through various green building projects and construction techniques, the Group strives to continuously reduce the burden of property development projects on the environment. To accelerate the achievement of a low-carbon future, the Group has also launched a sustainable financing framework in 2021 and is further planning to expand our contribution to global sustainability in areas such as green buildings and energy saving and emission reduction through green and sustainable financial instruments in the future.

Social Performance

Over the years, while developing steadily, China SCE has been actively involved in social welfare undertakings and has continued to fulfil its corporate social responsibility and preserve its tradition of quality improvement. Over the years, the Group donated an accumulated amount of approximately RMB900 million to various social welfare undertakings, focusing on the main channel of education, environmental protection and cultural fields, and setting up various charitable funds for education, poverty alleviation and medical aid. Our effort has reached across the expanse of Fujian, reaching over 30 provinces and cities throughout China, benefiting more than 2,000 schools and touching the lives of approximately 600,000 teachers and students. Apart from caring for the community, the Group also focuses on promoting the well-being and development of our customers, employees, suppliers, contractors and the community and considers them as an important part of achieving our corporate mission and strategic objectives.

管治表現

為了更有效地管理本集團的可持續發展相關事宜，並加強董事會的責任，我們已成立了可持續發展督導委員會（「委員會」）。該委員會會定期向董事會匯報，並由相關部門主管擔任成員，以輔助董事會管理環境、社會及管治的事宜。董事會將根據本集團的需要，分配適當的資源以支持未來的可持續發展。

環境表現

中駿一直致力發展綠色建築，將環境保護融入到地產開發的各個階段。目前，本集團所有新建項目已100%達到國家綠色建築標準。本集團透過各項綠色建築設計及施工技術，致力持續減少物業發展項目對環境的負擔。為了加快實現低碳未來，本集團已於二零二一年推出可持續融資框架，進一步計劃未來透過綠色和可持續金融工具，擴大我們在綠色建築及節能減排等領域對全球可持續發展作出的貢獻。

社會表現

中駿多年來在企業穩健發展的同時，積極投身社會公益事業，持續履行企業的社會責任精益求精的品質傳統。多年來，本集團捐助各項公益事業的累計金額約人民幣九億元，聚焦教育主航道，關注環保及文化領域，並先後設立助學、扶貧、醫療救助等多類慈善基金，足跡覆蓋八閩大地，佈及全國三十多個省市，已惠及學校超二千餘所、師生約六十萬。除了關懷社會，本集團亦注重促進客戶、員工、供應商、承辦商及更廣泛社區大眾的福祉與發展，並視之為實現我們企業使命及戰略目標的重要一環。

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Looking forward to 2024, we hold high hopes for the real estate industry, anticipating a strong and steady recovery. Embracing the resolve and belief of “Starting Afresh with Every Step”, we perceive every challenge as an opportunity to refine our strengths and every act of perseverance as a step towards growth. Our commitment lies in upholding high standards of corporate governance, implementing various environmental protection measures and embracing a philosophy of shared prosperity. We sincerely cooperate with all parties to collectively revitalise and advance a prosperous future.

Wong Chiu Yeung

Chairman

27 March 2024

展望二零二四年，我們期待房地產行業能夠重回平穩健康發展的軌道，抱住「而今邁步從頭越」的決心與信念，視困境為磨礪，視磨礪為成長。我們承諾以良好的企業治理標準，採取各項環境保護舉措，並秉持共用利益的理念，真誠地與各方合作，共同振興前行。

主席

黃朝陽

二零二四年三月二十七日

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Environmental, Social and Governance Approach

Corporate Governance

The Company and the Board are fully committed to staunchly safeguarding the interests of both the Company and its shareholders, ensuring strict compliance with all applicable laws and regulations, including the Hong Kong Companies Ordinance and the Corporate Governance Code set out in Appendix C1 of the Listing Rules of the Stock Exchange. The Board takes full responsibility for the ESG development of China SCE and is committed to establishing a sound governance culture that safeguards the interests of stakeholders and meets community expectations. With the increasing social and international concern over corporate ESG performance, the Board guides each department of the Group by formulating, approving, and implementing policies and measures related to ESG matters. This enables the early identification of relevant risks and reduces the operational impact on the environment and society. To further strengthen our ESG work, the Board will maintain regular meetings with management to review progress and effectiveness in establishing a top-down governance model. The Audit Committee, the Remuneration Committee, the Nomination Committee and the Corporate Governance Committee are established under the Board dedicated to enhancing the standard of corporate governance (For details regarding the responsibilities of the Board and each committee, please refer to the “Corporate Governance Report” section of the Group’s 2023 Annual Report).

The Group has also formulated a “Board Diversity Policy” to ensure a diverse board structure. When formulating the nomination policy of the Group, measurable targets have been established in terms of skills, experience, knowledge, expertise, educational background, independence, age, etc., to ensure that each director has attained a high standard in the aforementioned areas. This enables the Board to make corresponding contributions when required. For details, please refer to the “Nomination Committee” section of the Group’s 2023 Annual Report.

環境、社會及管治方針

企業管治

本公司及董事會堅定維護公司和股東利益，嚴格遵守包括香港《公司條例》在內的適用法律法規，按照聯交所上市規則附錄C1所載之《企業管治守則》進行公司治理。董事會為中駿的環境、社會及管治發展承擔全部責任，並致力建立良好的管治文化，以保障持份者的利益及回應社會期望。隨著社會及國際對企業的環境、社會及管治表現關注度上升，董事會指導本集團各部門，透過制訂、審批及執行管理環境、社會及管治事宜的政策及措施，盡早識別相關風險，以減低營運對環境及社會的影響。董事會亦會持續加強環境、社會及管治工作的參與程度，保持與管理層以定期會議方式溝通並檢討工作進度及成效，以建立由上而下的管治模式。董事會下設審核委員會、薪酬委員會、提名委員會以及企業管治委員會，以致力提升企業治理水準。（有關董事會及各委員會職責可參閱本集團二零二三年年報「企業管治報告」章節）。

本集團亦制定了「董事會多元化政策」，以維持董事會架構多元化。在制定本集團的提名政策時，本集團已在技能、經驗、知識、專才、教育背景、獨立性、年齡等方面制定一系列的要求，以確保各董事的素質在上述方面達致相當水平，使其在切合所需之時能對董事會作出相應的貢獻。詳情請參閱二零二三年本集團年報「提名委員會」章節。

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To better manage the ESG issues of the Group and enhance the accountability of the Board, we have established the Committee. The Committee is chaired by a director and has relevant department heads as key members to ensure the effective implementation of the Group's sustainable development policies and initiatives. The Board will allocate appropriate resources to support the development of ESG work as required by the Group. The Committee's main authorities include:

為更有效地管理本集團環境、社會及管治事宜及加強董事會的問責性，我們已成立了委員會。該委員會由董事擔任主席，並邀請相關部門主管參與，以確保有效地實施本集團的可持續發展政策及措施。董事會將按照本集團的需要，給予適當資源，以支持環境、社會及管治工作的發展。該委員會的主要職權包括：

<p>Supervision 監督</p> 	<ul style="list-style-type: none"> Identify and manage the matters significantly affecting the Group 識別並管理對本集團有重大影響的事宜 Manage significant ESG risks 管理重大環境、社會及管治風險
<p>Plan 計劃</p> 	<ul style="list-style-type: none"> Develop ESG policies, initiatives and performance targets 制定環境、社會及管治政策、措施及績效目標 Integrate corporate social responsibility into the Group's business strategy and management programme 將企業社會責任納入本集團的業務策略及管理方案
<p>Review 檢討</p> 	<ul style="list-style-type: none"> Review ESG policies, initiatives and performance targets on a regular basis 定期檢視環境、社會及管治政策、措施及績效目標 Responsible for preparing and approving the annual ESG report 負責籌備及審批年度環境、社會及管治報告

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Risk Management

Risk management is an essential part of the Group's daily operations. The Group strictly complies with laws and regulations such as the "Company Law of the People's Republic of China" and the Listing Rules of the Stock Exchange. The Board is responsible for independent oversight of the Group's risk management, while the business department is in charge of risk management and internal control systems. During the Year, the Board has reviewed the effectiveness of the Group's risk management and internal control systems. The comprehensive and multi-faceted risk management contributes to strengthening the Group's future business development and creating long-term value for stakeholders. To enhance risk management efforts, the Group has also formulated the "Risk Management Handbook" and requires our employees to be familiar with its contents. The handbook provides detailed explanations of the risk management framework, the responsibilities of relevant personnel, risk management objectives, principles, procedures, and processes. This serves as a clear guideline for risk management activities.

Furthermore, the Group identifies, monitors, evaluates and manages risks that have a significant impact on the Group on an annual basis. Environmental and social risks are also included in the daily risk assessment. For example, the Group continuously identifies "Occupational Health and Safety" as a key risk factor and ensures that the working environment meets the Group's health and safety standards through regular monitoring and investigation of working hours, temperature of the working environment, toxic and hazardous substances, noise and dust in various projects.

風險管理

風險管理是本集團日常業務運作中不可或缺的一環。本集團嚴格遵守《中華人民共和國公司法》及聯交所《上市規則》等法律及規例，由董事會負責對本集團的風險管理進行獨立的監督，業務部門則負責風險管理和內部監控系統。本年度，董事會已對本集團風險管理及內部監控系統的有效性進行檢討。全方位及多角度的風險管理有助加強本集團未來的業務發展，並為持份者締造長遠價值。為加強風險管理工作，本集團亦制定了《風險管理手冊》，並要求員工熟悉有關內容。其詳細說明了風險管理架構及相關人員的職責、風險管理目標、原則和風險管理程序及流程等內容，為風險管理工作提供了明確的指引。

此外，本集團每年均會識別、監察、評核及管理對本集團有重大影響的風險，日常風險盤查亦包括環境及社會風險。例如，本集團持續識別「職業健康及安全」為重要風險因素，並通過定期對各項目工作時數、工作環境溫度、有毒及有害物質、噪音及粉塵等的監管及調查，確保工作環境合乎本集團的健康及安全標準。

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Compliance Management

The Group understands that violating laws and regulations can have a significant impact on business operations, financial position and results, and reputation. The Group strictly adheres to various legal requirements, including but not limited to the "Urban Real Estate Administration Law of the People's Republic of China", "Regulation on the Administration of Development and Operation of Urban Real Estate", "Advertising Law of the People's Republic of China", "Data Security Law of the People's Republic of China", "Personal Information Protection Law of the People's Republic of China", "Personal Information Security Specification", "Measures for Data Cross-Border Transfer Security Assessment", "Company Law of the People's Republic of China", "Anti-Money Laundering Law of the People's Republic of China", "Anti-Unfair Competition Law of the People's Republic of China", "Environmental Protection Law of the People's Republic of China", "Atmospheric Pollution Prevention and Control Law of the People's Republic of China", "Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes", "Water Pollution Prevention and Control Law of the People's Republic of China", "Energy Conservation Law of the People's Republic of China", "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases", "Patent Law of the People's Republic of China", "Copyright Law of the People's Republic of China", "Trademark Law of the People's Republic of China", "Labour Law of the People's Republic of China", "Social Insurance Law of the People's Republic of China", "Labour Contract Law of the People's Republic of China", "Provisions on the Prohibition of Using Child Labour", "Special Rules on the Labour Protection of Female Employees", "Law of the People's Republic of China on the Protection of Rights and Interests of Women" and other laws and regulations related to air pollution, water pollution and waste management, etc. In order to ensure the Group's compliance with laws and regulations in its daily operations, in addition to the regular internal control and compliance audits conducted by the Internal Audit and Compliance Department, the Process Department and the Internal Audit and Compliance Department also jointly form an internal audit team to review each of the operational processes of the Group annually. In addition, the Group will also keep abreast of the latest regulatory developments and provide relevant training to employees. During the Year, the Group has no confirmed incidents of non-compliance with relevant laws and regulations.

合規管理

本集團明白違反法律及規例會對業務營運、財務狀況及業績及聲譽構成重大影響。本集團嚴格執行各項法律規定，包括但不限於：《中華人民共和國城市房地產管理法》、《城市房地產開發經營管理條例》、《中華人民共和國廣告法》、《中華人民共和國數據安全法》、《中華人民共和國個人信息保護法》、《個人信息安全規範》、《數據出境安全評估辦法》、《中華人民共和國公司法》、《中華人民共和國反洗錢法》、《中華人民共和國反不正當競爭法》、《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國水污染防治法》、《中華人民共和國節約能源法》、《中華人民共和國職業病防治法》、《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國商標法》、《中華人民共和國勞動法》、《中華人民共和國社會保險法》、《中華人民共和國勞動合同法》、《禁止使用童工規定》、《女職工勞動保護特別規定》、《中華人民共和國婦女權益保障法》及其他與空氣污染、水污染及廢物管理相關的法律與條例等。為確保本集團日常運作合法合規，除審計監察部定期執行內控及合規性審計外，流程部與審計監察部亦組成流程內審小組，每年檢視本集團各營運流程。另外，本集團亦會緊貼最新的監管發展情況，為有關員工提供相關培訓。本年度，本集團沒有違反相關的法律及規例。

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Materiality Analysis

Communication with Stakeholders

Constant internal and external stakeholder engagement enhances the transparency of communication, helps the Group understand stakeholders' views and lays the foundation for improved sustainability performance. Furthermore, the Group also engages with our stakeholders through various communications to enhance their understanding of China SCE's policies, strategies, and goal setting. This enables the Group to advance initiatives in sustainable development and contributes to long-term development in the future. The Group has established various communication channels for key stakeholders who play a vital role in the business. The following table summarises the Group's key stakeholders and a variety of platforms and means of communication for engagement, listening and response.

重要性分析

持份者溝通

恆常的內部和外部持份者參與提高溝通的透明度有助本集團瞭解持份者意見，並為改善可持續發展績效奠定基礎。同時，本集團也通過各種溝通管道，提升各利益相關方對中駿未來可持續發展方針、策略和目標設定的理解，以支持本集團在推進可持續發展方面的各項舉措，為未來的長遠發展提供幫助。本集團已為對業務重要的主要持份者，提供多重溝通渠道。下表概述本集團的主要持份者及各種接觸、聆聽和回應的平台及溝通方式。

Stakeholder Group 持份者類別	Importance of Communication 溝通的重要性	Stakeholder Expectations 持份者期望	Principal Communication Channel 主要溝通渠道
Employees 員工	<ul style="list-style-type: none"> Our employees are our most valuable asset. The Group is dedicated to providing a safe working environment to encourage active participation from the employees, and to ensure the Group's competitiveness 員工為本集團最大資產，本集團致力於提供安全的工作環境，以鼓勵員工的積極參與，為本集團提供充足的競爭力 	<ul style="list-style-type: none"> Rights protection Good working environment Career development opportunities 權益保障 良好工作環境 事業發展機會 	<ul style="list-style-type: none"> Satisfaction surveys Employees complaining channels Internal emails 滿意度調查 員工申訴渠道 內部郵件
Investors and shareholders 投資者及股東	<ul style="list-style-type: none"> Disclosure of financial performance and sustainable development progress Ensuring that the Group's business development strategies align with the interests of investors and shareholders 披露財務表現和可持續發展進度 確保本集團的業務發展策略符合投資者及股東的利益 	<ul style="list-style-type: none"> Risk management Investment returns Information transparency 風險管控 投資回報 資訊透明度 	<ul style="list-style-type: none"> General meeting The Group's website The Group's information released on the Stock Exchange 股東大會 本集團網頁 聯交所發佈本集團消息

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Stakeholder Group 持份者類別	Importance of Communication 溝通的重要性	Stakeholder Expectations 持份者期望	Principal Communication Channel 主要溝通渠道
Owners and customers 業主及客戶	<ul style="list-style-type: none"> The Group works closely with owners and customers to provide them with the highest quality products and services based on their needs 本集團與業主以及客戶緊密合作，根據他們的需求提供最優質的產品及服務 	<ul style="list-style-type: none"> Quality products and services Ethics and integrity Information transparency 優質產品及服務 道德及誠信 資訊透明度 	<ul style="list-style-type: none"> “SCE Club” platform Customer satisfaction surveys Customer complaint hotline 「中駿會」平台 客戶滿意度調查 客戶投訴熱線
Contractors and suppliers 承包商及供應商	<ul style="list-style-type: none"> Ensuring the stability and sustainability of our supply chain Monitoring our contractors and suppliers for compliance with the Group’s standards on health, safety, sustainable development and procurement standards 確保供應鏈穩定性及可持續性 監察承包商及供應商是否遵守本集團有關健康、安全、可持續發展以及採購標準的規定 	<ul style="list-style-type: none"> Stable partnership Fair and open Resources support 穩定夥伴關係 公平公開 資源支持 	<ul style="list-style-type: none"> Sharing seminars and training courses for contractors and suppliers 承包商及供應商分享會及培訓課程
Community 社區	<ul style="list-style-type: none"> The Group is committed to bringing a long-lasting and positive impact to the communities where our properties are located, working together to resolve challenges in the local community 本集團致力為物業所在社區帶來長久及正面的影響，共同解決當地社區問題 	<ul style="list-style-type: none"> Environmental and social responsibility 環境及社會責任 	<ul style="list-style-type: none"> Volunteer activities 義工活動

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Materiality Assessment

The Group values two-way communication and has always used a range of communication channels to engage with our stakeholders. The Group prioritises addressing key issues to ensure timely understanding and response to their needs, concerns, and expectations. Through continuous collection of stakeholders' feedback, the Group identifies and manages the risks and opportunities for sustainable development, thereby formulating the strategies and goals for sustainable development. The key stakeholders include internal stakeholders — employees, and external stakeholders — customers, owners, investors, shareholders, contractors, suppliers and the community, etc. China SCE collects stakeholders' opinions through various channels, including social media platforms and satisfaction surveys, to evaluate the effectiveness of the environmental, social, and governance policies and initiatives.

Based on the results of the materiality analysis conducted last year, the Group has reviewed key ESG issues during the Year by benchmarking against peer trends in sustainable development and updated the materiality matrix to reflect the issues of high importance to both the Group and our stakeholders. The Group considers compliance with relevant laws and regulations regarding child labour and forced labour to be mandatory and significant and this issue is already covered in the significant issue under "Protection of legitimate rights and interests of employees". Therefore, the significant issue under "Child Labour and Forced Labour" has been removed. During the Year, the materiality matrix has been reviewed and approved by the Board.

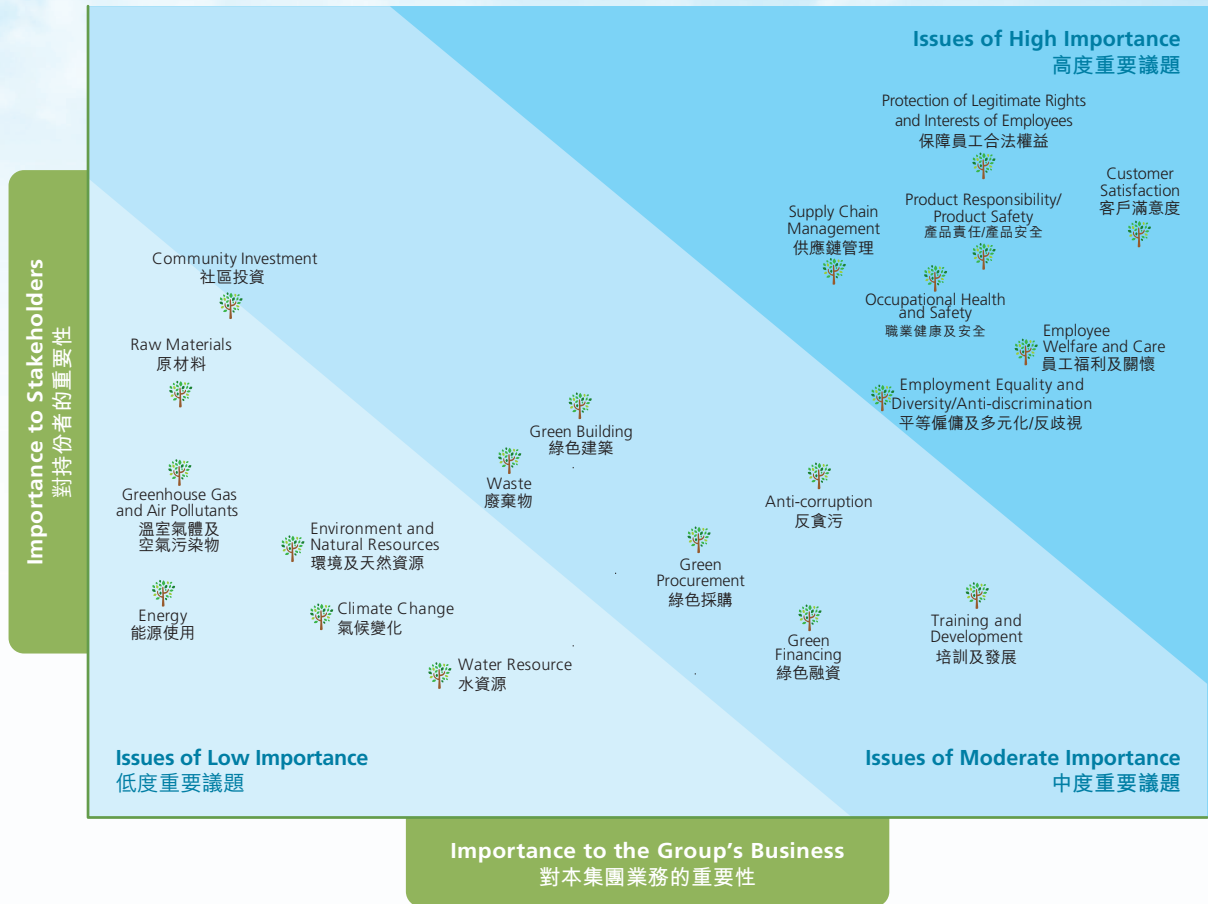
重要性評估

本集團重視雙向溝通，一直採用多種溝通渠道與持份者保持聯繫，並優先考慮重大議題，以及時瞭解及回應其需求、關注和期望。透過持續收集持份者的意見，以助本集團辨別及管理可持續發展風險和機遇，從而制定可持續發展策略和目標。主要持份者包括內部持份者 — 員工及外部持份者 — 客戶、業主、投資者、股東、承包商、供應商及社區等。中駿以各類方式包括社交媒體平台及滿意度調查等，收集持份者的意見，並以此為檢討本集團環境、社會及管治政策及措施有效性的考量。

在去年進行的重要性分析的結果的基礎上，本集團於本年度透過與同業可持續發展趨勢進行基準比較，檢討重大環境、社會及管治議題，並更新重要性矩陣，以展示對本集團及持份者而言高度重要的議題。本集團認為遵守相關童工及強制勞工的法律及法規無疑是強制性及重要的，此議題亦已涵蓋在「保障員工合法權益」重大議題中，故此「童工及強制勞工」重大議題已被移除。於本年度，重要性矩陣已獲董事會審查及確認。

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Issues of High Importance 高度重要議題	The Group's Response 本集團的回應
Protection of Legitimate Rights and Interests of Employees 保障員工合法權益	<p>The Group complies with labour laws and regulations related to business operations, ensuring that employees have the right to exercise their legal rights, such as collective bargaining and participating in labour unions.</p> <p>本集團遵守與業務營運相關的勞動法律、法規，讓員工依法享有權利，例如集體談判、參與工會組合等。</p>
Customer Satisfaction 客戶滿意度	<p>The Group attaches great importance to customer satisfaction and has adopted various measures to collect customer feedback through various channels. During the Year, the Group conducted a residential customer satisfaction survey to gain deeper insights into the opinions and expectations of our customers. In the future, the Group will continue to improve the quality of its projects and services so as to enhance customer satisfaction and loyalty.</p> <p>本集團非常重視客戶滿意度，已採取不同措施及通過多元化渠道收集客戶意見。年內，本集團進行了住宅客戶滿意度調研，更深入瞭解客戶的意見及期望。本集團於未來會持續提升項目與服務質素，增加客戶滿意度及忠誠度。</p>
Product Responsibility/ Product Safety 產品責任／產品安全	<p>As a property project developer, the Group attaches great importance to the quality and safety of its projects. The Group maintains close communication with its suppliers to ensure the quality of its properties. The Group also respects intellectual property rights and strives to protect and properly manage the intellectual property rights involved in the design and marketing phases of its projects. In addition, the Group handles customer complaints appropriately, and takes responsibility for protecting customer data and privacy.</p> <p>作為物業項目發展商，本集團高度重視項目質量及安全。本集團與供應商維持緊密溝通，確保物業質量。本集團亦尊重知識產權，保護及妥善管理項目設計及營銷階段時會涉及的知識產權事宜。此外，本集團亦會妥善應對客戶投訴，並有責任保護客戶資料和隱私。</p>
Occupational Health and Safety 職業健康及安全	<p>The Group considers occupational health and safety as a key area of focus in the workplace, including the identification of safety and health risks in the workplace and the implementation of measures to protect workers (including sub-contractors) from hazards in order to safeguard the health and safety of employees and workers.</p> <p>本集團視職業健康及安全為工作的重點範疇，包括識別工作場所的安全和健康風險，制定保護工人(包括分判商)免受危害的措施，以保障員工及工人健康及安全。</p>

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Issues of High Importance 高度重要議題	The Group's Response 本集團的回應
Employee Welfare and Care 員工福利及關懷	<p>The Group cares about its employees and values their fundamental rights. The Group continuously improves the welfare benefits and strictly adheres to the national social security and welfare system. Guidelines are in place to regulate working hours and holiday entitlements (e.g. statutory holidays, paid annual leave, marriage leave, maternity leave, paternity leave, etc.). In addition to statutory benefits, the Group offers various additional benefits to employees, including government housing subsidies for employees with difficulties in housing, complimentary meals at work, etc.</p> <p>本集團關懷員工及重視員工的基本權益，不斷完善集團的福利保障，並嚴格遵守國家的社會保障及福利制度，訂明有關工作時數及假期制度的指引(如：法定假期、帶薪年假、婚假、產假、侍产假等)。除法定福利外，本集團為員工提供了多項額外福利，包括為存在住房困難的員工提供政府住房補貼、免費工作餐等。</p>
Employment Equality and Diversity/Anti-discrimination 平等僱傭及多元化／反歧視	<p>The Group recognises the importance of a comprehensive employment management system to protect the legitimate rights and interests of employees, including the establishment of systems to ensure employees' understanding of employment arrangements (such as recruitment and promotion procedures, remuneration and dismissal policies, working hours and leaves). The Group also ensures equality in the workplace, preventing workplace discrimination and sexual harassment.</p> <p>本集團明白完善僱傭管理制度對於保護員工合法權益的重要性，包括建立制度使僱員瞭解僱傭安排(如：招聘和晉升程式、薪酬和解僱制度、工作時間和假期)，並保證就業環境中的平等，防止職場歧視及性騷擾。</p>
Supply Chain Management 供應鏈管理	<p>The Group has incorporated supplier ESG risks as one of the evaluation criteria for the review of supplier collaboration and conducted standardised management practices, including carrying out annual assessments of strategic procurement suppliers and maintaining regular communication with them. These efforts aim to understand the status of partnerships and effectively reduce any negative impacts that the supply chain may have on the Group's operations.</p> <p>本集團已將供應商環境、社會及管治風險作為與供應商合作評審標準之一，進行標準化管理，每年對戰略採購供應商進行評估，定期與供應商聯繫，以瞭解合作夥伴情況及更有效地減少供應鏈對本集團運營的負面影響。</p>

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Upholding High Quality Operations

The core business of the Group is property development, and it consistently operates on the principle of constructing high-quality properties. It diligently monitors the engineering quality of each project and provides excellent marketing services. The Group also adheres to ethical corporate principles to provide a comfortable living environment for all owners and to protect the interests of our customers.

維持高質運營

本集團的核心業務為物業發展，並一貫以建造高品質物業為運營原則，認真監控每個項目的工程質量，且提供卓越營銷服務，以及堅守廉潔道德企業宗旨，務求為各業主提供舒適的生活環境及保障客戶權益。

Highlights of 2023

二零二三年工作亮點



Committed to delivering quality and upholding our promises to customers, achieved an area of properties delivered of approximately **2.34** million sq.m. in 2023

堅持品質交付，持續兌現客戶承諾，二零二三年實現交付的物業面積約**234**萬平方米



Our innovative and diversified product offerings cater to our customers' varied needs through our "Productivity Enhancement Initiative", which sets the direction for our research and development of the next-generation product

創新產品契合客戶多元化要求，開啟「產品力提升專項行動」，指引新一代產品研發



Our business remained robust, earning recognition on the "2023 Top 50 China Listed Real Estate Developers" and the "2023 Top 50 China Real Estate Developers Brand Value"

經營穩健，獲「2023年房地產上市公司綜合實力榜TOP 50」及「2023年中國房地產開發企業品牌價值TOP 50」

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In 2023, China's real estate market has experienced unprecedented challenges and opportunities due to various factors. Despite this, China SCE, with its robust business operations, continued to excel and achieve significant awards based on its excellent product strength and comprehensive capabilities. During the Year, the dedication and efforts of China SCE and its businesses in the field of brand building were recognised by the following key awards:

二零二三年，中國房地產市場受多種因素影響，經歷了前所未有的挑戰與機遇。儘管如此，穩健經營的中駿憑藉優秀的產品實力和強大的綜合實力持續斬獲大獎。本年度，中駿及旗下各業態在品牌建設領域的付出及努力獲得以下重點獎項的認可：

Category 類別	Awards 獎項	Issuing Organisations 頒獎機構
Branding 品牌建設	Fortune China 500 in 2023 2023年《財富》中國500強	Fortune China 《財富》中國
	2023 Top 500 China Real Estate Developers — No. 28 2023年中國房地產開發企業綜合實力TOP 500 — 第28位	China Real Estate Association, Shanghai E-house Real Estate Research Institute 中國房地產業協會、上海易居房地產研究院
	2023 Top 50 China Real Estate Listed Companies with Comprehensive Strengths — No. 26 2023年中國房地產上市公司綜合實力榜TOP 50 — 第26位	China Real Estate Association, Shanghai E-house Real Estate Research Institute 中國房地產業協會、上海易居房地產研究院
	2023 Top 20 Shanghai Real Estate Developers — No. 3 2023年房地產開發企業上海市20強 — 第3位	Shanghai E-house Real Estate Research Institute 上海易居房地產研究院
	2023 Top 50 China Real Estate Developers Brand Value — No. 31 2023年中國房地產開發企業品牌價值TOP 50 — 第31位	China Real Estate Association, Shanghai E-house Real Estate Research Institute 中國房地產業協會、上海易居房地產研究院
	The 20 th Blue Chip Real Estate Annual Conference in 2023 — High Quality Enterprise with Comprehensive and Steady Development 第二十屆(2023)藍籌年會 — 綜合穩健發展優質企業	The Economic Observer 經濟觀察報
	The 20 th Blue Chip Real Estate Annual Conference in 2023 — Outstanding Quality Enterprise 第二十屆(2023)藍籌年會 — 卓越產品力企業	The Economic Observer 經濟觀察報

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Dedication to Customer Needs

High-Quality Project Development

Product quality is the foundation of the enterprise's operation, and China SCE always prioritises quality. The Group has established a quality monitoring programme which is regularly monitored by both our internal team and an independent monitoring company, to ensure that every stage of our projects complies with relevant regulations and the Group's standards. By doing so, we provide our customers with high-quality and safe buildings to safeguard their health and safety.

Before the commencement of project construction, the Group follows the guidelines outlined in the "China SCE Handbook of Construction Project Management". The Engineering Department reviews the project design to identify potential quality issues and establishes relevant quality objectives for the engineering work to prevent any unforeseen incidents. Throughout the construction phase, our engineers are responsible for supervising the entire process of the contractors and conducting parallel inspections at various stages of the work to address any quality concerns promptly. The results of the quality inspections are documented in the "Construction Daily Log Book" for future reference. Prior to handing over the property to buyers, the Customer Service Management Department and quality supervision company, perform a final quality check to ensure the property meets the specified standards. This ensures that customers can move into a property that provides a safe and high-quality environment as well as superior products.

In addition, as the construction contractors are the main responsible party for the quality of the work, the Group has entered into contracts with the construction contractors to include compensation agreements and requires a commitment to quality assurance and compliance with regulatory requirements. This ensures that they fully perform their responsibilities to prevent engineering defects or non-compliance incidents. The Group also conducts unannounced inspections at different construction stages, assessing the projects based on the three aspects of "Actual Measurement", "Entity Quality" and "Safety and Civility". We provide feedback to improve project quality for the contractors so that any issues can be promptly rectified, minimising quality risks. Prior to project handover, the Group conducts its own internal pre-handover assessments, focusing on functional aspects to ensure the project meets quality and safety standards. After

專注客戶需求

發展優質項目

產品質量是企業生存的基石，中駿始終將質量放在首位。本集團已制定質量監控程式，透過內部團隊和獨立監察公司進行定期監控，確保每個項目階段均符合相關規例和本集團標準，為客戶提供優質安全的建築，以保障客戶健康及安全。

於項目施工前，本集團依照《中駿集團工程項目管理手冊》的指引，由工程部檢視項目設計，以識別潛在質量通病，並制定相關工程的質量目標，以避免意外發生。於項目施工期間，工程師負責監督承包商的整個工序過程，並於各工程階段，採用平行檢驗方式進行質量檢查，以及時糾正質量問題，並將質量巡視結果紀錄於《施工日記》中，以便日後查閱。向買家交付物業前，客戶服務管理部門與質量監督公司作最後的質量檢查，以確保物業質量達到指定標準，讓客戶能在本集團物業享有優質安全的環境及產品。

此外，由於建築承包商是工程質量的主要責任方，本集團已與建築承包商訂立合約，確認彌償協議，並要求承包商對品質保證及遵守監管規定作出承諾，從而確保他們充分履行自身責任，以避免工程缺陷或不合規事件。本集團亦於各施工階段進行突擊巡查，從「實測實量」、「實體質量」及「安全文明」三方面評估項目，提出改善項目質量的建議，使承包商及時進行整改，降低質量風險。於項目交付前，本集團會展開自身內部的預交付評估，對功能性內容進行重點檢查，確保項目符合質量及安全要求。於項目交付後，本集團的工程和設計等部門將對各項目進行內部的整體查驗和評估，並就查驗和評估的結果對項目進行整改。從規

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project handover, the Group's Engineering Department and Design Department will conduct internal comprehensive inspections and assessments, and take corrective measures based on the results. The Group emphasises continuous feedback and improvement throughout the process, from planning and execution to monitoring and improvement, ensuring that every step is closely linked and contributes to a comprehensive closed-loop management system. Regarding quality control, the Group implements corresponding management and corrective measures at the macro level, regional level, and project level, to ensure the property quality is delivered to the customers according to the established targets. The Group has also developed internal systems such as the "Project Company On-site Management Guide", which set out the rules and operation standards for every phase of the sales — from subscription and deposit collection to contract signing, etc. These guidelines refine our marketing standards and regulate the behavior of our marketing personnel.

The Group is also committed to promoting engineering informatisation, collecting site data in real time and visualising site management actions, so as to monitor the whole construction process and reduce the risk of project delays.

Enhanced Customer Experience

The Group is committed to fulfilling our customer's needs and expectations by continuously improving our customer service management and enhancing service quality. The Group ensures the high quality of our projects and continuously satisfies customers' needs through different ways and measures.

Inspection System

The "Handbook for Marketing Inspection Management Business" of China SCE sets out the different inspection systems to enhance the owner's purchasing experience. These inspection systems include mystery customer inspections, special inspections, pre-sales inspections and monthly city self-inspections, etc. These systems serve to maintain quality assurance at different stages of the Group's marketing activities.

劃、實施到監控和改進，集團強調在整個流程中進行持續的反饋和改進，使各個環節緊密相連，從而實現閉環管理。在品質把控方面，於項目施工階段，本集團從宏觀層面、區域層面、項目層面採取相應的管理及糾正措施，確保物業品質已按照既定的目標交付至客戶手中。本集團亦制定《項目公司案場管理作業指導書》等內部制度，覆蓋認購、收取定金、簽訂合同等各銷售環節的工作守則與操作標準，細化行銷工作準則，規範行銷人員行為。

本集團亦致力推進工程信息化，實時收集現場數據，實現現場管理動作可視化，以監督施工過程，減低工程延誤的風險。

提升客戶體驗

本集團致力滿足客戶的需要與期望，不斷完善客戶服務管理制度及提升服務質量。本集團通過不同的途徑和措施以確保項目品質，持續關注客戶對項目的意見，以滿足客戶的需求。

巡檢體系

中駿的《營銷巡檢管理業務手冊》制訂了不同巡檢體系，務求提升業主的認購體驗。巡檢體系包括神秘客戶巡檢、專項巡檢、開售前巡檢及城市月度自檢等，此等體系致力於維持本集團不同營銷階段的質量保證。

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To strengthen our owners' trust in China SCE, the Group has also organised an open day at the construction site this year. We opened the construction site to the public and invited property owners to visit the site and observe the construction processes and techniques up close before handover. On-site engineers provided detailed walkthroughs to owners, offering a transparent look at the construction process and quality requirements of the property. Through the open day at the construction site, the Group is committed to providing property owners with safety and professional information, inviting them to participate in overseeing the quality of the Group's projects. This allows property owners to gain a deeper understanding of the installation process, materials, and quality control of the project.

"Neighbourhood Association"

To optimise our customer service during the "Waiting Period" between the signing of contracts and the handover of properties, the Group has established the "Neighbourhood Association" since 2020. This programme entails meetings where our management, including the general manager, operations director and project director, directly engage with owner representatives to address their concerns. Collaborative follow-ups from marketing, property management, design and engineering ensure that customers are well-informed with comprehensive, precise and easily understandable information during the handover process. This customer service initiative has enhanced the communication between the Group and owners before handover, providing them with up-to-date and accurate information to ensure a smooth handover. During the Year, the "Neighbourhood Association" has been established in 19 projects.

為加強業主對中駿的信心，本集團在今年亦開展了工地公開日。我們向公眾開放工地，並邀請業主在交付前，零距離視察項目的工地以及工藝工法，現場工程師亦會對業主進行詳細講解，公開透明地展現物業的施工過程與品質要求。透過工地公開日，本集團致力為業主帶來安全性和專業性的信息，邀請業主參與本集團項目品質的監督，使業主對工程的安裝流程、材料及質量控制有更深入的瞭解。

「友鄰會」

為優化從簽約到交付之間的「等待期」的客戶服務工作，本集團自二零二零年起組建「友鄰會」，由總經理、運營總監、項目總等管理層直接約見業主代表們解答疑惑，營銷、物業管理、設計及工程等多條線協同跟進回饋，確保在交付過程中向顧客提供完整、準確和易於理解的資料。此客戶服務加強了交付前本集團與業主之間的溝通，保證他們獲取及時且真實的信息，以助順利交付。本年度，本集團旗下19個項目已組建「友鄰會」。



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Customer Feedback

Customer feedback enables the Group to gain insights into the experience and needs of our customers. External enquiries or complaints are all handled in a systematic manner to ensure a timely and effective response to customer concerns. The Group has established detailed complaint handling procedures, and categorised customer complaints into housing quality, property management services, sales services, design planning and warranty services, etc. Specific measures are developed in response to different types of complaints.

客戶反饋

客戶反饋使本集團能夠瞭解客戶的體驗和需要。外部查詢或投訴均設有系統性的處理程序，務求及時和有效地應對客戶的訴求。本集團制定了詳細的投訴處理程序，並將客戶投訴分為房屋質量、物業管理服務、銷售服務、設計規劃和保修服務等類型。因應不同投訴類型，以制定具體的應對措施。



Customer Complaint Handling Procedures

客戶投訴處理程序

Complaint Handling and Analysis

投訴受理及分析



- Should any customer complaints arise through the Group's feedback channels, including WeChat, phone calls, letters or in-person visits, dedicated personnel will be assigned to follow up. The complaints will be comprehensively evaluated to determine their validity, and improvement plans will be proposed to ensure a thorough resolution of the issues.
- 如從本集團的反饋渠道(包括微信、致電、致函及到訪)接獲客戶投訴，本集團將安排專人跟進，全面評估投訴內容，以判斷投訴是否有效，並提出改善方案，確保問題得到徹底解決。
- Additionally, we will also assess the reasons for customer complaints and categorise them to facilitate follow-up by the responsible departments.
- 此外，我們亦會判斷客戶投訴的原因，並對投訴進行分類，以便安排負責部門作出跟進。

Solution Formulation

方案制定



- The Group will assign dedicated personnel to analyse the content of complaints, collaborate with relevant departments to develop complaint handling and customer communication strategies, as well as identify the department responsible for implementation. For major emergencies and negative publicity arising from customer complaints, the Group has put corresponding procedures in place for follow-up.
- 本集團將委託專人分析投訴內容，協同相關業務部門，制定處理投訴及客戶溝通方案，並確定相關的執行部門。因應客戶投訴引發的重大突發事件、負面輿情，本集團已制定相應程序，以便作出跟進。

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Customer Complaint Handling Procedures (Continued)

客戶投訴處理程序(續)

Customer Communication

客戶溝通



- The dedicated personnel commissioned by the Group will negotiate and communicate with customers according to the dedicated problem handling plan. The relevant customer communication details will be recorded for further analysis and response.
- 本集團委託專人將根據已制定的處理投訴及客戶溝通方案，與客戶進行協商溝通，並會記錄相關的客戶溝通情況，以便後續分析應對。
- Should the customer approve of the proposed solution, the relevant departments will execute the complaint handling and customer communication solution. Conversely, if the solution is rejected, the Group will undertake a fresh analysis of the complaint to develop an improved complaint handling and customer communication solution as soon as possible.
- 若客戶認可方案，相關部門將執行有關的處理投訴。若客戶不認可方案，本集團將重新對投訴內容進行分析，以儘快制定完善的處理投訴及客戶溝通方案。

Handling Complaint and Confirmation of Settlement

處理投訴及確認和解



- After finalising the complaint handling and customer communication solution, the execution departments will be responsible for the implementation and execution of the plan. The Group will also assign relevant personnel to follow up and supervise the implementation of the plan on a daily basis.
- 當確定處理投訴及客戶溝通方案後，執行部門將負責落實及執行方案，本集團亦會安排有關的執行人員，每日跟進及監督該方案的落實。
- In addition, the executive personnel must maintain communication with the customer and provide feedback and updates at least once every seven days.
- 此外，執行人員必須與客戶保持溝通，至少每七天向客戶提供回饋以及報告進展。
- Only when the executive personnel ensures that the customer has acknowledged the satisfactory completion of the solution can the complaint be considered fully addressed.
- 當方案執行完畢，執行人員需獲得客戶同意，方可結束該處理投訴。

During the Year, the Group has not received any complaints regarding project quality or sales services within the Group's reporting scope.

本年度，本集團報告範圍內未有接到有關項目質量或銷售服務的投訴。

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Customer Satisfaction

The Group understands that customer satisfaction reflects the future development potential and market competitiveness of the enterprises. Hence, we are dedicated to delivering professional and high-quality property projects. During the Year, the Group has engaged a consulting agency to conduct customer satisfaction surveys among our residential customers to examine the more practical and important areas for management attention and to identify related risk issues in advance. The survey interviewed the owners by phone and collected opinions and suggestions on various aspects of our product and service offerings, including property management services, sales services, handover services, maintenance services, complaint handling, housing quality and design, landscaping and neighborhood planning. We have formulated tailored guidelines to enhance satisfaction for each property project, improving service quality in response to owners' feedback. During the Year, our satisfaction scores have exceeded industry averages, with an overall customer satisfaction rate of 70%, indicating a satisfactory experience in areas such as property purchase, handover, and occupancy.

客戶滿意度

本集團明白客戶滿意度能夠反映企業未來的發展潛力及市場競爭力，故此，我們致力提供專業及高水平的物業項目。本年度，本集團聘用顧問機構開展住宅客戶滿意度調研，檢視更實際、更需要管理層重視的風險問題。該調研以電話會談訪問業主，收集有關物業管理服務、銷售服務、交付服務、維修服務、投訴處理、房屋質量及設計、園林景觀及區內規劃設計等有關產品和服務的意見與建議，為每個物業項目制定適合的滿意度提升方針，因應業主的意見改善服務質量。本年度，各滿意度均超越行業平均水平，總體客戶滿意度為70%，反映業主在購房、收樓及入住等方面都有著滿意的體驗。

“FUN Heart” Service 「FUN心」服務

“We Build to Inspire” is a core belief of our business. With the establishment and improvement of various channels and platforms such as the 400 FUN Heart Hotline, the WeChat customer service account and the “Neighbourhood Association”, the Group launched the “FUN Heart” customer service system in July 2021. The “5+X Service” main line covers the five experience scenarios that customers will go through, from selecting a property to moving in, along with their corresponding needs and feedback. A series of service standards have been set to bring a more professional experience to customers.

To fulfil our commitment to “Putting our Customers First”, we operate a WeChat customer service account across four regional companies to provide dedicated and diverse mobile terminal services. In addition, to effectively handle complaints and demands from tenants and customers, China SCE has implemented end-to-end tracking and control to ensure that complaints are addressed in a timely manner and resolved promptly. At the same time, the system also retains real-time data for subsequent detailed analysis, allowing further optimisation of the various components.

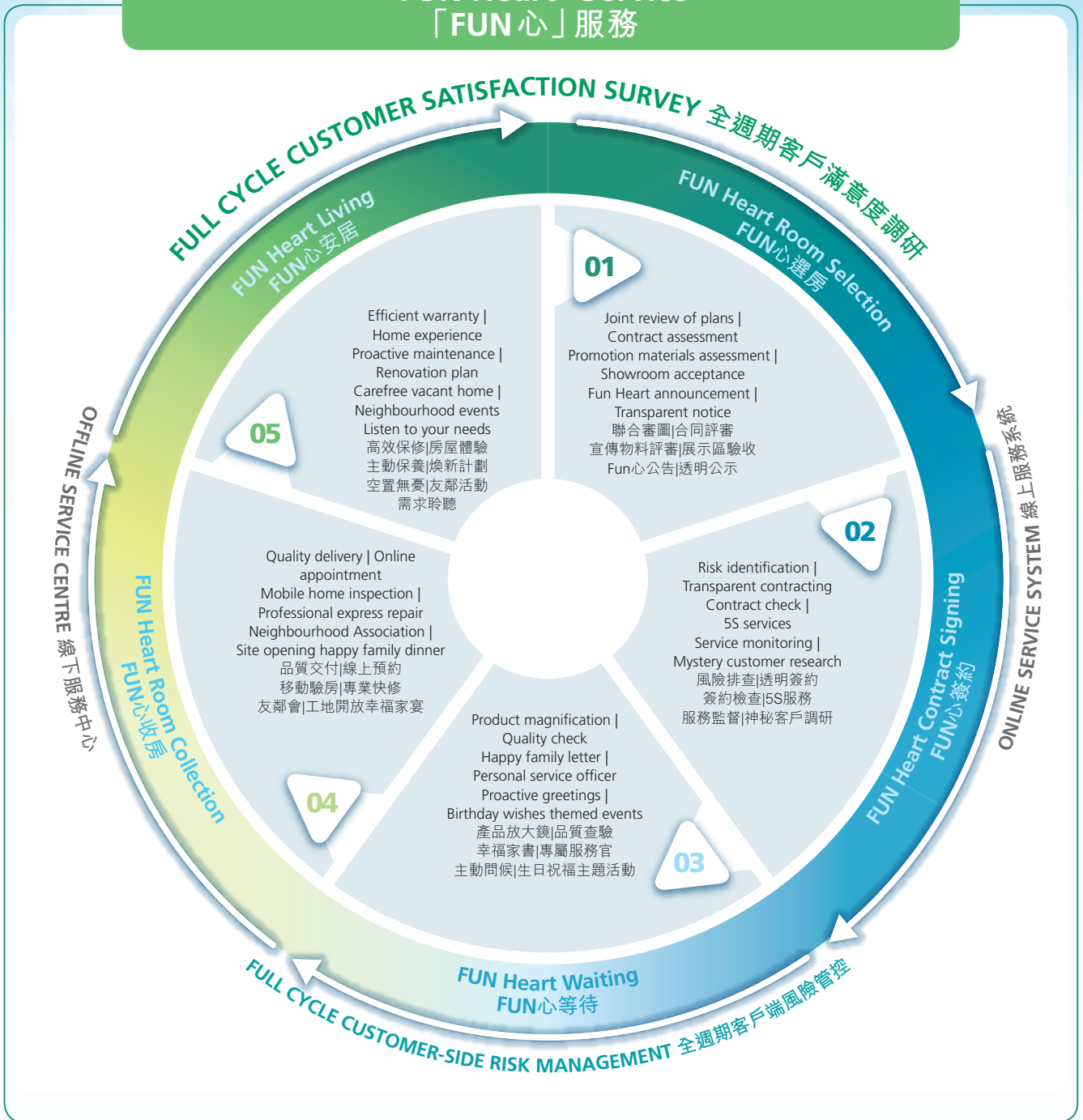
The Group upholds the principle of putting customers first and strives to provide high-quality properties and attentive services that exceed expectations. Through the “FUN Heart” customer service system, we proactively solve problems for customers and prevent problems from arising. Therefore, prior to each handover, thorough reviews are conducted from the customer’s perspective, with a multidisciplinary professional team in collaboration with us to implement comprehensive risk management and control throughout the entire process. This ensures the quality of our handover and aims to live up to the entrusted expectations. In the future, the Group will continue to actively improve our systems to enhance the customer experience.

「專築您的感動」是我們業務的核心信念。依託「400 FUN心」專線、客服公眾號及「友鄰會」等多渠道及平台的建立及完善，本集團於二零二一年七月推出「FUN心」客戶服務體系。「5+X服務」的主線覆蓋客戶從選房到入住過程中必將經歷的五個體驗場景，以及相應的需求及反饋，設定一系列服務標準，期望為客戶帶來更專業的體驗感受。

為實現我們「以客為先」的承諾，體系覆蓋四大區域公司的客服公眾號，提供專屬的多樣化移動終端服務。此外，為有效處理租戶及顧客的投訴及需求，中駿實現全流程跟蹤與管控，以確保投訴得到及時回覆並迅速解決有關個案。同時，系統亦會把即時資料留存，經過後續詳細分析，讓各環節可以進一步優化。

本集團秉持以客為先的理念，力求提供超越期望的優質物業和貼心服務。透過「FUN心」客戶服務體系，主動為客戶排憂解難及預防問題發生。因此，每一次交付前，必定會站在客戶視角層層審核，多領域專業團隊聯合進行全週期風險管控，校驗交付品質，希望不負所托。未來，本集團會一直積極完善我們的體系，不斷提升顧客體驗。

**“FUN Heart” Service
 「FUN心」服務**



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Upholding Ethics and Integrity

Anti-Corruption

The Group is committed to operating with high standards of integrity and accountability and strictly prohibits any form of corruption, bribery, extortion, fraud and money laundering practices. In this regard, the Group has strictly complied with laws and regulations such as “Company Law of the People’s Republic of China”, “Criminal Law of the People’s Republic of China” and “Anti-Unfair Competition Law of the People’s Republic of China”, and has established internal policy, which comprises of “Staff Handbook” and “Manual of Integrity Monitoring and Supervising”, among others, actively creating a positive and ethical atmosphere of ethics and integrity.

Corruption and fraud harm the interests of corporate and shareholders. To comprehensively reduce the likelihood of such incidents, the Group has incorporated corruption and fraud into its risk assessment and has formulated corresponding control systems and measures, including the provision of guidelines for the conduct of employees. In addition to managing internal audits and compliance risk control, the Internal Audit and Compliance Department is responsible for investigating and addressing cases of corruption and fraud, playing a crucial role in ensuring the Group’s sound operation and efficiency. This department oversees compliance with the code of conduct, actively conducts anti-corruption and integrity promotion through investigations and awareness campaigns, strives to prevent any improper behavior that may involve fraud, bribery, or corruption, and continuously improves the effectiveness of relevant risk control measures. The Group will also assign the Internal Audit and Compliance Department to track and conduct fair and thorough investigations of suspicious events and employees. Should any employee be found in breach of our anti-corruption policies, the Group will take disciplinary actions against the employee concerned and refer those who have violated the law to the local judicial authority for handling.

堅守道德及誠信

反貪污

本集團致力以高標準的誠信及問責性營運，絕不容忍任何形式的貪污、賄賂、敲詐、欺詐及洗黑錢等行為。為此，本集團嚴格遵守《中華人民共和國公司法》、《中華人民共和國刑法》及《中華人民共和國反不正當競爭法》等法律法規，並已制定《員工手冊》及《廉政監察管理作業指導書》等內部政策，並積極營造清正廉潔的良好氛圍。

貪污舞弊損害企業及股東利益，為全面降低相關事件發生的可能性，本集團已將其納入於風險評估工作中，並制定相應制度與措施，包括為員工行為規範提供清晰指引。此外，審計監察部除了負責管理內部審計及合規風險管控，亦需負責查處貪腐舞弊的事件，對本集團的穩健經營與提效具有重要作用。該部門負責監察員工操守準則的遵守情況，通過調查與宣傳，積極開展反貪污和倡廉工作，致力避免任何可能涉嫌詐騙、賄賂或舞弊等的不當行為，並不斷提升相關風險管控措施的有效性。本集團亦會委派審計監察部對可疑的事件及員工進行追蹤及公平且深入的調查。如員工被證實違反反貪污標準，本集團將對員工做出紀律處分，並將違反法律者移交至當地司法機關處理。

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In our commitment to uphold good business discipline, the Group emphasises the importance of integrity by having all employees sign the “Employee Integrity Commitment” to ensure that they comply with the Group’s anti-corruption regulations while performing their duties. The commitment explicitly prohibits the Group’s employees from accepting any form of kickbacks, gifts, cash, securities, vouchers, etc., from partners, while partners are also prohibited from providing extravagant entertainment, gym memberships, travel excursions or lavish banquets to the Group’s employees. In addition, the Group conducts due diligence on all suppliers and contractors, and they are required to sign the “Integrity Management Agreement” with the Group to ensure that both parties maintain integrity during operations. The Internal Audit and Compliance Department will also continuously monitor suppliers and contractors. If any illegal or non-compliant behavior such as bribery and acceptance of bribes is discovered, the Group will exercise its rights to take legal action in line with the applicable laws and terminate their partnership and add them to our blacklist. Furthermore, the Group requires employees to fill out the “Employee Conflict of Interest Declaration” annually, disclosing all potential conflicts of interest to prevent anyone from using illegal means to seek improper benefits, harming the Company’s financial interests.

為維持良好的商業紀律，本集團與員工簽署《員工廉潔從業承諾書》，確保員工在履行職責時遵守本集團的反貪污工作規定。協議書嚴格規定本集團員工不得接受合作伙伴任何形式的回扣、禮品、現金、有價證券、禮券等，而合作伙伴亦不得為本集團員工提供高消費娛樂、健身、旅遊活動、高規格宴請等。此外，本集團會對各供應商及承包商進行廉潔行為調查，並要求外部方與本集團簽署《廉政管理協議書》，確保雙方人員在業務交流過程中能保持誠信。審計監察部也會對供應商及承包商進行持續監察，如發現任何包括行賄、受賄在內的違法及違規行為，本集團將依照相關法律行使追究的權利，並終止合作關係以及將其納入黑名單。此外，本集團要求員工每年填寫《員工利益衝突申報表》，披露所有潛在的利益衝突，以防止任何人採用違法手段謀取不正當利益，損害公司經濟利益。

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Whistleblowing Measures against Corruption

Moreover, the Group has provided multiple reporting channels such as our official website, official WeChat account, email, telephone, etc., to report any suspected misconduct or unlawful behavior. Individuals can choose to report anonymously or provide their real names when reporting to the management. Upon receiving reports or complaints, the Group will assign the Internal Audit and Compliance Department to investigate and verify the reported event. If the allegations are substantiated, disciplinary actions will be taken against the employees involved, and severe cases will be escalated to judicial authority for handling. The Group also incentivises employees for whistleblowing on improper practices like business bribery with material rewards, reinforcing our dedication to a culture of integrity.

Integrity Education

To enhance the employees' awareness of anti-corruption, the Group consistently promotes anti-corruption campaigns and provides training on an annual basis. This training covers all directors and employees of the Company, including new hires, permanent staff, employees in outsourced and internship positions, etc. During the Year, all directors and employees have participated in anti-corruption training to familiarise themselves with the latest legal requirements, regulations and internal policy requirements, as well as insights into typical case studies of corruption. The Group actively promotes a culture of integrity in our daily office operations by displaying anti-corruption posters in key areas such as sales venues, to reinforce employees' awareness of ethical conduct.

During the Year, there were no concluded legal cases regarding corrupt practices brought against the Group.

舉報貪污措施

此外，本集團已提供多種舉報渠道，如官網、微信公眾號、郵箱、電話等，舉報任何涉嫌不當行為或不法行為，並可選擇以實名或匿名方式向管理層反映或舉報。當接獲有關舉報或投訴個案，本集團將委派審計監察部作出調查及核實所舉報的事件。如事件屬實，本集團將對員工作出紀律處分，嚴重者將移送至司法機關處理。為鼓勵員工揭發任何涉及商業賄賂等不當行為，本集團會給予舉報者物質獎勵，加強廉潔的企業文化。

廉潔教育

為提升員工自律意識，本集團每年持續推廣日常反貪腐宣傳及提供培訓。培訓覆蓋公司所有董事及員工，包括新員工，正式員工、外包人員、實習生等。本年度，各董事及員工均已接受反貪污培訓，瞭解最新法例、法規及內部政策的要求，並瞭解貪腐的典型案列。本集團亦於日常辦公環境積極宣傳廉潔從業意識，例如在銷售案場等關鍵場所張貼廉潔海報，以加強員工的廉潔從業意識。

於本年度，本集團並沒有任何貪污訴訟案件發生。

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Customer Privacy Protection

During the customer marketing and property handover stage, the Group has encrypted the storage and handling of collected customer data, ensuring that customer privacy is guaranteed, and their rights are protected. To safeguard customers' personal privacy, the Group also adopts the following measures:

保護客戶私隱

在客戶營銷及交房階段，本集團已加密保管及處理所收集的客戶資料，確保客戶私隱不會外洩及其權益受到保障。本集團亦採取以下措施，以保護客戶的個人私隱：

China SCE's Efforts to Protect Customer Privacy 中駿於保護客戶私隱的工作

- The "Customer Service Guide" has been formulated, which outlines the purpose of data collection and the methods used to store customers' personal data. The customer service center is required to encrypt and securely handle customer data to prevent data leakage.
- Employees are required to sign the "Confidentiality Agreement" and comply with confidentiality regulations. They are prohibited from obtaining customer data unrelated to their job responsibilities or selling and disclosing customer information to third parties during their employment.
- The Group also organises and conducts training on privacy protection for employees from time to time to enhance their awareness and professional ethics in safeguarding customer privacy. These training sessions aim to ensure the effective security of customer information.
- Through the implementation of the "Employee Information Security Handbook", the Group enforces various confidentiality measures. These measures include conducting dynamic security checks on a daily and weekly basis and generating corresponding security operation reports. Strict access control measures are in place, allowing only authorised personnel to access customer data. The Group also utilises security software, virtual private networks, and internal network access to enhance network security and protect customer data.
- 已制定《客戶服務作業指導書》，在收集客戶個人資料時均會說明收集用途及保存方法，並要求客戶服務中心加密保管及處理客戶資料，以避免資料外洩。
- 要求員工簽署《員工保密協議》並遵守保密規定，不可在履行職務期間藉機獲取與交易無關的客戶資料或向第三方出售或洩漏客戶資料。
- 本集團亦不定期為員工組織及開展有關保護個人隱私的培訓，提高員工保護客戶隱私的意識及職業道德，以更有效地確保客戶資訊的安全。
- 通過《員工信息安全手冊》落實各項保密管理措施，包括每日、每週進行動態安全檢測，每週生成相應的安全運營報告；嚴格的存取控制，僅允許有許可權的人員訪問客戶的資料，並使用安全防護軟體、虛擬專用網路以及企業內網訪問等，以加強網路安全和保護客戶資料。

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Publicity in Compliance

To ensure the authenticity and accuracy of information dissemination, the Group strictly adheres to the “Brand Management Guide”, which clearly stipulates the criteria for advertising standards and strengthening the control of promotional content. In addition, all employees who publish information on public media platforms and personal accounts on social media platforms are required to comply with national laws and regulations, including but not limited to the “Advertising Law of the People’s Republic of China” and the “Anti-Unfair Competition Law of the People’s Republic of China”, as well as the provisions of relevant social media management platforms. Employees should also follow the information disclosure requirements of the Group.

Intellectual Property Rights Protection

During the operation process, the Group strives to protect and properly manage the intellectual property rights involved in the design and marketing phases of its projects. The Group requires our employees and contractors to comply with the relevant provisions outlined in the “Staff Handbook” and the “Construction Contract”, and our suppliers are required to adhere to the relevant terms specified in marketing contracts.

合規宣傳

為了確保信息發佈的真實性及準確性，本集團於本年度內嚴格遵循《集團品牌管理作業指導書》，明確規範廣告宣傳的準則要求，加強對宣傳內容的管控。此外，所有員工發佈公眾媒體及自媒體平台機構賬號、個人賬號的信息內容均應符合包括但不限於《中華人民共和國廣告法》、《中華人民共和國反不正當競爭法》在內的國家法律法規以及相關社交媒體管理平台的規定，並應遵循本集團信息披露要求。

保護知識產權

在運營過程中，本集團致力保護及妥善管理項目設計及營銷階段時會涉及知識產權事宜。本集團要求員工及承包商遵守《員工手冊》、《施工合同》相關條款，以及要求供應商遵守營銷合同的相關條款。

China SCE’s Efforts to Protect Intellectual Property Rights 中駿於保護知識產權的工作

- The work of contractors is inspected at different stages of the construction project to ensure that the construction process is in compliance with contractual requirements and does not infringe upon any aspect of architectural design, equipment technology and construction techniques, etc.
- Both China SCE and contractors are explicitly responsible for safeguarding intellectual property rights and are prohibited from infringing upon any related to construction project.
- The marketing contract explicitly includes provisions stating that promotion work must not infringe upon intellectual property rights, including copyright and portrait rights, etc.
- 於建築工程不同階段均會檢查承包商的施工情況，確保施工過程符合合約要求，並不會侵犯任何建築設計、設備技術及施工工藝等範疇。
- 列明中駿及承包商在維護知識產權的責任，不得侵犯任何建築工程專利。
- 於營銷合同中訂明宣傳作品不得侵犯知識產權的條款，包括著作權及肖像權等。

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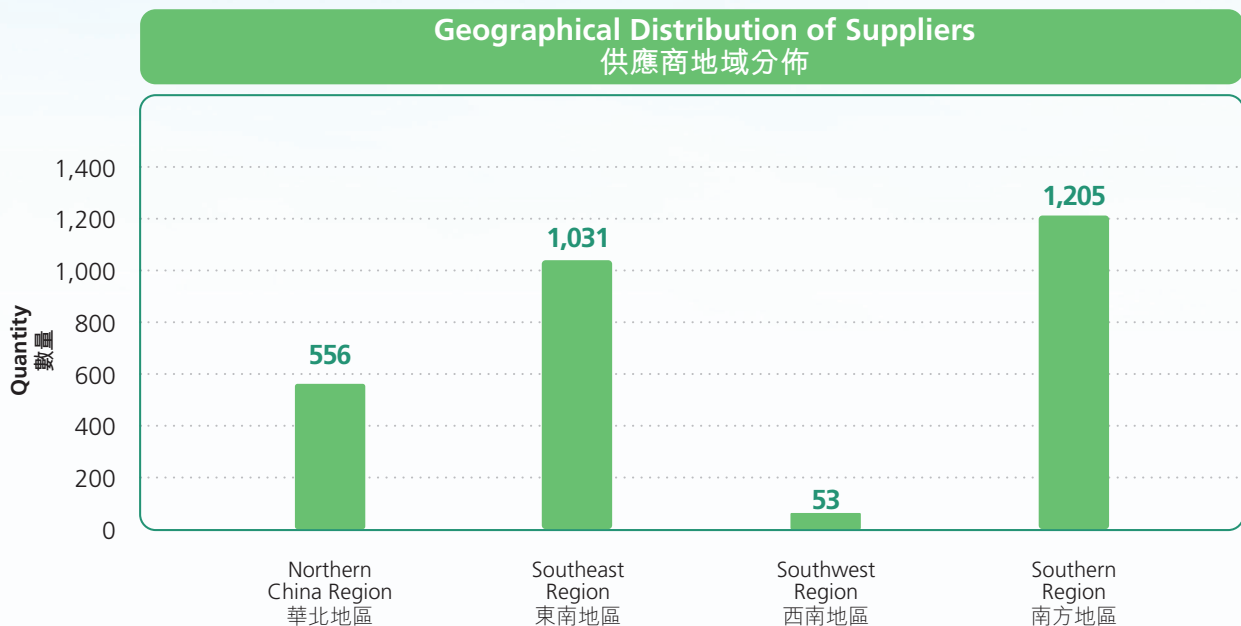
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Supply Chain Management

In the process of continuous development of China SCE, the supplier base continues to expand and the performance of numerous suppliers and contractors is also closely related to the operation of the Group. During the Year, the Group has a total of 2,845 suppliers, with a geographical distribution as follows:

供應鏈管理

中駿在持續發展的過程中，供應商庫不斷擴張，而眾多供應商及承包商的表現也與本集團的經營息息相關。本年度，本集團共有2,845名供應商，地區分佈如下：



The Group has formulated the “Planning, Procurement and Supplier Management Guide”, which outlines the standards and procedures for screening and evaluating all suppliers and contractors. This ensures a standardised approach to evaluating each supplier and contractor. When selecting cooperative suppliers and contractors, we consider multiple standards and factors that exceed national standards, including quality control systems, project performance capabilities, on-site cooperation, safety and civility, technology research and development, production capacity, financial status, after-sales service, pricing, etc. The Group has also established a set of environmental procurement specifications. During the bidding and procurement process, priority is given to suppliers who demonstrate good environmental performance and consider environmental factors. This guarantees that the relevant procurement practices meet specific environmental standards. In addition, environmental requirements for products are clearly stated in the procurement agreements with suppliers.

本集團制定《企劃招採及供應商管理作業指導書》，明確有關篩選及評估所有供應商及承包商之標準及流程，以統一標準篩選及評估各供應商及承包商。在挑選合作供應商和承包商時，我們考慮了多項高於國家制定的標準和因素，當中包括品質管控體系、項目履約能力、現場配合、安全文明、技術研發、生產能力、財務狀況、售後服務、價格水準等。本集團亦已制定一套環保採購規範，在招標採購階段優先選擇在環保方面表現良好且明確顧及環境因素的供應商，以確保相關的採購符合特定的環保標準，並在與供應商的採購協定中，列明對產品的環保要求。

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In addition, the Procurement Department, in conjunction with other departments, is responsible for handling quality management assessments and selecting suppliers through public bidding, invitation bidding, and price comparisons. Suppliers are evaluated annually, and those who do not meet the criteria are eliminated, which accelerates the upgrading of the supplier management system. At the same time, the Group has formulated the "Engineering Supplier Management Guide" which sets forth stringent collaboration standards for our suppliers, aiming to ensure that our suppliers are chosen based on a commitment to objectivity, fairness, impartiality and high transparency.

此外，採購部聯同其他部門負責處理質量管理評估，並透過公開招標、邀請招標及詢比價挑選供貨商，通過年度評估供應商淘汰更選，加速供應商管理體系升級。同時，本集團制定了《工程類供應商管理作業指導書》，加強規範供應商合作準則，旨在以客觀、公平、公正及高透明度的原則下選取供應商。

Supplier Sourcing 供應商資源收集



- Supplier sourcing can be collected through various methods, including internal referrals and recommendations from external partners. The referral information should be in written form, and it is strictly prohibited to collect supplier information from government or well-known developer blacklists.

供應商資源收集方式不限，包括內部推薦及協力廠商推薦，推薦資料應為書面形式，嚴禁從政府／知名開發商黑名單上收集供應商。

Pre-qualification of Suppliers 供應商資格預審



- We focus on auditing the suppliers' qualifications, business nature, main business, development history, resources, reputation, performance, capabilities, business management model, and business coverage area of the suppliers etc.

重點審核供應商的資質、企業性質、主營業務、發展歷史、資源、信譽、業績、能力、經營管理模式、業務覆蓋區域等。

Supplier Inspection 供應商考察



- According to the categories, the key evaluation criteria include quality control system, project performance capability, on-site cooperation, safety and civilisation, technology research and development, production capability, financial status, after-sales service, pricing and other aspects. During inspections, the Company focuses on the operation, office operation and the original document of qualification; during project inspections, suppliers are required to provide the original documents of relevant contracts to confirm their authenticity.

根據類別重點評判品質管控體系、項目履約能力、現場配合、安全文明、技術研發、生產能力、財務狀況、售後服務、價格水準等。本公司考察時著重查看其經營狀況、辦公運營情況和資質原件；項目考察時，要求供應商提供相關合同原件，確認其真實性。

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To meet the demands of the market and the current requirements of corporate development, the Group recognises that cooperation with suppliers should transform from a focus on mere profit needs to a transition towards long-term partnerships, or even strategic alliances. This transformation is crucial for effectively supporting the scalable development of our business with high quality and efficiency. A shared vision of development is an essential foundation for establishing trusting and mutually beneficial partnerships and alliances, including the pursuit of sustainable development. The Group conducts regular evaluations of supplier service quality and considers ESG risks as one of the criteria for supplier cooperation assessments, with standardised management practices. This includes an annual review of our strategic procurement suppliers and a comprehensive evaluation of suppliers' production capacity, delivery dates, quality and services based on the "Supplier Admission and Assessment Approval Process", which allows us to understand the situation of our partners and mitigate any adverse effects on the Group's operations from the supply chain. In addition, business departments and regional managers regularly conduct interviews and exchanges with suppliers to gather feedback and evaluations, assisting them in enhancing the use of environmentally sustainable products and services and reducing the environmental impact of our operations. Furthermore, China SCE promotes the use of more environmentally friendly equipment and facilities and adopts new eco-friendly technologies among its suppliers and contractors, aiming to prevent pollution and reduce resource consumption during construction, thus minimising environmental impact.

During our operations, the Group requires relevant departments to assess suppliers' performance in terms of their ESG responsibilities. To this end, we have conducted corporate self-assessments and engaged third parties to conduct regular evaluations and reviews of suppliers' social responsibility practices to identify potential risks and areas of concern. If any issues are identified, we will communicate with our suppliers and assist them in improving their performance within the given timeframe. The aforementioned supplier policies and practices are being implemented on all of the Group's suppliers.

為符合市場形勢的需要及企業當前發展的要求，本集團深明與供應商的合作應從單純利益需要轉型至長期的夥伴、甚至戰略聯盟轉型，才能高質高效地支持業務規模化發展。共同的發展理念是形成具備信任與共贏的夥伴及聯盟關係的必備條件，包括對可持續發展的追求。本集團定期評估供應商的服務品質，將供應商環境、社會及管治風險作為供應商合作評審標準之一，進行標準化管理。每年對戰略採購供應商進行評估，並根據《供應商准入及評估審批流程》對供應商之生產能力、交付日期、質量及服務等進行綜合評估，以瞭解合作夥伴情況及更有效地減少供應鏈對本集團運營的負面影響。此外，各業務部門以及區域管理人員亦會定期與供應商進行訪談和交流，收集供應商的反饋意見和評價，以協助他們增加環境可持續性的產品和服務的使用，減低業務對環境的影響。此外，本集團鼓勵供應商及承包商使用更環保的設備及設施，以及採用更環保的新技術，希望在施工階段與施工單位一起防止污染及減少資源使用，減低對環境的影響。

本集團在運營過程中，要求相關部門評估供應商在環境、社會及管治方面的履行責任的情況。為此，我們已採取企業自檢或委託第三方機構的方式，定期評估和審查供應商的社會責任履行情況，以識別風險的來源和種類。如果發現問題，我們會與供應商進行溝通，並協助他們在時限內改善表現。上述的供應商政策和常規已在本集團所有供應商中實施。

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Achievement Excellence in Talents

In the journey of building a century-old enterprise, China SCE has always upheld the belief that “the Core of Corporate Management Lies in Building Organisational Capability”. Over the years, China SCE has consistently adhered to the management philosophy of “Human-Centric”, which has been a hallmark of the Group and has been integrated into our approach on human resources. China SCE is well aware that protecting employee rights and fostering their development is not only a business necessity but also a fundamental goal that must be achieved. To fulfil corporate responsibility, the Group has established a people-oriented approach, forming a unique talent recruitment mechanism that fosters a workplace culture rooted in respect, equality, and diversity. In addition, China SCE prioritises the health and safety of our employees. We are committed to providing comprehensive welfare benefits that demonstrate our sincere care and concern for our workforce. Furthermore, we strive to cultivate a professional team that values harmony and inclusiveness.

Employment and Labour Practices

China SCE strictly complies with relevant laws and regulations such as the “Labour Law of the People’s Republic of China”, the “Labour Contract Law of the People’s Republic of China”, the “Social Insurance Law of the People’s Republic of China” and the “Law of the People’s Republic of China on the Protection of Rights and Interests of Women”. The Group has also developed the “Staff Handbook”, the “Recruitment Management Guide”, “Compensation and Benefits Management Practice Guide” and “Employee Reward and Punishment Management System” to strictly regulate the management of talent recruitment, employment and other related processes and procedures. To improve our operational quality and efficiency, avoid detrimental internal competition and keep our focus on market trends and customer needs, the Human Resources Department outlines the staffing requirements for the upcoming year every December in line with the Group’s growth. These requirements are reviewed and a staffing plan is formulated to ensure alignment with market trends and the Group’s development.

成就卓越人才

在打造百年企業之路上，中駿一直秉持著「企業管理的本質是組織能力構建」的信念。多年來，中駿始終堅持「先人後事」這極具集團特色的管理理念，並將其貫穿於人力資源的建設中。中駿深明維護員工的權益及發展不僅是業務需求，更是一個必須實現的基本目標。為了履行企業責任，本集團以人為本，建立了一套獨特的人才選拔機制，並創造了一個尊重平等及多元化的工作環境。此外，中駿高度重視員工的健康及安全，並致力於提供完善的福利待遇以加強對員工的關懷，同時努力建立和諧共融的專業團隊。

僱傭及勞工常規

中駿嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》及《中華人民共和國婦女權益保障法》等相關法律法規，並制定了《員工手冊》、《招聘管理作業指導書》、《薪酬福利管理作業指導書》及《員工獎懲管理制度》等制度章程，以嚴格規範人才招聘、僱傭等環節與流程的管理。為了提升經營品質和效率、避免內部惡性競爭、並聚焦市場及客戶需求，行政人力資源部將根據本集團的發展，於每年十二月提出下一個年度的人員需求，經審核後擬訂人員編製，以確保其與市場及企業發展進程的協調性。

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As a law-abiding enterprise, the Group strictly prohibits the employment of child labour and any form of forced labour to ensure that labour contracts are signed, amended, renewed, terminated and concluded based on legal, fair, equal, voluntary, consensus-based, and sincere principles. The Group has developed and implemented relevant policies and measures to prevent similar violations. Our recruitment process is regulated by the Group's "Recruitment Management Practice Guide". This includes conducting background checks and verification processes for all candidates, including but not limited to identifying verification, educational background verification, work history verification, etc., to ensure that our recruitment practices are in conformity with laws and regulations, thereby preventing the employment of child labour and forced labour. Where any child labour or forced labour is discovered, the Group would terminate the employment relationship, report to the relevant authorities and arrange to provide any necessary assistance to the subject persons if required. Employees who suspect any misconduct regarding our employment practices or labour standards can file complaints in person or in written forms, or by calling the internal supervisory hotline to report anonymously to the Audit and Compliance Department.

The Group continuously updates and improves the employment system and policies. The "Staff Handbook" specifies information about compensation and dismissal, recruitment, retention and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, labour standards, and other benefits and welfare. This ensures transparency in information and enables our employees to be well informed about their rights and obligations. To create a workplace that respects diversity, inclusivity and human rights, we continue to review and improve relevant systems to ensure all employees receive equal treatment and respect in the workplace.

作為遵規守紀的企業，本集團嚴禁聘用童工及任何形式的強制勞工，以確保按照合法、公平、平等、自願、共識及真誠的原則簽署、修訂、繼續、解除及終止勞動合同。本集團已制定並實施相關政策及措施，以防止類似事件的發生。在招聘過程中，相關部門必須根據本集團《招聘管理作業指導書》中的指引，管控招聘流程，對候選人進行背景調查。調查內容包括但不限於：身份信息核實、教育背景核實、工作履歷核實等，以確保候選人的選聘符合法律法規，並防止僱傭童工和強迫勞動等情況的發生。當發現任何童工或強迫勞動的情況時，本集團將終止勞動關係，並向相關當局報告及安排必要的援助。如員工發現任何懷疑違反僱傭制度或勞工準則的行為，可以面談或書面形式投訴，或致電內部監督熱線向審計監察部作匿名舉報。

本集團不斷更新完善僱傭體系和制度，並於《員工手冊》中列明有關薪酬及辭退、招聘、留任及晉升、工作時數、假期、平等機會、多元化、反歧視、勞工準則及其他待遇福利等內容，保證信息公開透明，使員工瞭解自身的權益及義務。為了打造一個更多元化、包容且尊重人權的工作環境，我們持續檢討以及完善相關制度，以確保員工在職場中獲得平等對待和尊重。

Highlights of 2023 二零二三年工作亮點



Organised "Marketing Team Training" and "Potential Project Manager Training" programmes to solidify the foundational skills of the marketing team and enhance the overall knowledge and skills of the project manager team

舉辦「營銷大練兵」以及「儲備項目總培訓」項目，助營銷團隊夯實基本功，以及提升項目經理團隊的整體知識與技能



Presented the "Pillar of Strength Award", "Exemplary Performance Award" and "Rising Star Award" to recognise and commend outstanding employees

頒發「中流砥柱獎」、「業務標兵獎」、「明日之星獎」獎項，表揚認可優秀員工

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Compensation and Dismissal

Based on the principles of internal fairness, external competitiveness, incentives and economic efficiency, the Group is committed to providing employees with a top-notch and comfortable work environment coupled with competitive compensation and benefits during the operation management process. We set corresponding salary ranges according to the employee's job level, taking into account factors, such as job responsibilities, work skills, work experience and prevailing market salary levels. We make timely adjustments to employee compensation accordingly. We review our employee compensation plan at least once a year to ensure its competitiveness in the market and that employees are fairly and equally rewarded, helping us to attract talent and motivate employees to meet our business objectives.

Under the "Employee Reward and Punishment Management System", outstanding employees will receive bonuses as a token of appreciation for their contributions to the Group, ensuring that their efforts are recognised. Conversely, if an employee is deemed unfit for their role or in violation of the Group's or national related regulations and systems, the Human Resources Department will propose to terminate the labour contract in advance in accordance with the "Approval Process for Labour Contract Termination", with the supervisor directly informing the employee of the dismissal reasons through an interview. Employee dismissal and compensation settlement will be conducted according to laws to ensure full legal compliance. In addition, the Group offers employees a share option scheme designed to incentivise and reward our employees (For the details of the share option scheme, please refer to the paragraph headed "Share Option Scheme" under the "Report of the Directors" of the Group's 2023 Annual Report).

薪酬及解僱

基於對內公平性、對外競爭性、激勵性和經濟性的原則，本集團致力於在運營管理過程中向員工提供優良舒適的工作環境及具有競爭力的薪酬福利。我們按照員工的職級，設定相應的薪酬範圍，並考慮職級所涵蓋的職責、工作技能、工作經驗以及市場薪資水平等因素，適時地對員工的薪酬進行調整。我們每年至少進行一次員工薪酬方案審核，以確保其與市場競爭力相符，並確保員工獲得公正及平等的獎勵，以吸納人才及激勵員工為實現業務目標而努力。

根據《員工獎懲管理制度》，優秀的員工將獲得獎金作為回報，以感謝他們對本集團的貢獻，同時確保他們的付出得到回報。相反，如果員工無法勝任工作或違反本集團或國家相關的法規和制度，用人部門將根據《勞動合同解除審批流程》提出提前解除勞動合同的建議，由主管通過面談直接告知員工解僱原因。在員工解僱及薪酬結算方面，將按照法律進行，確保全面合法合規。此外，本集團向員工提供購股權計劃，旨在鼓勵及獎勵員工（有關購股權計劃的詳情，請參閱本集團二零二三年年報「董事會報告」中「購股權計劃」一段）。

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Recruitment, Retention and Promotion

The Group surpasses national standards in our recruitment and promotion processes, adhering strictly to the guidelines set out in the “Recruitment Management Practice Guide” and the “Talent Development Guide”, ensuring a fair and impartial approach to recruiting and promoting potential talents to serve the Company. Recognising our staff as a vital component of our business growth, the Group continuously improves recruitment management. We utilise various recruitment channels to attract a diverse pool of talent. These channels include job advertisements, internal referrals, annual management trainee programmes, collaboration with local governmental employment agencies and campus recruitment, aiming to discover future talents with professional expertise and skills. Moreover, when posting job advertisements, the Group strictly follows the instructions outlined in the “Recruitment Management Practice Guide” to ensure all advertisement content adheres to the principles of fairness and justice.

To ensure that employees are given equal development opportunities, the Group strictly prohibits any discrimination against any candidate or employee based on race, gender, age, disability, marital status, sexual orientation or religious beliefs. Employees who experience discrimination or unfair treatment can report to their department supervisor. Additionally, the Group conducts an internal promotion assessment at the end of each year, comprehensively assessing employee performance across five dimensions: cultural fit, length of service, performance, potential and capability, and providing fair promotion opportunities to every employee based on their performance.

Training and Development

China SCE provides a comprehensive and multi-dimensional training system to support the career development of its employees, ensuring that talented individuals have access to the opportunities for growth they deserve. The “Talent Development Outline” has been established, laying out the main approaches and principles for the ideas and strategies that guide the talent development of China SCE. The Group is committed to providing employees with fair training and learning opportunities that not only support their career and personal development but also equip them for future business challenges and opportunities. To this end, the Group has established a comprehensive career development system and implemented a comprehensive training management system.

招聘、留任及晉升

本集團在招聘及晉升程序方面秉持高於國家標準，嚴格按照《招聘管理作業指導書》和《人才發展作業指導書》執行，以公平公正的標準及流程，招聘及晉升有潛質的人才為公司服務。本集團將員工視為業務發展的重要因素之一，並不斷完善招聘管理，通過不同招聘渠道吸納全方位的人才。本集團的招聘渠道包括招聘廣告、內部推薦、年度管培生計劃、聯繫當地政府輸出勞動派遣單位以及校園招聘，以發掘具有專業知識及技能的未來人才。此外，刊登招聘廣告時，本集團嚴格遵循《招聘管理作業指導書》所訂明的指示，確保廣告內容符合公平公正原則。

為確保員工予以平等的發展機會，本集團嚴禁對任何應徵者或在職員工作出任何有關種族、性別、年齡、殘疾、婚姻狀況、性取向或宗教信仰等的歧視行為。如員工遭遇任何歧視或不平等待遇問題，可向部門主管反映。另外，本集團於每年度末進行內部晉升評估，透過文化匹配、任職時間、績效、潛力及能力五個維度進行綜合評估去評估員工的表現，然後再根據其表現，為每位員工提供公平的升職機會。

培訓及發展

中駿為員工的職業發展提供了全面且多維度的培訓體系，確保有才華的人才能夠得到應有的發展機會。《人才發展綱要》的制定為中駿的人才發展思路及策略確立了主要方針理念。本集團致力為員工提供公平的培訓及學習的機會，支持其事業及個人發展，從而為未來的業務挑戰和機遇做好準備。為此，本集團建立了一個全面的職業發展體系，並制定了全面的培訓管理體系。

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Training Management System

培訓管理體系

Training Description

培訓內容

Demand Analysis

需求分析



- At the end of each year, the Administration and Human Resources Department at headquarter initiates an annual analysis and research to assess the human resources strategic planning of the Group.

每年年末，總部行政人力資源部均會啟動年度培訓需求分析及調研，以分析本集團人力資源戰略規劃。

Developing Plan

制定計劃



- Tailoring to the needs of China SCE's operations and in conjunction with the findings of the training demand analysis, the Administration and Human Resources Department at headquarter formulates the "Annual Training Plan", which is then supplemented by project companies to address their needs.

總部行政人力資源部依據中駿經營發展需要，結合培訓需求分析情況擬定《年度培訓計劃表》，並由各項目公司按其需要補充。

Training Implementation

實施培訓



- The training implementation consists of ten parts, including (1) plan breakdown, (2) training approval, (3) training contract, (4) training notice, (5) training project creation, (6) training attendance, (7) training discipline, (8) training evaluation, (9) training report and (10) training records. Each training session must be strictly implemented in accordance with the training implementation procedures.

培訓實施共十部份構成，包含(1)計劃明細、(2)培訓審批、(3)培訓合同、(4)培訓通知、(5)培訓項目創建、(6)培訓考勤、(7)培訓紀律、(8)培訓評估、(9)培訓報告及(10)培訓檔案組成。每次培訓需按照培訓實施步驟嚴格執行。

Annual Training Review

年度培訓總結



- Every December, each project company is required to review and submit an annual training review report, which mainly includes. The report primarily includes an analysis of training costs and effectiveness, assessment of internal trainers, evaluation of external training institutions, analysis of course offerings, and analysis of individual employee training situations.

每年十二月，各項目公司需進行複盤並提交年度培訓總結報告，內容主要包括培訓費用及效果分析、內部講師分析、外部培訓機構分析、課程設置分析、員工個人培訓情況分析等。

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In 2023, China SCE continued to offer an array of online and offline training activities for our employees across all levels. The Group launched the “China SCE Orientation Camp” training programme for new employees. This programme provides them with a quick guide to our foundational systems and equips them with the essential knowledge and skills they need to adapt to their new roles and become part of the China SCE family. In terms of internal talent cultivation, the Group rolled out a two-day “Potential Project Manager Training” programme to enhance the capabilities of our project manager talents. The Group also launched the “Marketing Team Training” programme tailored for different business departments, with training revolving around project positioning, harnessing the power of digital marketing, revitalising business profits and integrity and self-discipline.

二零二三年，中駿繼續向各職級的員工提供線上及線下的多元培訓活動。本集團為新員工開展「新駿營」培訓，幫助新入職同事快速瞭解各項基本制度，掌握必要的知識與技能，以適應新職位並融入中駿文化。在內部人才培養方面，集團成功舉辦了為期兩天的「儲備項目總培訓」，以提高項目經理人才的能力。本集團亦開展了針對不同業務部門的「營銷大練兵」，培訓圍繞專案定位、探索數位化行銷、經營修復利潤、廉潔自律等方向開展。

Potential Project Manager Training 儲備項目總培訓

During the Year, the Group successfully organised the annual “Potential Project Manager Training” programme, aimed at improving the comprehensive knowledge and skills of the China SCE’s project manager team to enhance the proficiency of our project management professionals. The training process involved stages such as interview screening, learning, rotational internship, project internship and evaluation sessions. Employees who participate in the program must pass the assessments before being formally appointed as project managers.

During the Year, a total of 13 employees participated in this training, which encompassed aspects such as product design, planning, marketing management, finance, operations management and audit supervision. Senior management of the Group had an in-depth discussion with the participants, focusing on topics such as business strategies, team management and industry trends. On the second day of the training, the employees were divided into groups to visit Hefei SCE Funworld and Hangzhou Woven City, where they learned about the business focus and response strategies of the projects. In addition, employees also had the opportunity to interact and engage with the project leaders.

The Group places great importance on talent cultivation, guided by our management philosophy of being “Human-Centric”. We are resolute in investing in the ongoing development of our core talent training programmes to achieve our long-term development goals and corporate vision of leading a better life.

本集團於本年度成功舉辦了年度「儲備項目總培訓」計劃。此計劃旨在提升中駿項目總經理團隊的綜合知識與技能，以提高項目總人才的能力。培訓過程包括面試篩選、學習、輪崗實習、項目見習及答辯評審等階段。參加的員工須通過考核後，才能被正式任命為項目總經理。

於本年度共有13位員工參加此培訓。培訓內容涵蓋產品設計、策劃、營銷管理、財務、運營管理及審計監察等方面。集團高層與參加者進行了深入交流，著重討論經營策略、團隊管理和行業趨勢等話題。在培訓的第二天，本集團的員工分組參觀了合肥中駿世界城及杭州未來雲城，學習項目的經營重點及應對策略。此外，員工亦與項目負責人進行了深入的接觸與互動。

本集團強調在「先人後事」的管理理念，極度重視人才培養，並致力於持續開展核心人才培訓計劃，以實現企業長期發展目標與引領美好生活的企業願景。



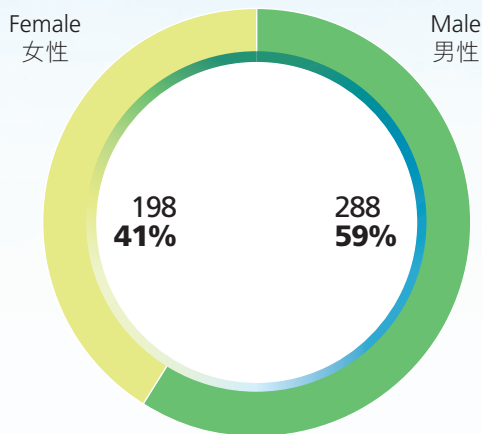
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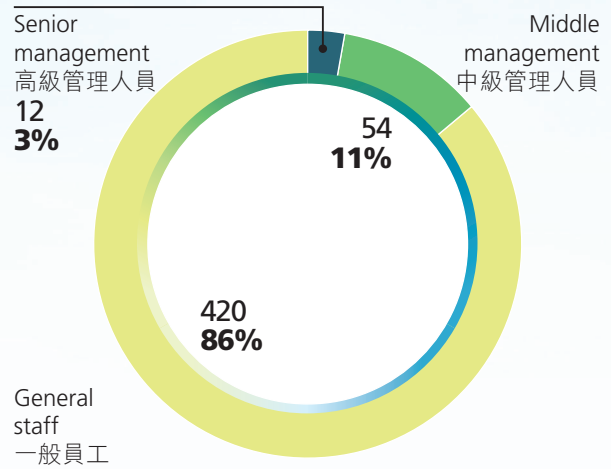
During the Year, a total of 486 employees of the Group participated in training. Development and training statistics by gender and grade are disclosed below:

本年度，本集團共有 486 位員工接受培訓。按性別及職級劃分的發展及培訓統計數字披露如下：

Total Number and Percentage of Trained Employees by Gender
按性別劃分的受訓員工總數及比率



Total Number and Percentage of Trained Employees by Grade
按職級類別劃分的受訓員工總數及比率



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Attracting Top Talents

After years of accumulation and refinement, China SCE is currently in a stable and healthy state of growth. Our robust operating framework is rooted in a solid organisational structure and management system, and a strong dedication to attracting and nurturing talent. In recent years, the Group has continuously expanded its talent recruitment channels and accelerated the pace of talent acquisition. The management trainee programme serves as a primary source for China SCE's future leadership. Following the success of the "Thousand Talents in Three Years" recruitment target initiated in 2017, the Group formulated a "New Three-year Plan" in 2021. Building upon our existing "Radiance Leader" and "Enlightened Student" management trainee programmes, we introduced the "Brilliant Student" programme, aimed at reserving cadres for operational businesses and making them the backbone of the "Two Wings" in the future. In 2023, we focused on developing the "Brilliant Student" programme, dedicated to nurturing the future talents of China SCE, enabling more young individuals to achieve personal growth and continuously providing a talent reservoir for the Group.

吸引優才

經過多年的積累與沉澱，中駿目前整體處於穩健發展的良好態勢，我們穩健運營的架構建基於完善的組織架構和管理制度以及人才的吸納與培養。近年來，本集團持續拓展人才招募渠道，加快人才引進的步伐。管理培訓生項目是中駿未來幹部的源頭工程，在順利完成由二零一七年啟動的「三年千人」招募目標後，本集團於二零二一年度制定「新三年計劃」。在原有「千里馬」和「啟航生」的管培生體系基礎上，新增了「駿耀生」體系，旨在為經營性業務一線儲備幹部，使其成為「兩翼」的未來骨幹。於二零二三，我們重點發展「駿耀生」體系，致力培養中駿未來的生力軍，令更多年輕人實現成長，並為本集團持續提供各種人才儲備。

"Radiance Leader" 「千里馬」

Non-marketing management trainees are recruited through campus recruitment and will be trained and honed in business practice through induction training, mentoring, rotation and challenging assignments, to develop into professional and versatile managers

通過校園招聘入職的非營銷類管培生，入職後將通過入職集訓、帶教、輪崗、挑戰型任務等培養及業務實踐鍛煉，以培養專業的管理者和綜合管理者

"Enlightened Student" 「啟航生」

Marketing management trainees are recruited through campus recruitment and will be trained and honed in business practice through induction training, mentoring, frontline experience and specialised training, to develop into senior marketing managers and top salespersons

通過校園招聘入職的營銷類管培生，入職後將通過入職集訓、帶教、一線歷練、專項培訓等培養及實踐鍛煉，以培養高級的行銷管理者和金牌銷售員

"Brilliant Student" 「駿耀生」

This programme is geared towards cultivating future cadres for China SCE's business operations through campus recruitment, induction training, mentorship, rotational experience, regular reviews and periodic training

通過校園招聘、入職集訓、導師帶教、輪崗歷練、定期答辯以及定期集訓等環節，助力中駿經營性業務培養未來幹部

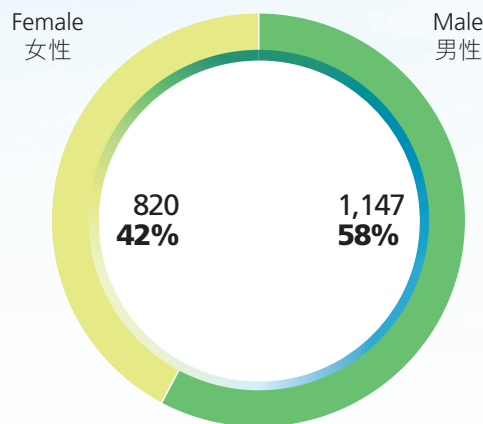
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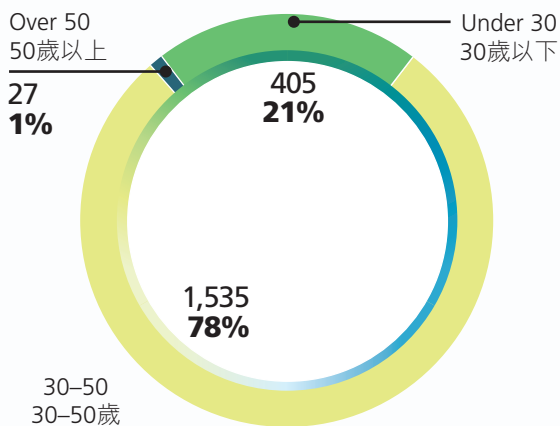
As at 31 December 2023, the breakdown of employees by gender, age group and grade³ within the scope of this Report is as follows:

於二零二三年十二月三十一日，本報告範圍內按性別、年齡組別及職級劃分的員工³明細如下：

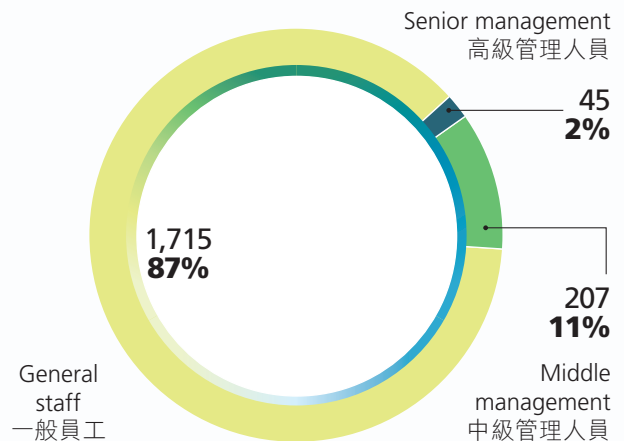
Total Number and Percentage of Employees by Gender
按性別組別劃分的員工總數及比率



Total Number and Percentage of Employees by Age Group
按年齡組別劃分的員工總數及比率



Total Number and Percentage of Employees by Grade
按職級劃分的員工總數及比率



³ All are full-time employees located in Mainland China.

³ 均為位於中國內地的全職員工。

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Employee Benefits

China SCE has always focused on employee satisfaction and well-being, adopting a series of systems and measures to care for and assist employees in need. We provide comprehensive welfare and security systems and strive to create a harmonious and inclusive workplace experience. The Group offers all eligible employees pension insurance, medical insurance, unemployment insurance, work injury insurance, maternity insurance and housing provident fund. In addition to statutory benefits, the Group also provides employees with a variety of fringe benefits. Regarding leave benefits, the “Staff Handbook” specifies guidelines on working hours and holiday entitlements. In addition to statutory holidays and paid annual leave, employees are also entitled to marriage leave, bereavement leave, maternity leave, paternity leave, nursing leave and other leaves. At the daily work and life level, China SCE provides free meals, birthday gifts and festival celebrations for its employees as a token of care.

Since 2018, the Group has started to provide housing benefits to qualified permanent employees facing housing difficulties. Eligible employees can apply for government public rental housing through China SCE. Moreover, China SCE has established the China SCE Nan’an charity fund to subsidise employees for substantial medical expenses due to sudden accidents and major diseases caused by non-work-related injuries during their employment, and to provide assistance to employees with financial difficulties and to reduce their medical burden. Since its establishment in 2019, the fund has supported 10 employees, with an accumulated amount of approximately RMB534,000.

In 2023, China SCE faced severe challenges such as the pandemic and a decline in market confidence. However, our employees remained steadfast, demonstrating resilience and a spirit of rising to the occasion, and achieved outstanding performance in a difficult market environment. In order to recognise their perseverance, breakthroughs, and resilience over the past year and to inspire our employees to face future challenges with greater awareness and stronger cohesion, the Group presented the “Pillar of Strength Award”, “Exemplary Performance Award”, “Excellent Project Manager Award”, “Golden Operator Award”, “Rising Star Award” and the cultural beacon “SCE Scholar” at the 2023 annual work conference.

僱員福利

中駿一直關注員工的滿意度和幸福感，通過採取一系列制度和措施，關心和幫助有困難的員工，提供全面的福利保障制度，致力營造和諧共融的職場體驗。本集團為所有符合資格的員工提供養老保險、醫療保險、失業保險、工傷保險、生育保險及住房公積金。除法定福利外，本集團還為員工提供了多項額外福利，在休假福利方面，本集團於《員工手冊》訂明有關工作時數及假期制度的指引。除了法定假期及帶薪年假外，員工亦可享有婚假、喪假、產假、待產假、哺乳假及其他假期。在日常工作和生活層面，中駿為員工提供免費餐飲、員工生日禮物、節日慶祝活動等福利，以表示對員工的關懷。

自二零一八年起，本集團開始為有住房困難的合資格長期員工提供住房福利。合資格員工可透過中駿申請政府公租房。此外，中駿還設立了中駿南安慈善基金，用於補貼員工在職期間因非工傷原因導致的突發意外和重大疾病而產生的大額醫療費用支出，為有經濟困難的員工提供支援，減輕醫療負擔。自二零一九年成立以來，基金已經共資助10名員工，累計援助金額人民幣約53.4萬元。

在二零二三年，中駿面臨著疫情和市場信心下滑等嚴峻挑戰。然而，我們的員工依然堅守崗位，展現了堅忍不拔及迎難而上的精神，在艱難的市場環境下取得了出色的業績。為了表彰他們在過去一年的堅守突破與迎難而上，並激勵全體中駿人以更高的認知水平和更強大的凝聚力迎接未來挑戰，本集團在二零二三年的工作會議上頒發了「中流砥柱獎」、「業務標兵獎」、「優秀項目總獎」、「金牌操盤手獎」、「明日之星獎」和集團文化榜樣「駿博士」。

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Strengthening Internal Communication

Listening to Employees' Opinions

The Group has been using diversified communication channels to maintain regular communication with employees and to collect more opinions from them. In 2023, we conducted employee satisfaction surveys on a quarterly basis to understand employees' thoughts and assist them in solving their problems. The employee satisfaction survey was conducted in the form of a questionnaire covering topics such as material, food and beverage, work environment and administrative services, and the satisfaction score was 94.7.

Enhanced Information Disclosure

The right to information is an indispensable element in achieving corporate democracy, and China SCE is committed to protecting the various legal rights and interests of employees, particularly their right to information. To this end, we continuously strengthen the completeness and transparency of our information disclosure and publicly disclose corporate policies and procedures within our internal system. In addition, a legal column is set up in the system, aiming to provide employees with basic legal knowledge and disseminate information about relevant laws and regulations.

The Human Resources Department of China SCE established a centralised sharing platform last year to streamline human resources systems and processes and provide employees with a standard interpretation of employment-related policies. The platform is planned to be extended to the entire Group in the future to improve the transparency of the Group's management and process standardisation.

加強內部溝通

聆聽員工意見

本集團一直以多元化的溝通渠道與員工維持恆常溝通，並收集更多有關員工的意見。二零二三年，我們開展季度員工滿意度調查，適時瞭解員工的意見，協助員工解決問題。本年度，員工滿意度調查以問卷形式展開，調查內容涵蓋物資，餐飲，工作環境及行政服務等方面，滿意度得分為94.7分。

優化信息披露

知情權是實現企業民主管理不可或缺的要素，而中駿致力於保障員工的各項合法權益，尤其注重維護員工知情權。為此，我們不斷強化自身信息披露的完整度和透明度，並於本集團系統公開披露公司政策和制度。此外，系統中還設置了法律專欄，旨在向員工提供基本的法律知識和宣傳法律法規。

中駿的人力部門已在去年建立了共享中心平台，專注於精簡人力制度和流程，同時為員工提供標準的僱傭相關政策解讀。該平台計劃在未來將平台推廣至整個集團，以提高本集團管理透明度和流程標準化程度。

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Health and Safety Protection

As stated in the “Risk Management” section of this Report, the Group considers occupational health and safety as one of the risks that have a significant impact on its business. The Group attaches great importance to occupational health and safety and actively responds to the requirements at the national level, fully recognising the crucial impact of safety issues on enterprises. We strictly adhere to the laws and regulations, such as the “Production Safety Law of the People’s Republic of China”, “Administrative Regulations on the Work Safety of Construction Projects”, “Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents”, “Standards for Safety Inspection of Supervised Construction Works”, “Labour Law of the People’s Republic of China”, “Regulation on the Implementation of the Employment Contract Law of the People’s Republic of China”, “Regulation on Work-Related Injury Insurances”, “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases” and other laws and regulations. To ensure that all employees have a healthy and safe working environment, the Group has formulated policies such as the “Guidance Notes on Safety Management in Workplace” and “Safety and Civilisation Management System”. We implement relevant risk control measures, including education and training on equipment operation and occupational health and safety knowledge, to ensure that employees fulfil their occupational health and safety responsibilities diligently in their respective positions. Additionally, the Group requires employees to assess whether the surrounding environment meets operational requirements before engaging in high-risk activities. They are also expected to take effective self-protection measures to control and minimise accidents and occupational hazards, aiming to reduce associated risks and impacts.

Maintaining a Safe Work Environment

The “Guidance Notes on Management in Workplace” sets out relevant requirements for maintaining a safe work environment, including daily inspection of office power and facilities in common areas, regular checks on office air quality, and quarterly comprehensive inspection to identify and eliminate safety hazards in a timely manner. The Administration Department manages and supervises the 5S process of organising, tidying, cleaning, sanitising and disciplining in the workplace to ensure that employee complies with safety requirements.

保障健康及安全

正如本報告「風險管理」一節所述，本集團把職業健康及安全視為對業務有重大影響的風險之一。本集團高度重視職業健康及安全，積極回應國家層面的要求，充分認識到安全問題對企業的重要影響。我們嚴格遵守《中華人民共和國安全生產法》、《建築工程安全生產管理條例》、《生產安全事故報告和調查處理條例》、《監護施工安全檢查標準》、《中華人民共和國勞動法》、《中華人民共和國勞動合同實施條例》、《工傷保險條例》以及《中華人民共和國職業病防治法》等法律法規。為保障員工均有健康及安全的工作環境，本集團已制定《辦公場所安全管理作業指導書》和《安全文明管理制度》等政策，實施相關風險管控措施，包括進行設備操作和職業健康及安全知識的教育培訓，以確保員工認真履行其崗位上的職業健康及安全責任。此外，本集團要求員工在進行高風險活動之前必須確認周邊環境是否符合操作要求，並採取有效的自我防護措施，以控制和減少傷亡事故和職業危害的發生，致力降低相關風險及影響。

維持安全的辦公環境

《辦公場所管理作業指導書》規範了維持安全辦公環境的相關要求，包括每日檢查辦公室公共區域的電源及設施、定期檢測辦公室空氣質量及進行季度整體安全檢查，以及時識別和消除安全隱憂。行政部門對辦公場所進行包括整理、整頓、清掃、清潔和素養在內的五常法管理及監督，確保員工遵守安全要求。

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Maintaining Safety and Civility at the Construction Site

The Group formulates and implements policies and measures at different levels to maintain safety culture on construction sites. The “Safety and Civilisation Management System” not only establishes standards for product quality control and accountability system but also specifies the mechanism for emergency handling, reporting and accountability of internal safety issues. In addition, China SCE has established a standardised guideline for safety culture and set up standards for the construction of facilities, safety protection and signs and slogans in order to ensure that the projects are carried out in compliance with safety standards. On this basis, the Group also regularly conducts special inspections and assessments on safety to ensure that safety risks are under control. The details of the special inspection for the Year are as follows:

- An average of four safety inspections were conducted per month in both project internal areas and with suppliers.
- Regional companies conducted quarterly assessments and evaluations of the safety specialists and project managers in their respective areas. The assessment results were then linked to the semi-annual performance evaluations.
- Safety risk identification and control measures were implemented, including identifying safety accident risks in various projects, organising periodic thematic activities, and conducting three special security assurance campaigns.
- Dynamic risk identification and accident warning and prevention-related notifications were disseminated four times through our intranet, email, and WeChat group for safety communication.

維護施工現場的安全文明

本集團從多個層面制定和實施維持施工現場安全文明的相關政策與措施。其中，《安全文明管理制度》不僅規定了產品質量底線和管控問責制度，還明確制定內部安全問題的應急處置、上報處理和問責機制。此外，中駿建立了安全文明的標準化內容，針對在建工程中如搭建設施、安全防護和標誌標語等方面均設立相關標準，確保工程項目合規及安全地進行。在此基礎上，本集團還定期開展有關安全的專項檢查和評估，保障安全風險處於可控範圍之內。本年度的專項檢查內容包括：

- 在項目內部和供應商的安全檢查方面，平均每月進行四次的安全檢查。
- 區域公司每季度對地區安全專職、專案工程經理進行考核評估工作，並將考核結果與半年度績效進行掛鉤。
- 進行安全風險識別與管控，內容包括識別各工程的安全事故風險、組織開展階段性主題活動及進行三次專項保障行動；
- 通過內聯網、電郵、安全工作微信群發佈動態風險識別及事故預警預控相關通知四次。

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The Group has also established a “Work Injury Emergency Plan,” which specifies the responsibilities of our emergency response units and sets forth meticulous emergency procedures. In the event of an incident, on-site personnel should immediately provide emergency aid to the injured, while the Human Resources Department is responsible for timely contacting the insurance company for compensation. The manager of the Human Resources Department must report the incident to the Group’s management. Meanwhile, the Group has a safety leadership team that handles personnel casualty incidents that may occur during work processes, and the Engineering Property Department ensures daily work inspections and corrections to prevent accidents. After handling an incident, the Group will conduct an assessment to review the effectiveness of the incident handling procedures and involve relevant department in evaluating and reporting the incident’s causes. The Human Resources Department will subsequently establish or revise the emergency plan based on the incident, which is then evaluated by our top management.

本集團亦訂立了《工傷事故應急預案》，明確了應急置小組及其職責，嚴格執行應急處理程序。事故發生後，現場人員應立即對傷者進行緊急救護，人力資源部負責及時與保險公司聯繫理賠，而人力資源經理則立即上報本集團管理層。同時，本集團設安全領導小組，負責應對工作過程可能造成的人員傷亡事故，工程物業部則做好日常工作的檢查及糾正，預防事故發行。處理事故後，本集團會進行回應效果評估，檢討事故處理程序的有效性，由事故部門評估報告事故形成原因，人力資源部就該事故訂立或修正應急預案，再由總負責人評價。

Health and Safety 健康及安全	Headquarters 總部	Regional Companies 區域公司	Consolidated Result 綜合結果
Number of work-related injuries 因工傷人數	1	1	2
Lost days due to work injuries 因工傷損失工作日數	5	51	56

Health and Safety Training

The Group enhances the safety awareness and skills of its employees through health and safety training and robust promotional activities. The Group conducts various forms of safety training, such as daily safety briefings before shifts, weekly safety inspections, informational safety talks and night school for employees, and involves different levels and business departments. The training targets include the Group’s internal employees, suppliers and our construction partners. In addition to the standardised training at the Group and regional levels, such as aligning with new national requirements and procedures for safety incident reporting, we delivered specialised safety training tailored to the specific risks inherent in each project to comprehensively improve the health and safety awareness of employees and related external personnel.

健康及安全培訓

本集團通過開展健康及安全培訓、加強宣導等方式，提高員工的安全意識和技能。本集團開展的安全培訓形式多樣，如每日班前安全交底、每周安全檢查、安全宣講和職工夜校等，涉及不同層級和業務部門。培訓對象包括本集團內部員工、供應商和施工方等。除了本集團和區域層面的統一培訓，如更新國家相關要求及匯報安全事故的流程，還會針對項目內部自身風險情況，開展特定主題的安全培訓，以全面提高員工及相關外部人員的健康及安全意識。

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Advocacy for Green Development

As part of the real estate industry, the Group recognises its responsibility to reduce the environmental impact of its construction activities and to manage the emissions and resources of its daily operations in order to develop its business with due regard to the environment. It aims to fully incorporate environmental considerations into business development while strictly adhering to environmental policies and requirements involved in business operations, such as the “Environmental Protection Law of the People’s Republic of China”, “Law of the People’s Republic of China on Environmental Impact Appraisal”, “Energy Conservation Law of the People’s Republic of China” and “Water Pollution Prevention and Control Law of the People’s Republic of China” and other laws and regulations. In addition, the Group comprehensively strengthens the management of water resources, energy, waste and greenhouse gas emissions, driving forward with green building initiatives and improving the efficiency of energy and resource use to support our commitment to peaking carbon emissions and achieving carbon neutrality. The Group’s “Environmental Protection Policy Statement” sets out China SCE’s management philosophy in response to environmental challenges, covering the development of green and intelligent buildings, optimisation of resource use, etc., striving to contribute to the development of sustainable cities and communities.

倡導綠色發展

身處房地產行業，本集團確認其責任降低建築對環境的影響，並強化日常辦公的排放及資源管理，實現在發展業務的同時充分加入對環境的考慮，並嚴格遵守業務運營中牽涉的環境政策及要求，例如《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》、《中華人民共和國節約能源法》和《中華人民共和國水污染防治法》等法律法規。此外，本集團全面加強水資源、能源、廢棄物、溫室氣體排放的管理、推行綠色建築，提升能源和資源利用效率，促進實現碳達峰和碳中和。本集團的《環境保護政策聲明》闡述中駿應對環境挑戰的管理理念，涵蓋綠色智慧建築發展，優化資源使用等，務求為建設可持續城市和社區作出貢獻。

Highlights of 2023 二零二三年工作亮點



Energy use intensity: Headquarters and regional companies — **0.12** Megawatt Hour (MWh)/sq.m.

能源密度：總部及區域公司
0.12 兆瓦時／平方米



Greenhouse gas intensity: Headquarters and regional companies — **0.06** Tonnes of Carbon Dioxide Equivalent (tCO₂e)/sq.m.

溫室氣體密度：
總部及區域公司 **0.06**
公噸二氧化碳當量／平方米



100% of our new projects reached the national green building standards

新建項目
100% 達到
國家綠色建築標準

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Co-creating a Green Community

Design and Construction of Green Buildings

Design and construction is the foundation of the Group's commitment to maintaining an environmentally friendly approach throughout the lifecycle of property development. All projects must obtain consent from local environmental protection authorities and obtain certification documents such as the "Construction Land Planning Permit" and "Construction Engineering Planning Permit" before commencing construction. To understand the potential environmental impact of the project, the Group follows the principle of adapting to local conditions and assesses the local environmental ecosystem when selecting project sites to protect the environment and reduce pollution. During the design phase, we analyse the functions and features of the site and building to enhance the green and environmentally friendly performance of the buildings. This includes resource and energy conservation and reducing the impact on surrounding biodiversity and ecosystems. During the construction process, the Group develops and implements specific measures to protect the environment and control various forms of pollution and their impact on the surrounding areas due to project development. We strive for high standards and requirements in promoting green and sustainable construction, actively participate in ecological restoration in the project vicinity, and adopt ecological compensation mechanisms to protect the biodiversity surrounding the project.

In addition, the Group actively develops green building projects and improves its management system and practices around green design and green construction to ensure that building projects are in coordination with the climate and environment in the process of site selection, design, construction and operation to create a natural and harmonious living environment.

共創綠色社區

綠色建築設計及施工

設計及施工是本集團將對環境友好的理念貫穿於物業發展生命週期的基礎。所有項目需獲得當地環保監督部門同意及取得《建設用地規劃許可證》和《建設工程規劃許可證》等證明文件，方可開展工程項目。為瞭解項目對環境的潛在影響，本集團為物業發展項目選址時，會遵循因地制宜的原則，評估當地的環境生態系統，以保護環境及減少污染。在設計時，通過對場地和建築功能、特點的分析，提升建築物的綠色環保性能，以達到資源能源節約以及降低對周邊生物多樣性與生態系統的影響。於施工過程中，本集團將因應項目發展對鄰近社區及環境的影響，制定並實施保護環境的具體措施，控制由施工引起各種的污染以及對場地周邊區域的影響，以高標準、高要求推進綠色文明施工，積極參與項目周邊生態修復，並採取生態補償機制，以保護項目周邊的生物多樣性。

同時，本集團積極發展綠色建築項目，圍繞綠色設計、綠色施工等以完善管理體系和實踐，確保建築項目從選址、設計、施工及運營的過程中，與氣候及環境相互協調，打造自然和諧的居住環境。

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In the design of multiple projects, we fully integrate green concepts to align with the green development of the local community. Green building measures commonly used by the Group include:

- Using prefabricated components to reduce environmental pollution at the construction site;
- Employing a switchable glass curtain wall, thereby maintaining natural ventilation and lighting;
- Greening work on rooftops and public areas;
- Incorporating renewable energy technology designs where feasible, such as solar panels;
- Installing water-saving irrigation systems, soil moisture sensors, and automatic shut-off devices for rainy days to reduce the demand for irrigation water;
- Installing rainwater collection system;
- Using air quality sensing devices with an automatic building sensing function;
- Giving priority to environmentally friendly building materials.

Green Building Planning and Certification

The Group follows the national standard of “Assessment Standard for Green Building” and strives to achieve the highest standard of green building through detailed control of greenery, energy saving, utilisation of environmentally friendly building materials and indoor environmental quality. In addition, we also actively promote green building certification related to the China Green Building Standard and refer to the highest standards and best practices of the certification system for building design and operation.

在多個項目設計中充分融合綠色理念，以配合當地社區綠色發展。本集團常用綠色建築措施包括：

- 使用預製組件，減少工地現場的環境污染；
- 使用可開關的玻璃幕牆，實現自然通風和採光；
- 於屋頂及公共區域進行綠化工作；
- 於可行情況下加入可再生能源技術設計，如：太陽能板；
- 設置節水灌溉系統、土壤濕度感測器和雨天自動關閉裝置，減少灌溉用水需求；
- 安裝雨水收集系統；
- 使用樓宇自動感知功能的空氣品質傳感裝置；
- 優先選用環保建築材料。

綠色建築規劃及認證

本集團遵循《綠色建築評價標準》國家標準，通過綠化、節能、環保建築材料利用、室內環境品質等細節把控，致力達到綠色建築最高標準。此外，我們亦積極推進與中國綠色建築標準相關的綠色建築認證，並參考認證體系的最高標準與最佳實踐，進行建築設計與運營。

Nanchang SCE Funworld — China's Two-star Green Building Evaluation Label

南昌中駿世界城 — 中國綠色建築評價二星認證

Nanchang SCE Funworld is located at the intersection of Donghu District and Qingshanhu District in Nanchang, at the junction of two main thoroughfares, Qingshan North Road and Zhongda Road. With its proximity to the serene backdrop of Qingshanhu and convenient metro access, it creates a public transport-oriented urban complex spanning approximately 280,000 sq.m. The project is a combination of shopping mall, commercial district, residential properties and the innovative SOHO space, comprehensively boosting the core competitiveness of urban development and ushering in a new era of splendor for Nanchang.

With the advancement of urbanisation, major city problems such as traffic congestion and declining quality of life for residents have gradually emerged. "Ecological Restoration and Urban Repair" is the driving philosophy behind this project, which seeks improvements for issues arising from rapid urban development. It fully utilises the natural landscape resources of the greenbelt and Qingshanhu, establishing ecological landscape connections within the region. This project not only turns the heart of Qingshan Lake into a green haven but also strengthens connections with surrounding functions, filling the gap in leisure, commercial, and cultural experience spaces in the Qingshanhu area, enriching the urban commercial network structure, and further achieving urban functional perfection.

In addition, in response to the water crises such as surface runoff and flooding caused by rapid urbanisation, this project focuses on source runoff control, water quality purification at the source and enhanced standards of drainage channels. Innovative solutions like rain gardens, permeable pavements and water storage modules transform this development into a sponge city, enabling ecologically sustainable rainwater control and reuse. This project has been awarded China's Two-star Green Building Evaluation Label.

南昌中駿世界城坐落於南昌東湖區與青山湖區兩大板塊交處，位於青山北路與中大路兩大主幹道的交匯點。毗鄰青山湖一線湖岸資源以及地鐵站口優勢，打造約28萬平方米的公共運輸導向型開發城市綜合體，集世界城購物中心、濱湖商業街區、湖境都會華宅、智慧菁英SOHO四大業態於一體，全面助推城市發展核心競爭力，開啟南昌新世界的精彩。

隨著城鎮化的推進，交通擁堵、居民生活品質下降等大城市問題逐漸顯露。本項目以「生態修復，城市修補」作為核心理念，針對城市急速發展問題進行改善。項目充分利用景觀帶與青山湖的自然景觀資源，與區域內建立生態景觀聯系，同時著力構建與城市的關聯性，成為青山湖中心的生態勝地。同時，項目強化與周邊功能的聯系，填補青山湖片區所缺失的休閒商業與文化體驗空間，延續城市商業網絡結構，進一步實現城市功能完善。

此外，針對快速城鎮化帶來的地表徑流、洪澇災害等水危機，本項目注重源頭徑流控制、水質源頭淨化控制、排水管渠道標準提高，利用雨中花園、透水鋪裝、蓄水模塊等技術打造海綿城市，實現生態可持續的雨洪控制與雨水利用。該項目榮獲中國綠色建築評價二星認證。



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Design Highlights:

- Adopting technologies such as permeable pavements, rain gardens and water storage modules to build a sponge city that purifies water quality and improves the water environment of the site;
- Designing barrier-free venues and building units to promote social integration;
- Adopting air conditioning cooling water system with evaporative-free cooling technology, which is highly efficient and energy-saving, resulting in water conservation benefits; and
- Adopting energy-saving measures to enhance the thermal insulation performance of the building's exterior structure and improve the energy efficiency ratio of heating and air conditioning equipment.

設計亮點：

- 採用透水鋪裝、雨水花園和蓄水模塊等技術打造海綿城市，以淨化水質及改善地塊水環境；
- 場地及建築單體均採用無障礙設計，積極推廣傷健共融；
- 空調冷卻水系統採用無蒸發耗水量的冷卻技術，高效節能，實現節水效果；及
- 採用增強建築外圍護結構保溫隔熱性能，以提高採暖、空調設備的能源效率比。



Zhangjiagang SCE Funworld — China's Two-Star Green Building Evaluation Label

張家港中駿世界城 — 中國綠色建築評價二星認證

Zhangjiagang SCE Funworld, as a landmark project leading regional development, not only represents the advanced concepts of contemporary urban construction but also makes a significant contribution to the sustainable development of the local community. Located in the strategic area of Zhangjiagang's Binjiang New Town, the project creates an urban complex and residences spanning over 320,000 sq.m., bringing convenient transportation and a well-equipped living and business area to the community. The project enjoys a prime location adjacent to the Binjiang Building and the Bonded Zone Cultural Center, enriching the area with its vibrant cultural and recreational opportunities. It is also in proximity to renowned hospitals and esteemed educational institutions, ensuring comprehensive health and education support for residents, further enhancing their quality of living and lifestyle.

Moreover, this project has achieved comprehensive goals of land conservation, water saving and energy saving through the optimisation of structural energy conservation and integrated technologies in planning, architecture, structure and landscaping. The design of this project has been recognised for its commitment to environmental protection and sustainable development, earning China's Two-star Green Building Evaluation Label.

張家港中駿世界城作為一個引領區域發展的標誌性項目，不僅代表了當代城市建設的先進理念，更是對當地社區可持續發展有著重大貢獻。該項目位於張家港濱江新城的戰略地段，打造出一個超過32萬平方米的城市綜合體以及住宅，為當地帶來一個交通便捷、配套完善的生活商業圈。該項目的地理位置優越，毗鄰濱江大廈及保稅區文化中心，提供了豐富的文化與娛樂資源。鄰近知名醫院和優質教育機構，為居民提供了全面的健康與教育保障，進一步提升居住和生活品質。

此外，這個項目通過結構節能優化以及於規劃、建築、結構和景觀的整合技術等方面，實現了節地、節水和節能的綜合目標。該項目的設計彰顯了其對環境保護、實現可持續發展的承諾而備受肯定，並獲得了中國綠色建築評價二星認證。



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Design Highlights:

- A rainwater recycling system that spans over one-third of the total land area, efficiently collecting and repurposing rainwater for green irrigation, road cleaning and vehicle use;
- The adoption of Building Information Modeling (BIM) technology at the design stage, using a visual virtual environment to minimise the waste of natural resources;
- The integration of renewable energy solutions like solar thermal water systems to maximise energy efficiency; and
- High-shading coefficient glass installations that temper sunlight penetration avoid light pollution.

設計亮點：

- 建立超過總用地三分之一的雨水回收系統，通過高效回收並利用雨水。回收的雨水主要用於綠化灌溉、道路清洗及車輛用水；
- 在設計階段應用建築信息模擬(BIM)技術，採用視覺化虛擬環境，以減少浪費自然資源；
- 安裝可再生能源系統，如太陽能熱水系統，充分發揮能源效益；及
- 採用高遮陽系數的玻璃窗，有效減少太陽輻射，有效避免光污染。



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Sustainable Financing

To raise additional funding for sustainable architectural design and operations, the Group rolled out its sustainable financing framework in 2021, actively utilising sustainable financing tools. This framework is formulated according to the Green Bond Principles 2021, the Green Loan Principles 2021, the Social Loan Principles 2021 and the Social Bond Principles 2021 and has been audited by S&P Global Ratings as an independent rating agency.

Under the guidance of this framework, the Group aims to use the financing proceeds for the development of green building projects, pollution prevention and control initiatives, and other project categories, continuously creating environmental and social benefits in line with the United Nations' Sustainable Development Goals. The Group's Committee is responsible for reviewing and selecting eligible projects.

可持續金融

為募集更多資金以支持可持續建築設計及運營，本集團於二零二一年公佈可持續融資框架，積極利用可持續融資工具。該框架根據綠色債券原則2021、綠色貸款原則2021、社會貸款原則2021及社會債券原則2021制定，並由標普全球評級作為獨立評級機構進行審核。

在此框架指導下，本集團希冀將融資所得款項用於發展綠色建築項目以及污染防治及控制等項目類別，持續創造環境和社會效益，實現聯合國可持續發展的目標。本集團的委員會負責審查及選擇合資格的項目。

Green Buildings 綠色建築



Sustainable Water Management 可持續水管理



Pollution Prevention and Control 污染防治及控制



Renewable Energy 可再生能源



Affordable Housing 可負擔的住房



Access to Essential Services: Quality Education 獲得基本服務：優質教育



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Green Operations Practices

實踐綠色運營

Resource Usage

資源使用

Water Resources

水資源

Recognising water is a precious resource of the Earth, the Group strictly adheres to the requirements of the "Reuse of Urban Recycling Water — Water Quality Standard for Urban Miscellaneous Use" (GB/T18920), "Reuse of Urban Recycling Water — Water Quality Standard for Scenic Environment Use" (GB/T18921), "Water Law of the People's Republic of China", "Regulation on Urban Drainage and Sewage Treatment" and other related requirements. Adhering to the principle of water conservation and water resource recycling throughout the whole operating process, we continue to strengthen water conservation management efforts to promote the recycling of water resources and enhance water resource utilisation efficiency.

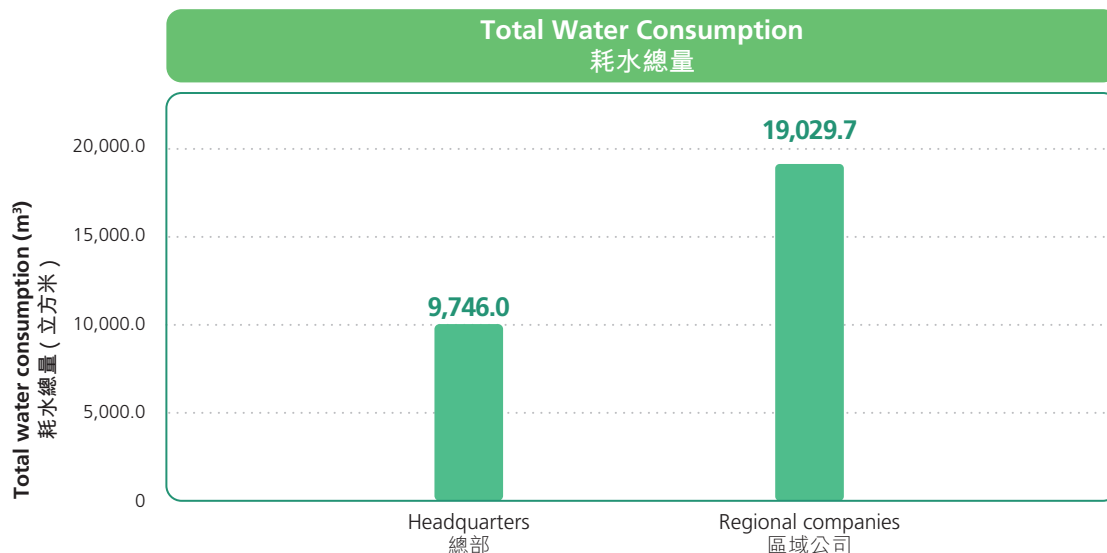
本集團深明水是地球珍貴的資源，嚴格遵循《城市污水再生利用城市雜用水水質》(GB/T 18920)、《城市污水再生利用景觀環境用水水質》(GB/T 18921)、《中國人民共和國水法》、《城鎮排水與污水處理條例》等相關要求，秉承運營全流程的節約用水的原則和重視水資源回收利用，持續強化節水管理力度，促進水資源循環使用及提升水資源使用率。

In terms of water consumption in the office, the Group encourages employees to save water through mail and posters. At the same time, the Group encourages major contractors to recycle and reuse wastewater during project construction. In order to reduce water resource consumption and waste, the Group has installed sensor connectors and toilet flushing systems, and monitored real-time water consumption data and detected water leakage.

就辦公室用水而言，本集團透過郵件宣傳及張貼海報，以鼓勵員工節約用水。同時，本集團鼓勵各主要承包商在項目施工中回收並重用廢水。為減少水資源消耗及浪費，本集團已安裝傳感器接頭和沖廁系統，並監控實時水消耗數據及檢測漏水情況。

During the Year, the Group's total water consumption was 28,775.7 m³, with a water consumption intensity of 1.42 m³/sq.m.

本年度，本集團的總消耗水資源為28,775.7立方米，耗水密度為1.42立方米/平方米。



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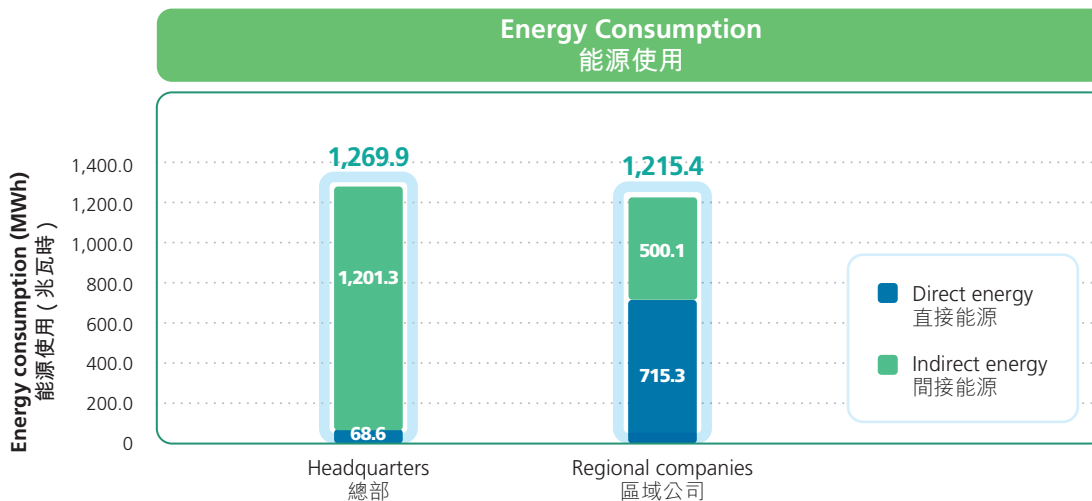
Energy 能源

To reduce the carbon footprint and promote energy conservation, the Group is committed to responding to the national dual-carbon goals. This includes achieving carbon neutrality by 2060 and peaking carbon emissions by 2030. The Group also actively responds to the "Energy Conservation Law of the People's Republic of China", strengthening the energy use management in all aspects of corporate operations to improve resource utilisation efficiency, reduce energy consumption, greenhouse gas emissions, and prevent waste. We ensure the efficient and rational use of energy resources. Under the guidance of the "Notice Regarding Workplace Energy Saving Measures", we have further strengthened the management of energy and resources in the office environment through five aspects, including air conditioning management, lighting management, equipment and energy consumption management, water consumption management and management of office supplies and consumables. Energy saving measures include providing guidelines on the conditions for using and temperature of air-conditioning, and reminding employees to switch off power-consuming equipment such as lighting, computers, air-conditioning and photocopiers before getting off work to minimise resource consumption. In addition, the Group regularly reviews the energy consumption of electrical appliances, eliminates outdated products, and purchases high-efficiency energy equipment, such as replacing non-energy-saving lights with LED lighting, to contribute to the practice of low-carbon economic development.

During the Year, the Group's total energy consumption was 2,485.3 MWh, with an energy intensity of 0.12 MWh/sq.m. Direct energy was mainly used for vehicles, with the consumption of gasoline being 783.9 MWh, while indirect energy mainly refers to the consumption of electricity.

為減低碳足跡並推動節約能源，本集團致力響應國家的雙碳目標，即於2060年達到碳中和，並於2030年前碳達峰。本集團亦積極響應《中華人民共和國節約能源法》，加強對企業運營中各環節的能源使用管理，提升本集團資源使用的績效，以降低能源消耗和溫室氣體的排放、制止浪費，確保更有效、合理地使用能源。在《關於辦公環境節能管控通知》的指引下，透過空調管理、照明管理、設備用電管理、用水管理及辦公用品、及辦公耗材管理五方面，進一步加強辦公環境能源、資源的使用管理。節能措施包括為空調使用的條件與溫度指引、提醒員工下班前關掉照明、電腦、空調、影印機等耗電設備，以盡量減少資源消耗。除此之外，本集團也會定期檢視電器的耗能情況，淘汰落後產品，採購高效能源設備，例如替換非節能燈、採用LED照明，協力實踐低碳經濟發展。

本年度，本集團的總消耗能源為2,485.3兆瓦時，能源密度為0.12兆瓦時／平方米。直接能源主要用於車輛，汽油的使用為783.9兆瓦時。間接能源則主要為電力的消耗。



In the coming year, we will continue to enhance our control measures by reviewing the existing data collection and statistical processes. We will explore and gradually set feasible targets based on actual consumption patterns, with a view to establishing a solid foundation for further long-term action measures in the future.

來年，我們將繼續完善管控，檢視現有的數據收集及統計的過程，探討並根據實際消耗情況逐步設定可行的目標，為將來我們進一步制定更長遠的行動措施奠定穩健基礎。

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Emissions Management

排放管理

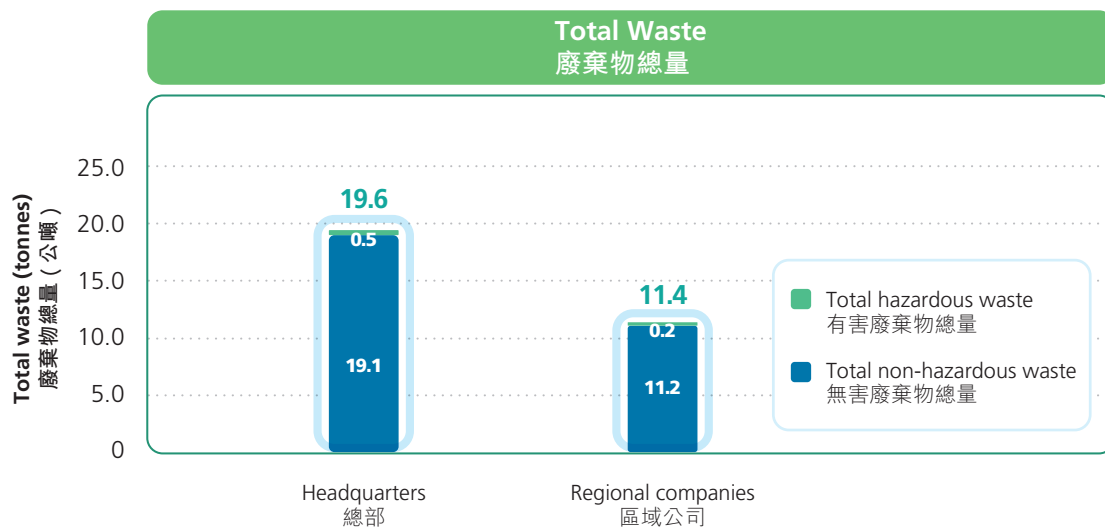
Waste 廢棄物

The Group understands the impact of waste on the environment and society and strictly adheres to the “Law of the PRC on the Prevention and Control of Environmental Pollution Caused by Solid Wastes”, “National Hazardous Waste List” and other related requirements. We also carry out harmless, reduced and resourceful disposal of solid waste, striving to reduce waste production at source and raise employees’ awareness of environmental protection. The Group encourages paperless office practices among employees, including circulating documents through online platforms, reducing excessive printing and avoiding the use of disposable products, etc., actively promoting sustainable office and lifestyle practices. In addition, we encourage our main contractors to use locally sourced materials during project construction to reduce material waste during transport. We also strengthen waste management efforts by promoting waste classification, labeling, and storage. We comply with regulations in reporting and recording the disposal methods of construction waste to minimise resource wastage.

The Group generated a total of 0.7 tonnes of hazardous waste during the Year, primarily consisting of waste toner cartridges. The total amount of non-hazardous waste was 30.3 tonnes. All types of waste were handled by relevant qualified contractors for disposal.

本集團明白廢棄物對環境及社會的影響，遵循《中華人民共和國固體廢物污染環境防治法》、《國家危險廢棄物名錄》等規章制度，對固體廢棄物開展無害化、減量化和資源化處置，一直致力從源頭減少廢物產量以及提高員工的環境保護意識。本集團鼓勵員工使用無紙化辦公，包括利用網路平台傳閱文件、減少過度打印及避免使用即棄產品等，積極實踐可持續的辦公和生活方式。此外，我們一直鼓勵主要承包商在項目施工中使用屬地化材料，減少材料在轉運過程中的浪費。我們亦加強對廢棄物的處理，鼓勵廢棄物分類及標籤存放，並按照規定申報及記錄建築廢料的處置方式，避免造成資源浪費。

本集團於報告期內總共產生了0.7公噸有害廢棄物，主要為廢硒鼓。無害廢棄物共計30.3公噸。各類廢棄物均交由相關合資格承辦商處理。



4.22 Earth Day 4.22 世界地球日

On the occasion of “World Earth Day” on 22 April 2023, the Group, together with SCE Funworld, Cippon Tai Wo and our long-term rental apartments, embarked on a mission to support sustainable development and fulfil corporate social responsibility. We partnered with the “Baijingyu” charity platform to launch the nationwide integrated online and offline public welfare campaign called “Turning Waste into Useful Resources”, actively promoting sustainable office and lifestyle concepts to all employees, owners, and the general public. This effort aims to contribute to carbon reduction, emissions reduction, environmental conservation, and building a better home for the Earth. During this event, clothing, footwear, and stuffed toys were collected for supporting mountainous areas or, after processing, for transportation to developing countries for reuse. The proceeds from the recycling of used clothing would be used to benefit stray animals, such as exchanging for cat and dog food, cat litter, and blankets, which would be donated to stray animal shelters. Approximately 1,164.5 kilograms of used clothing were collected in this event.

二零二三年四月二十二日「世界地球日」之際，本集團秉承可持續發展理念及履行企業社會責任，本集團聯合中駿世界城、世邦泰和、長租公寓，攜手捐贈舊衣物予公益平台「白鯨魚」，繼續發起「衣」舊有愛線上線下全國聯動公益捐衣活動，積極向所有員工、業主、以及社會公眾宣揚可持續辦公及生活理念，為實現減碳減排、環保再生的目標和建設更加美好的地球家園貢獻力量。此次活動將回收衣物、鞋履、毛絨玩具等，用於支援山區，或經處理後，運送至第三世界國家再利用。舊衣物回收所產生的部分價值受益將用作流浪動物的救濟，如換取貓狗糧、貓砂、保暖毯等救助物資用途，定向送贈予流浪動物救助站。本次活動共回收廢棄衣物約1,164.5千克。



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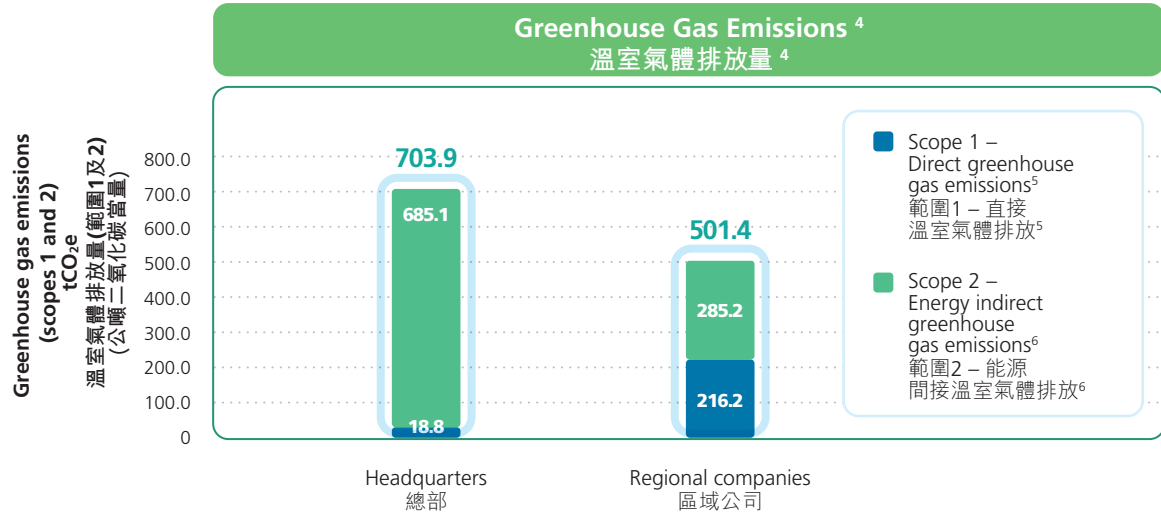
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Greenhouse Gas Emissions

溫室氣體排放

The Group considers reducing emissions as one of its important responsibilities in environmental protection and adheres to the environmental laws and regulations, such as the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Wastes", "Environmental Protection Law of the People's Republic of China", "Law of the People's Republic of China on Environmental Impact Appraisal", "Regulations of the People's Republic of China on Nature Reserves", "Construction Law of the People's Republic of China" and related standards. In 2023, the Group did not experience any violations of environmental laws and regulations. Additionally, the Group has hired a professional consulting agency to conduct carbon assessments to quantify emissions produced by its operations. During the Year, the Group has generated a total of 1,205.3 tCO₂e greenhouse gas emissions, with a greenhouse gas intensity of 0.06 tCO₂e/sq.m.

本集團將減少排放物作為企業履行環境保護責任的重要工作之一，並遵循《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》、《中華人民共和國自然保護條例》、《中華人民共和國建築法》等關於環境的法律法規和相關標準。於二零二三年，本集團未發生違反環境法律法規事件。另外，本集團聘請了專業顧問公司進行碳評估，以量化其營運產生的排放。本年度，本集團共產生溫室氣體排放1,205.3公噸二氧化碳當量，溫室氣體密度為0.06公噸二氧化碳當量/平方米。



4 Refer to the "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" by the Stock Exchange.

5 Including greenhouse gas emissions from the use of gasoline fuel and natural gas combustion in vehicles within the Group's control.

6 Including emissions from the Group's purchased electricity and heating systems. Electricity emissions are based on the "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" by the Stock Exchange; Heat power emission factor adopts 0.11 tCO₂/GJ.

4 參考聯交所《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》計算。

5 包括本集團控制範圍內的車輛使用汽油燃料及天然氣燃燒所產生的溫室氣體排放。

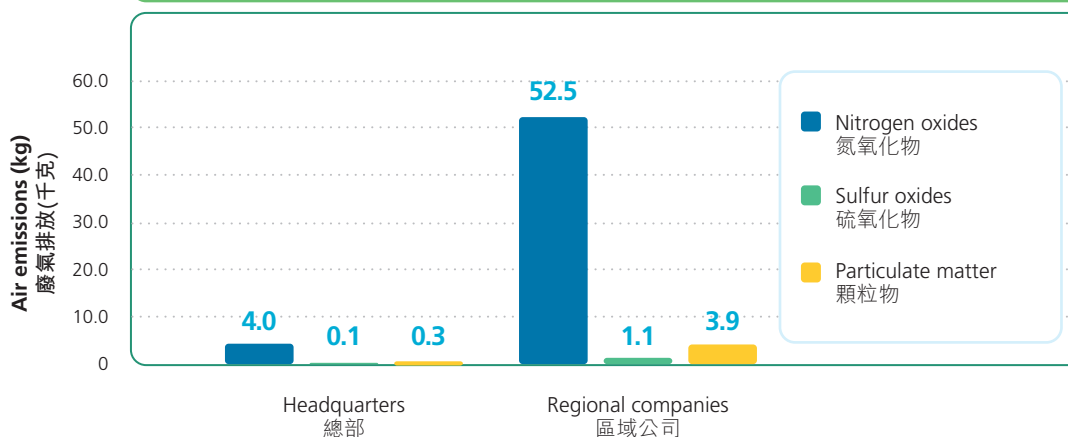
6 包括本集團外購電力及供暖系統的排放。電力排放採用聯交所《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》：熱力排放係數採用0.11噸二氧化碳/吉焦。

Greenhouse Gas Emissions 溫室氣體排放

The use of fossil fuels also generates air pollutants. During the Year, the Group's daily operations generated 56.5 kg of nitrogen oxides, 1.2 kg of sulfur oxides and 4.2 kg of particulate matter.

化石燃料的使用亦釋出空氣污染物。本年度，本集團的日常運營產生 56.5 千克的氮氧化物、1.2 千克的硫氧化物和 4.2 千克的顆粒物。

Air Emissions ⁷ 廢氣排放 ⁷



⁷ Emission factors are based on "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" by the Stock Exchange.

⁷ 排放因子參考聯交所《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》。

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Green Office

In addition to project development and operation, the Group also focuses on the use of resources and carbon emissions in its own offices. Therefore, we have formulated a series of green office management systems and established a long-term mechanism for energy conservation and emission reduction to cultivate green office habits among employees and continuously improve energy utilisation efficiency. The following are some of the green office practices that the Group has implemented:

Water Usage:

- Install water-saving devices and sensor faucets to monitor consumption and reinforce the daily inspection, maintenance and management of water equipment;
- Display water-saving reminders in toilets, showers, tea rooms, etc., serving as a constant reminder for employees to develop a good habit of saving water and turning off taps.

Electricity Usage:

- Set scheduled times for air conditioning usage, temperature settings and lighting hours for different areas, with designated personnel responsible for monitoring to ensure that lighting, air conditioning and other equipment are turned off when no one is present;
- Replace and use energy-efficient equipment, such as swapping out non-energy-saving lighting for LED lighting;
- Remind employees to properly switch on and use computers, printers and other office equipment.

Materials and Equipment Management:

- Encourage employees to use electronic documents to promote a paperless office, such as using electronic files, emails for communication, editing documents and signing on electronic media, etc.;
- Encourage double-sided black and white printing or recycle printed paper, with automatic settings for double-sided printing;
- Strengthen the management of various instruments, applying for their usage as needed, to improve utilisation rates;
- Conduct regular inspection and maintenance of office equipment to extend its service life and improve the efficiency of resource use.

綠色辦公

除了項目開發及營運外，本集團也關注自身辦公室的資源使用及碳排放的情況，制定一系列的綠色辦公管理制度，建立節能減排的長效機制，培養員工綠色辦公習慣，不斷提高能源利用效率。以下是本集團實施的部分綠色辦公措施：

用水

- 加裝節水裝置及感應水龍頭，監測用水情況及加強用水設備的日常檢查維護和管理；
- 在衛生間、淋浴間、茶水間等位置張貼節約用水的溫馨提示，時刻提醒員工養成節約用水、隨手關水的良好習慣。

用電：

- 規定空調開關時間、溫度及各區域的照明時間，並由固定人員負責監管，實現「人走燈關」，杜絕「長明燈」；
- 更換並使用高效能源設備，例如替換非節能燈、採用LED照明；
- 鼓勵員工在下班後或不使用時，關閉電子及電器產品，避免能源浪費。

物料及設備管理：

- 鼓勵員工使用電子文件，推動無紙化辦公，例如使用電子檔、電郵作聯繫、在電子媒介上修改文稿及簽字等；
- 鼓勵雙面黑白打印或循環使用打印紙張，列印自動設定為雙面打印；
- 加強對各種儀器設備的管理，按需申請，以提高使用率；
- 按時對辦公設備進行檢查及保養，延長使用壽命，提升資源使用效益。

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Climate Change

Climate change has had an impact on the global economy and sustainable development. As a responsible enterprise, the Group is committed to reducing our overall greenhouse gas footprint and enhancing resource conservation to align with national climate policies, achieving peak carbon emissions by 2030 and carbon neutrality by 2060. Moreover, in order to understand the societal and operational implications of climate change, the Group is actively formulating appropriate climate change policies, with an aim to address the challenges and opportunities brought by climate change while minimising associated risks.

In terms of risks, the emergence of extreme weather has a significant impact on the property development industry, including threats to the structure and safety of buildings posed by super typhoons, flooding or other extreme weather. In addition, the transition risk associated with the overall economic shift towards a low-carbon economy may also lead to asset depreciation and increased maintenance costs. To reduce these risks, the Group intends to assess the risk levels of each property in the future to enhance the resilience of the Group's strategy and the ability to withstand climate change. In terms of opportunities, with the impact of climate change on the global economy and sustainable development, the Group aims to incorporate more climate-resilient elements in future projects through investment in green buildings and green finance. We also seek to explore more innovative green construction techniques to enhance the Group's resilience to climate change while saving costs and promoting technological innovation, thus further improving the Group's sustainable development performance.

In the future, the Group will refer to the information disclosure framework of the Task Force on Climate-related Financial Disclosure (TCFD), considering the impact on the Company's operations under the gradually strengthened response to climate change, and carrying out preliminary identification and analysis of climate risks. The Group also plans to identify the business risks and compliance risks brought by climate change and related regulatory actions and conduct subsequent risk assessments in different operation sites in a timely manner, so as to plan long-term climate response strategies in line with the actual situation of business operations.

氣候變化

氣候變化已對全球經濟及可持續發展產生影響，本集團作為負責任企業，致力減少整體溫室氣體足跡及加強資源節約，以配合國家氣候政策，於二零三零年前實現碳達峰，二零六零年前實現碳中和。與此同時，為瞭解氣候變化為社會及日常營運帶來的轉變，本集團正積極制定相應氣候變化政策，以應對氣候變化帶來的挑戰及機會，並降低其風險。

風險方面，極端天氣的出現對物業發展行業的影響重大，包括超級颱風、水災或其他極端天氣對建築物結構及安全的威脅；此外，整體經濟轉型至更低碳經濟的過渡風險，亦可能導致資產減值及增加維修成本。為減低其風險，本集團考慮在未來評估各物業風險等級，以提升集團策略的韌性及抵禦氣候變化的能力。而在機遇方面，隨著氣候變化對全球經濟及可持續發展的影響，本集團希望透過投資綠色建築和綠色金融，於未來的項目加入更多具氣候抗禦力的元素，以及探索更多創新的綠色施工技術，在節省成本及促進科技創新的同時，增強本集團應對氣候變化的韌性，以進一步提高本集團的可持續發展表現。

未來，本集團將參照氣候相關財務信息披露工作組(TCFD)信息披露框架，綜合考慮本集團在逐漸增強的氣候變化應對趨勢下受到的影響，並開展氣候風險初步識別與分析工作。本集團亦計劃辨識因氣候變化及其相關的規管行動所帶來的業務風險及合規風險，並根據實際情況對不同運營點進行後續風險評估，以配合業務經營實際情況規劃長遠氣候應對策略。

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Contribution to Community Development

The real estate business is closely intertwined with community development. While providing sustainable communities with high-quality, the Group remains committed to its corporate social responsibility. This includes caring for vulnerable groups, promoting social equity, and striving to achieve our vision of "Sharing a Better Future".

The Group has formulated the "Community Investment Policy Statement", with a commitment to understand the needs of the communities where it operates, and incorporates community investment into daily management and work planning aiming to contribute to community development and give back to local residents. Over the years, the Group has donated an accumulated amount of approximately RMB900 million to various charity projects, focusing on the mainstream of education, environmental protection and cultural areas, and has successively established various charitable funds such as student aid, poverty alleviation, and medical assistance.

貢獻社區建設

房地產業務與社區建設息息相關。在提供具備優質綠色空間的可持續社區的同時，本集團堅守企業公民的社會責任，關注弱勢群體，促進社會公平，實現「共用美好未來」的公益主張。

本集團制定了《社區投資政策聲明》，致力於瞭解營運所在社區的需求，並把社區投資納入日常管理工作的規劃中，用於貢獻社區建設及回饋當地居民。多年來，本集團捐助各項公益事業的累計金額約人民幣九億元，聚焦教育主航道，關注環保、文化領域，並先後設立助學、扶貧、醫療救助等多類慈善基金。

Highlights of 2023 二零二三年工作亮點



Approximately RMB**2** million was invested in charity. The Group continued to carry out programmes such as the "China SCE Student Aid", "China SCE Scholarship" and "China SCE Teacher Incentives", benefitting over a hundred middle and high school students as well as college talents

於公益事業投入約人民幣**200**萬元，持續開展「中駿助學金」「中駿獎學金」「中駿教學金」，覆蓋超過百名初高中學子及高校人才



The second "China SCE Yangfan Class", a rural education assistance programme, was set up to subsidise another **50** rural students who, despite financial hardships, have shown diligence and excellence in their academic pursuits. This programme aims to elevate the level of educational resources available to them and help them gain access to higher-quality educational institutions for their learning and development

設立第二屆「中駿揚帆班」鄉村助學項目，資助新一批**50**名家境困難但勤學優秀的鄉村學子，實現教育資源提級，助他們進入更優質的學府學習生活



Mr. Wong Chiu Yeung, Chairman of the Board of China SCE Group, was awarded the "Individual Award for Charitable Donation" at the first "Fujian Charity Award" commendation conference in recognition of his contribution to public welfare

中駿集團董事局主席黃朝陽先生在首屆「福建慈善獎」中，被授予「愛心捐贈個人獎」，以表揚其在公益事業的貢獻



The Group set up the "China SCE Study Tour", a programme that allowed approximately **30** students and teachers from the economically underdeveloped regions in the central and western parts of China to visit Shanghai where they participated in research projects that integrate history, humanities, nature and science

設立「中駿遊學營」，邀請約**30**名來自中西部經濟欠發達地區的師生們親臨上海，體驗融合歷史、人文、自然及科學的研學專案

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Investing in Education

Charity Education Campaign

The Group always believes that education is of great significance to one's life and is the cornerstone of national prosperity. We are committed to making a contribution to the noble cause of cultivating future generations through sustained support for educational initiatives.

聚力教育工作

教育公益

本集團始終認為教育對人生的意義重大，更是民族振興之根基，期望通過對教育的長期投入，為百年樹人大計貢獻綿薄之力。

China SCE "Scholarship", "Student Aid" and "Teacher Incentives" 中駿「獎」「助」「教」學金

In 2023, the Group maintained our partnership with the Xiamen Education Foundation to sponsor a total of 20 outstanding students from economically disadvantaged backgrounds who achieved outstanding results in their college entrance exams. These scholars hailed from institutions from Xiamen No. 2 Middle School of Fujian, Xiamen No. 6 Middle School of Fujian, Tong An No.1 High School of Fujian and Xiamen Xiang'an No.1 Middle School of Xiamen. With excellent results, they were admitted to Xiamen University, Fuzhou University, Nanjing Normal University, Anhui Medical University, Sichuan International Studies University and other institutions of higher education, where they will continue their further studies in the fields of engineering, communications, communication, education and medical care in the future.

Since 2019, the Group has been supporting the project for five consecutive years, enabling hundreds of students to fulfil their dreams of pursuing higher education, envisioning the future with them, and empowering them to reach their full potential.

二零二三年，本集團繼續攜手廈門市教育基金會，資助共20名優秀貧困高考生，分別來自福建省廈門第二中學、福建省廈門第六中學、福建省同安第一中學及廈門市翔安第一中學等四所學校，並以優異的成績紛紛考入廈門大學、福州大學、南京師範大學、安徽醫科大學及四川外國語大學等高等學府，未來將在工程、通訊、傳播、教育及醫療等領域繼續深研學習。

本集團自二零一九年開始，連續五年支持該專案，至今已累計幫助上百名高考學子圓夢大學，與他們共話未來，助力成才。

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In September 2023, China SCE partnered with Fujian Nanan Huaqiao Middle School to present the “Wong Chiu Yeung Education Fund” for the 2022-2023 academic year to recognise and reward outstanding teachers from the junior and senior divisions of Nanan Huaqiao Middle School who demonstrated remarkable teaching performance during the previous academic year.

二零二三年九月，中駿攜手福建南安華僑中學，頒發「黃朝陽教育金」二零二二年至二零二三年學年獎教金，表彰並獎勵南安僑中初中部、高中部優秀教師們在過去學年中的優異教學成績。

Since its establishment in 2021, the Group has issued “Wong Chiu Yeung Education Fund” for the third time. The round of awards encompassed three major areas and consisted of a total of 11 categories, including the “Outstanding Award for College Entrance Examination”, the “Outstanding Award for High School Entrance Examination”, the “Academic Competition Award”, the “Teaching and Research Breakthrough Award”, etc. The “Wong Chiu Yeung Education Fund” provides all-encompassing support and incentives for these educational achievements, continuously encouraging higher standards in the school’s teaching quality.

自二零二一年設立以來，本集團第三次發放「黃朝陽教育金」。這次發放覆蓋了三個主要領域，共計十一個類別。包括「高考成績優秀獎」、「中考成績優秀獎」、「學科競賽獎」、「教研突破獎」等。「黃朝陽教育金」以全方位的方式支援和獎勵上述教學成果，不斷激發學校教學品質的提升。



In July 2023, China SCE’s Jinxian Xintiandi project made a heartfelt donation to No.1 Middle School of Jinxian to help improve the school’s overall education and teaching infrastructure, both in terms of software and hardware, thereby facilitating the academic and personal development of the students.

二零二三年七月，中駿旗下的進賢新天地項目向進賢第一初中進行愛心助學捐贈，協助全面提升學校教育教學軟硬件設施設備，助力學生的學習成長。

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Rural Education Support

China SCE believes that education has the power to transform cognition, shape character, and ultimately change one's destiny. We support and protect the aspirations of rural students for knowledge and their pursuit of a better future in a myriad of ways.

鄉村助學

中駿認為讀書的目的在於改變認知，改善性格，進而改變命運，並以多種形式支持和守護鄉村學子對知識的渴望和對未來的追求。

"China SCE Yangfan Class" 「中駿揚帆班」

In September 2023, China SCE partnered with Siyuan — Yangfan Charity Foundation to launch the second "China SCE Yangfan Class". This initiative selected 50 impoverished primary school students from remote villages with excellent grades to study in prominent middle schools in cities and counties to elevate the prospects of rural education. The program brought together an outstanding team of senior teachers and discipline staff to provide hands-on instruction. Through unified student enrollment management and the disbursement of funding, we aimed to provide outstanding students with educational resources and support for their studies and living expenses.

二零二三年九月，中駿攜手思源·揚帆公益基金會，設立第二屆「中駿揚帆班」，選拔50名成績優異的偏遠鄉村貧困小學生送至市縣重點中學就讀，助力推進鄉村教育。由高級教師及學科人員組成優秀教師團隊並親自帶班，統一學籍管理及資助款項發放，為優秀學子提供教育資源和學習生活資助。



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China SCE Study Tour — Journey to Shanghai

中駿遊學營 — 上海行

In August 2023, China SCE launched the first China SCE Study Tour in Shanghai. This study tour represents the Group's commitment to social responsibility and educational welfare, extending an invitation to approximately 30 primary and secondary school teachers and students from economically underdeveloped areas in central and western China. The participants hailed from the counties and towns in provinces and cities such as Ganzi in Sichuan, Baiyin in Gansu, Shangrao in Jiangxi and Huaihua in Hunan, as well as remote mountain villages which are home to minority ethnic groups such as Li and Dong. Despite the long distances, they gathered in Shanghai for this educational experience.

The Group meticulously designed this four-day study tour packed with 10 major academic study activities that spanned the realms of history, humanities, nature and technology. In historical and cultural activities, students ascended the Oriental Pearl Tower where they beheld the bustling cityscape. Accompanied by a professional tour guide, they delved into the depths of history at the Shanghai Museum, learning about cultural diversity and inclusiveness. The study tour also featured visits to the Shanghai Natural History Museum and Shanghai Wild Animal Park, providing students with the opportunity to appreciate nature's splendors and allowing them to understand the importance of biodiversity. In terms of scientific and technological education, students visited Shanghai Jiao Tong University, a prestigious institution of higher education, and learned about the development of artificial intelligence and robotics technology at the Shanghai Artificial Intelligence Science and Education Center. This experience not only broadened their intellectual horizon but also sparked their curiosity and interest in the technological landscapes of tomorrow. In terms of sports activities, under the guidance of professional coaches, students participated in physical exercises such as battle rope and boxing, which not only strengthened their physical fitness but also fostered a spirit of collaboration and perseverance.

With this diverse learning experience, China SCE aims to broaden the horizons of young students, ignite their passion for learning and innovative thinking, and lay a solid foundation for their future growth and development.

二零二三年八月，中駿首次開展了中駿遊學營（上海站）。本次遊學營作為本集團對社會責任和教育公益的承諾，邀請來自中西部經濟欠發達地區約30名中小學師生，從四川甘孜、甘肅白銀、江西上饒、湖南懷化等省市下屬縣及村鎮，從黎族、侗族等少數名族偏遠山村，不遠千里匯聚上海。

本集團精心設計這為期四天的遊學營，活動包含歷史、人文、自然、科技在內的十大研學項目。在歷史及人文活動中，學生們登頂東方明珠塔，見證都市繁華。他們在專業導遊陪同下，參觀了上海博物館，探索悠久歷史，瞭解文化的多元與包容。遊學營還包括參訪上海自然博物館及上海野生動物園，讓學生們近距離感受自然界的魅力及理解生物多樣性的重要性。在科技教育方面，學生們參觀了殿堂級學府——上海交通大學，並在上海人工智能科教中心瞭解人工智能和機器人科技的發展。這不僅擴展了他們的知識視野，也激發了對未來科技領域的好奇和興趣。體育活動方面，在專業教練的指導下，學生們參與了戰繩、拳擊等體能訓練，這些活動不僅能強化他們的體能，也能培養團隊合作和毅力。

通過這次多元化的學習體驗，中駿希望拓寬年輕學生的視野，激發他們的學習熱情和創新思維，為他們未來成長和發展打下堅實的基礎。



China SCE Study Tour — Journey to Shanghai
— Oriental Pearl Tower
中駿遊學營 — 上海站行 — 東方明珠塔



China SCE Study Tour — Journey to Shanghai
— Closing Sharing Session
中駿遊學營 — 上海行 — 結業分享



China SCE Study Tour — Journey to Shanghai
— Certificate Awarding
中駿遊學營 — 上海行 — 證書頒發

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Addressing Diverse Needs

United for Disaster Relief

In late July and early August 2023, northern China was hit by severe heavy rainfall and catastrophic floods. The widespread calamity affected over 5 million people. The Group took swift action by donating emergency relief materials to fully support the rescue efforts in the disaster-stricken areas. We demonstrated a deep concern for the communities affected by the disaster and a commitment to providing substantial assistance to the affected areas, embodying a spirit of solidarity with the society.

Charity Bazaar

In September 2023, China SCE participated in the “Charitable Bazaar” and the Shanghai Charity Week activities held in Xinhong Street, Shanghai, with the theme “Unite for Charity to Create a Happy and Harmonious Life”. In this event, China SCE set up a booth for charitable sales and actively raised funds, promoting the spirit of charity that emphasises “Charity can be Practiced by Anyone and Anywhere”. All the proceeds raised were donated to charitable institutions such as the Charity Foundation Minhang District Branch and Red Cross to help the underprivileged and those in need, demonstrating the Group’s unrelenting pursuit of and commitment to social responsibility and public welfare undertakings.

Social Contribution

China SCE collaborated with “Baijingyu”, an environmental charity platform for used clothes donation, to launch a charity initiative for clothes donation. The collected items, including used clothes, footwear and stuffed toys, would support residents in need in mountainous areas or be processed for reuse in developing countries. A portion of the proceeds generated from the recycled clothing was allocated to aid stray animals, providing essentials like cat and dog food, cat litter and warm blankets, with the donation specially designated for stray animal rescue centres.

Looking ahead, China SCE will adhere to its original mission and expand its public welfare efforts across more sectors, contributing to the creation of a happy life while creating values in the realm of public welfare.

關注多方需求

共濟救災

二零二三年七月底至八月初，中國北方遭遇了嚴重的強降雨和特大洪水災害。此次自然災害範圍廣泛，造成超過五百萬民眾受災。本集團迅速採取行動，緊急捐贈救援物資，全力支持受災地區的救援工作，深切關懷受災地區的居民，致力為災區帶來實質性的援助，彰顯與社會同舟共濟的精神。

公益市集

二零二三年九月，中駿參與了於上海市新虹街道舉辦的「溫度集市」暨上海慈善周主題活動，主旨為「攜手共襄慈善盛舉，共創美滿和諧的生活」。在此盛會中，中駿設立攤位進行義賣，積極募集善款，弘揚了「人人皆可奉獻慈善、慈善之舉處處可行」的公益精神。所有籌得的善款已捐贈至閔行區慈善基金會及紅十字會等相關機構，用作援助弱勢群體及處於困境中的民眾，展現了集團對於社會責任和公益事業的不懈追求和承諾。

社會貢獻

中駿攜手舊衣物環保捐贈公益平台「白鯨魚」，發起公益捐衣活動。此次活動回收了舊衣物、鞋履、毛絨玩具等，以支援山區上有需要的居民，或經處理後，運送至第三世界國家再利用。舊衣物回收所產生的部分價值受益亦用於流浪動物的救濟計劃，如換取貓狗糧、貓砂、保暖毯等救助物資，定向給予流浪動物救助站。

未來，中駿會秉承初心，將公益行動拓展到更多領域，在創造公益價值的同時為創建幸福生活貢獻力量。

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Overview of Key Performance Indicators

關鍵績效指標總覽

Environmental Performance

環境表現

	Unit 單位	2023 2023年		2022 2022年	
		Headquarters 總部	Regional companies 區域公司	Headquarters 總部	Regional companies 區域公司
Air pollutants⁸					
空氣污染物⁸					
Nitrogen oxides 氮氧化物	kg 千克	4.0	52.5	4.0	47.0
Sulfur oxides 硫氧化物	kg 千克	0.1	1.1	0.1	1.0
Particulate matter 顆粒物	kg 千克	0.3	3.9	0.3	3.5
Total greenhouse gas emissions⁹					
溫室氣體總排放⁹					
Scope 1 — Direct greenhouse gas emissions 範圍1 — 直接溫室氣體排放	tCO ₂ e 公噸二氧化碳當量	18.8	216.2	20.0	197.4
Scope 2 — Energy indirect greenhouse gas emissions 範圍2 — 能源間接溫室氣體排放	tCO ₂ e 公噸二氧化碳當量	685.1	285.2	730.5	356.2
Total greenhouse gas emissions 溫室氣體總排放量	tCO ₂ e 公噸二氧化碳當量	703.9	501.4	750.5	553.6
Greenhouse gas intensity (in terms of floor area) 溫室氣體密度(以面積計算)	tCO ₂ e/sq.m. 公噸二氧化碳當量/平方米	0.06		0.06	

8 Emission factors are based on “How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs” by the Stock Exchange, “Road Vehicles Air Pollutant Emission Inventory Preparation Technical Guide” and “Technical Guide for Compilation of Primary Emission Source Inventory of Atmospheric Respirable Particulates (Trial)” published by the Ministry of Ecology and Environment of the PRC, and the “AP-42: Compilation of Air Pollutants Emissions Factors” promulgated by the United States Environmental Protection Agency.

9 Refer to “How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs” by the Stock Exchange for calculation; Heat power emission factor adopts 0.11 tCO₂/GJ.

8 排放因子參考聯交所《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》、中華人民共和國生態環境部《道路機動車大氣污染物排放清單編製技術指南》及《大氣可吸入顆粒物一次源排放清單編製技術指南(試行)》，以及美國國家環境保護局《AP-42：空氣污染物排放因子彙編》。

9 參考聯交所《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》計算；熱力排放係數採用0.11噸二氧化碳/吉焦。

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	Unit 單位	2023 2023年		2022 2022年	
		Headquarters 總部	Regional companies 區域公司	Headquarters 總部	Regional companies 區域公司
Hazardous waste¹⁰					
有害廢棄物¹⁰					
Total hazardous waste	kg	480.0	181.8 ¹¹	600.0	89.5
有害廢棄物總量	千克				
Total hazardous waste intensity (in terms of floor area)	kg/sq.m.		0.033		0.033
有害廢棄物密度(以面積計算)	千克/平方米				
Non-hazardous waste¹⁰					
無害廢棄物¹⁰					
Total non-hazardous waste	tonnes	19.1	11.2 ¹²	21.6	50.9
無害廢棄物總量	公噸				
Total non-hazardous waste intensity (in terms of floor area)	tonnes/sq.m.		0.001		0.004
無害廢棄物密度(以面積計算)	公噸/平方米				
Energy					
能源					
Direct energy	MWh	68.6	715.3	72.7	652.9
直接能源	兆瓦時				
Indirect energy	MWh	1,201.3	500.1	1,197.4	583.9
間接能源	兆瓦時				
Total energy consumption	MWh	1,269.9	1,215.4	1,270.1	1,236.8
能源總耗量	兆瓦時				
Energy intensity (in terms of floor area)	MWh/sq.m.		0.12		0.12
能源密度(以面積計算)	兆瓦時/平方米				
Water consumption					
耗水					
Total water consumption	m ³	9,746.0	19,029.7 ¹³	8,938.0	22,318.0
總耗水量	立方米				
Water consumption intensity (in terms of floor area)	m ³ /sq.m.		1.42		1.52
耗水密度(以面積計算)	立方米/平方米				

10 All types of hazardous and non-hazardous waste are handed over to relevant qualified contractors for disposal.

11 The increase in hazardous waste was due to the Southeast regional company's enhanced collection and treatment of waste toner cartridges since 2023.

12 The decrease in non-hazardous waste was due to operational restructuring, with the office of the Southeast regional company relocated to the headquarters building. This resulted in a reduction in the number of employees and the size of the office cafeteria.

13 The decrease in water consumption was due to operational restructuring, with the office of the Southeast regional company relocated to the headquarters building. This resulted in a reduction in the number of employees and the size of the office cafeteria. In addition, the water consumption data was not available because the Southwest Regional Company did not have a separate water metre.

10 各類型有害及無害廢棄物均交由相關合資格承辦商處理。

11 有害廢棄物的增加是由於東南區域公司自二零二三年起，加強了對廢硒鼓的收集及處理。

12 無害廢棄物的下降是由於營運點重組，東南區域公司的辦公室搬往總部大樓，員工人數以及辦公室的食堂有所減少。

13 耗水量的下降是由於營運點重組，東南區域公司的辦公室搬往總部大樓，員工人數以及辦公室的食堂有所減少。另外，由於西南區域公司並沒有獨立水錶，有關用水量數據因而未能提供。

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Social Performance

社會表現

		2023 2023年		2022 2022年	
		Headquarters 總部	Regional companies 區域公司	Headquarters 總部	Regional companies 區域公司
Number of employees^{14, 15}					
員工人數^{14, 15}					
Gender 性別	Male 男性	102	1,045	137	1,339
	Female 女性	56	764	85	980
Age 年齡	Under 30 30歲以下	13	392	32	695
	30–50 30–50歲	128	1,407	176	1,616
	Over 50 50歲以上	17	10	14	8
Grade 職級	General staff 一般員工	92	1,623	139	2,098
	Middle management 中級管理人員	44	163	56	195
	Senior management 高級管理人員	22	23	27	26
Total 總數		158	1,809	222	2,319

14 All of the employees in the scope of the report are located in Mainland China and all are full-time employees.

14 報告範圍內的所有員工均位於中國內地，且為全職員工。

15 The decrease in the number of employees due to (1) operational restructuring, with the office of the Southeast regional company relocated to the headquarters building, resulting in the reduction of employees; (2) natural attrition, which refers to employees who voluntarily left or retired, etc.

15 員工人數下降的原因是(1)由於營運點重組，東南區域公司辦公室搬往總部大樓，員工人數有所減少；(2)人員自然流失，指為自願離職、退休等的員工。

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		2023 2023年		2022 2022年	
		Headquarters 總部	Regional companies 區域公司	Headquarters 總部	Regional companies 區域公司
Employee turnover rate¹⁶					
流失員工比率 ¹⁶					
Gender 性別	Male 男性	29%	45%	59%	103%
	Female 女性	34%	45%	68%	97%
Age 年齡	Under 30 30歲以下	77%	73%	94%	128%
	30–50 30–50歲	30%	37%	61%	88%
	Over 50 50歲以上	6%	40%	7%	25%
	Total rate 總比率	31%	45%	63%	100%
Health and Safety of Employees					
員工健康及安全					
Number of work-related injuries 因工傷人數		1	1	0	0
Lost days due to work injuries 因工傷損失工作日數		5	51 ¹⁷	0	0
Number of work-related fatalities¹⁸ 因工亡故人數 ¹⁸		0	0	0	0

16 All of the employees in the scope of the report are located in Mainland China, excluding employees who are transferred to operations outside the Group's reporting area for business purposes. Employee turnover rate = number of employees in the relevant category who left during the Year/ number of employees in the relevant category.

17 The increase in lost days due to work injuries was attributed to one injured employee in the Southeast regional company. Following the accident, the injured employee received appropriate medical care.

18 In the past three years, the Group had no work-related fatalities.

16 報告範圍內的所有員工均位於中國內地，不包括因業務需要調動至本集團報告範圍外之營運點的員工。流失員工比率=相關類別全年流失的員工/相關類別員工人數。

17 因工傷損失工作日數的增加是由於東南區域公司有1位因工受傷的員工。事故發生後，受傷的員工已得到妥善的醫療護理。

18 過去三年，本集團均無因工死亡個案。

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環境、社會及管治報告 2023

		2023 2023年		2022 2022年	
		Headquarters 總部	Regional companies 區域公司	Headquarters 總部	Regional companies 區域公司
Percentage of employees trained^{19, 20}					
受訓員工百分比 ^{19, 20}					
Gender 性別	Male 男性	68%	21%	8%	25%
	Female 女性	57%	22%	4%	24%
Grade 職級	General staff 一般員工	92%	21%	5%	25%
	Middle management 中級管理人員	23%	27%	0%	5%
	Senior management 高級管理人員	27%	26%	26%	88%
Total 總數		64%	21%	6%	24%

19 Ratio of employees trained = number of employees in the relevant category who participated in the training during the year/number of employees in the relevant category. The calculation of the percentage of employees trained takes into account only those who are still employed on 31 December.

20 The increase in the percentage of employees trained at headquarters is due to updates in laws and regulations related to business operations. In 2023, the Group provided additional legal knowledge training for employees at the headquarters to ensure compliance. As a result, the number of trained employees has increased.

19 受訓員工比率=相關類別全年參加培訓的員工/相關類別員工人數。受訓僱員百分比計算僅考慮於十二月三十一日仍然任職的員工。

20 總部受訓員工百分比上升的原因是由於與業務營運相關的法律及法規有所更新，本集團故在二零二三年為總部的員工提供了額外的法律知識培訓，培訓人數因而有所上升。

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		2023 2023年		2022 2022年	
		Headquarters 總部	Regional companies 區域公司	Headquarters 總部	Regional companies 區域公司
Average training hours for employees (hours)^{21, 22, 23}					
員工平均受訓時數(小時) ^{21, 22, 23}					
Gender 性別	Male 男性	16.4	2.4	3.4	4.3
	Female 女性	13.4	2.4	1.2	2.0
Grade 職級	General staff 一般員工	22.2	2.3	0.4	2.8
	Middle management 中級管理人員	6.5	4.0	0.0	0.4
	Senior management 高級管理人員	4.4	3.1	18.7	64.2
Total 總數		15.3	2.4	2.6	3.3

21 Average training hours for employees = total number of training hours for the relevant category of employees/number of employees in the relevant category.

22 The increase in the average training hours among our headquarters' employees is due to updates in laws and regulations related to business operations. In 2023, the Group provided additional legal knowledge training for employees at the headquarters to ensure compliance. As a result, the average training hours have increased.

23 The 2022 figure is restated to reflect the actual situation.

21 員工平均培訓時數=相關類別受訓員工培訓時間總數/相關類別員工人數。

22 總部員工平均受訓時數上升的原因是由於與業務營運相關的法律及法規有所更新，本集團故在二零二三年為總部的員工提供了額外的法律知識培訓，員工平均受訓時數因而有所上升。

23 重列二零二二年數據，以反映實際情況。

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2023
2023年

Number of suppliers

供應商數量

Region

地區

Northern China Region	556
華北地區	
Southeast Region	1,031
東南地區	
Southwest Region	53
西南地區	
Southern Region	1,205
南方地區	

Total

總數

2,845

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環境、社會及管治報告 2023

ESG Reporting Guide Content Index

環境、社會及管治報告內容索引

Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
A1. Emissions		
A1. 排放物		
General Disclosures	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Advocacy for Green Development — Co-creating a Green Community
一般披露	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) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	倡導綠色發展 — 共創綠色社區
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體排放量及密度。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
A1.5	Description of emission 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。	Advocacy for Green Development — Green Operations Practices 倡導綠色發展 — 實踐綠色運營

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
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。	Advocacy for Green Development — Green Operations Practices 倡導綠色發展 — 實踐綠色運營
A2. Use of Resources		
A2. 資源使用		
General Disclosure		
一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Advocacy for Green Development — Green Operations Practices 倡導綠色發展 — 實踐綠色運營
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
A2.2	Water consumption in total and intensity. 總耗水量及密度。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
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。	Advocacy for Green Development — Green Operations Practices 倡導綠色發展 — 實踐綠色運營
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。	The Group had no problem in sourcing water that was fit for purpose. 本集團在求取適用水源上無任何問題。
A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位估量。	The business nature of the Group did not involve the use of packaging materials. 本集團的業務性質並不涉及包裝材料的使用。

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
A3. The Environment and Natural Resources		
A3. 環境及天然資源		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Advocacy for Green Development — Green Operations Practices
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	倡導綠色發展 — 實踐綠色運營
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。	Advocacy for Green Development — Green Operations Practices 倡導綠色發展 — 實踐綠色運營
A4. Climate Change		
A4. 氣候變化		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Advocacy for Green Development — Green Operations Practices
一般披露	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。	倡導綠色發展 — 實踐綠色運營
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。	Advocacy for Green Development — Green Operations Practices 倡導綠色發展 — 實踐綠色運營

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
B1. Employment		
B1. 僱傭		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Achievement Excellence in Talents — Employment and Labour Practices
一般披露	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) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	成就卓越人才 — 僱傭及勞工常規
B1.1	Total workforce by gender, employment, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
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。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
B2. Health and Safety		
B2. 健康及安全		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Achievement Excellence in Talents — Health and Safety Protection
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	成就卓越人才 — 保障健康及安全
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
B2.2	Lost days due to work injury. 因工傷損失工作日數。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
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及安全措施，以及相關執行及監察方法。	Achievement Excellence in Talents — Health and Safety Protection 成就卓越人才 — 保障健康及安全
B3. Development and Training		
B3. 發展及培訓		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Achievement Excellence in Talents — Employment and Labour Practices
一般披露	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。	成就卓越人才 — 僱傭及勞工常規
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
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。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
B4. Labour Standards		
B4. 勞工準則		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Achievement Excellence in Talents — Employment and Labour Practices
一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	成就卓越人才 — 僱傭及勞工常規

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
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。	Achievement Excellence in Talents — Employment and Labour Practices 成就卓越人才 — 僱傭及勞工常規
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。	Achievement Excellence in Talents — Employment and Labour Practices 成就卓越人才 — 僱傭及勞工常規
B5. Supply Chain Management		
B5. 供應鏈管理		
General Disclosure	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。	Upholding High Quality Operations — Upholding Ethics and Integrity 維持高質量運營 — 堅守道德及誠信
一般披露		
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Upholding High Quality Operations — Upholding Ethics and Integrity 維持高質量運營 — 堅守道德及誠信
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。	Upholding High Quality Operations — Upholding Ethics and Integrity 維持高質量運營 — 堅守道德及誠信

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Upholding High Quality Operations — Upholding Ethics and Integrity 維持高質量運營 — 堅守道德及誠信
B6. Product Responsibility		
B6. 產品責任		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Upholding High Quality Operations — Dedication to Customer Needs
一般披露	有關所提供產品和服務的健康及安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	維持高質量運營 — 專注客戶需求
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	The business nature of the Group did not involve the recall of products. 本集團的業務性質並不涉及產品回收。
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。	See the Overview of Key Performance Indicators 參閱關鍵績效指標總覽
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。	Upholding High Quality Operations — Upholding Ethics and Integrity 維持高質量運營 — 堅守道德及誠信
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程式。	The business nature of the Group did not involve the recall of products. 本集團的業務性質並不涉及產品回收。

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Upholding High Quality Operations — Upholding Ethics and Integrity 維持高質量運營 — 堅守道德及誠信
B7. Anti-corruption		
B7. 反貪污		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Upholding High Quality Operations — Upholding Ethics and Integrity
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	維持高質量運營 — 堅守道德及誠信
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。	The Group and its employees were not involved in any legal cases regarding corrupt practices during the Year. 本年度，本集團及員工並沒有涉及任何貪污訴訟案件。
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	Upholding High Quality Operations — Upholding Ethics and Integrity 維持高質量運營 — 堅守道德及誠信
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Upholding High Quality Operations — Upholding Ethics and Integrity 維持高質量運營 — 堅守道德及誠信

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
B8. Community Investment		
B8. 社會投資		
General Disclosure	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.	Contribution to Community Development — Investing in Education; Contribution to Community Development — Addressing Diverse Needs
一般披露	有關以社區參與來瞭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。	貢獻社區建設 — 聚力教育工作； 貢獻社區建設 — 關注多方需求
B8.1	Focus areas of contribution. 專注貢獻範疇。	Contribution to Community Development — Investing in Education; Contribution to Community Development — Addressing Diverse Needs 貢獻社區建設 — 聚力教育工作； 貢獻社區建設 — 關注多方需求
B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Contribution to Community Development — Investing in Education; Contribution to Community Development — Addressing Diverse Needs 貢獻社區建設 — 聚力教育工作； 貢獻社區建設 — 關注多方需求



CHINA SCE GROUP HOLDINGS LIMITED
中駿集團控股有限公司