



金地商置

Gemdale Properties & Investment

Gemdale Properties and Investment Corporation Limited

金地商置集團有限公司*

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號: 535)

* For identification purpose only 僅供識別

2024 Environmental, Social and Governance Report 環境、社會及管治報告

金地城新中心



Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THE REPORT

Reporting Principle

This Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) has been prepared in accordance with the ESG Reporting Guide (the “**Reporting Guide**”) set out in Appendix C2 to the Main Board Listing Rules of The Hong Kong Exchanges and Clearing Limited, which covers ESG issues related to property development, property investment and property management businesses of Gemdale Properties and Investment Corporation Limited (the “**Company**” or “**Gemdale Properties**”, together with its subsidiaries, the “**Group**”) in Mainland China from 1 January 2024 to 31 December 2024 (the “**Reporting Period**” or “**FY2024**”).

Reporting Scope

The projects covered herein are the same in nature for the year and the prior year, which are relevant to our real estate subsidiaries, and thus the types of ESG risks that Gemdale Properties may be exposed to remain unchanged. Considering that the size of projects and operational scales have direct effects on the Group's revenue, we decided to identify the reporting scope based on revenue in order to ensure the projects covered in the Report reflect the core business of the Group and major ESG risks of the Group.

Unless otherwise specified, the environmental and social KPIs disclosed in the Report only cover seven major real estate project subsidiaries managed by the Group, namely Nanjing Weipan Real Estate Development Co., Ltd. (“**Nanjing Weipan**”), Xiamen Jinlianbao Real Estate Development Co., Ltd. (“**Xiamen Jinlianbao**”), Beijing Xinhui Real Estate Development Co., Ltd. (“**Beijing Xinhui**”), Xuzhou Weisheng Real Estate Development Co., Ltd. (“**Xuzhou Weisheng**”), Nanjing Weili Real Estate Development Co., Ltd. (“**Nanjing Weili**”), Langfang Xingsheng Huihuang Real Estate Development Co., Ltd. (“**Langfang Xingsheng Huihuang**”) and Viseen (Shenzhen) Software Technology Co., Ltd. (“**Shenzhen Weixin**”), which together represented for more than 75% of the Group's revenue in FY2024.

As compared to 2023, Xuzhou Hongdi, Jiaxing Jintong, Shanghai Aohui, Taiyuan Yingyuan and Nanjing Weixin has been excluded while Xiamen Jinlianbao, Beijing Xinhui, Xuzhou Weisheng, Nanjing Weili and Langfang Xingsheng Huihuang has been included in the scope this year, which are the five major projects of this year to reflect the Group's actual and specific sustainable development.

關於本報告

報告原則

本環境、社會及管治報告（「**本報告**」）根據香港交易及結算所有限公司主版上市規則附錄C2所載之《環境、社會及管治報告指引》（「**報告指引**」）而編製，涵蓋金地商置集團有限公司（「**本公司**」、「**金地商置**」，連同其附屬公司統稱「**集團**」或「**本集團**」）於2024年1月1日至2024年12月31日期間（「**報告期間**」、「**2024年財政年度**」）在中國大陸與物業發展、物業投資及物業管理業務相關的環境、社會及管治（「**ESG**」）事宜。

報告範圍

本年度所涵蓋的項目的性質與上年度一致，均屬於房地產項目子公司，因此金地商置可能承受的ESG風險類型並沒有改變。而考慮到項目大小及營運規模會直接影響到集團的營業額，為確保本報告所覆蓋的項目能夠代表本集團業務的核心以及包含本集團主要的ESG相關風險，我們選擇以營業額界定報告範圍。

本報告披露的環境與社會績效指標，除非另有說明，只覆蓋由集團管理的七個主要房地產項目子公司，包括南京威盤房地產開發有限公司（「**南京威盤**」）、廈門金聯保房地產開發有限公司（「**廈門金聯保**」）、北京鑫匯房地產開發有限公司（「**北京鑫匯**」）、徐州威盛房地產開發有限公司（「**徐州威盛**」）、南京威立房地產開發有限公司（「**南京威立**」）、廊坊興晟輝煌房地產開發有限公司（「**廊坊興晟輝煌**」）及深圳威新軟件科技有限公司（「**深圳威新**」），共佔本集團2024年財政年度超過75%的營業額。

本年度所覆蓋的範圍對比2023年度剔除徐州鴻迪、嘉興金桐、上海奧匯、太原穎沅及南京威新，同時加入廈門金聯保、北京鑫匯、徐州威盛、南京威立及廊坊興晟輝煌五個本年度為較主要的項目，以展現集團實際和具體的可持續發展狀況。

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Reporting Principles

The report is prepared on the basis of four major reporting principles outlined in the Reporting Guide, including “quantitative”, “consistency”, “materiality” and “balance”:

報告原則

我們應用報告指引中的四大匯報原則包括「量化」、「一致性」、「重要性」及「平衡」編寫本報告：



1. Quantitative:

1. 量化：

To present the ESG performance of the Group in a more objective manner, and to help stakeholders understand and conduct comparisons, we provide information through quantitative methods whenever possible. In accordance with the Reporting Guide, relevant social and environmental data will be collected by our real estate subsidiaries within the reporting scope and will then be reviewed by relevant departments before aggregation. The standards, methods and assumptions (if applicable) used in data calculation are stated in relevant sections.

為更客觀地展示本集團的ESG表現，方便持份者了解和進行比對，我們在可行的情況下會以量化方式提供訊息，並根據報告指引，由報告範圍內的房地產項目子公司收集相關社會及環境數據，經有關部門審閱後進行匯總。數據計算標準、方法及假設（如適用）已在相關章節列明。



2. Consistency:

2. 一致性：

Unless otherwise specified, the data in this Report are calculated using the same method as prior year, with same statistical and conversion mechanism to ensure comparability across financial years. For the changes in the aforesaid scope of coverage, we use “intensity calculation” as the basis for data comparison to increase the comparability of environmental data.

報告的數據計算，除非另有說明，方法與去年一致，沿用相同的數據統計和換算方法，以確保不同財政年度之間的可比性。針對前述報告覆蓋範圍的改變，我們會以「密度」作為數據比較的基礎，以增加環境數據的可比性。



3. Materiality:

3. 重要性：

To identify key issues of the year through analysing industry and market trends, business development of the Group, and communications with the stakeholders. Details can be referred in section “Materiality Assessment”.

透過分析行業市場趨勢、集團營運發展，以及與持份者溝通和交流，識別出本年度的重要性議題，詳情可以參考「重要性評估」章節。



4. Balance:

4. 平衡：

To report ESG performance of the Group without bias.

不偏不倚呈報集團在ESG方面的表現。

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Summary

As an enterprise principally engaged in provision of real estate and related products and services, Gemdale Properties strives to provide products and services that are scientific-based, high quality and cost-effective. Therefore, the technologies, processes and procedures adopted by the Group are designed to make the production mode of its products and services greener and more environmentally friendly. In addition, given high importance to cultivation of talents and provision of benefits, the Group continues to adopt an effective human resource policy to attract and retain talents, and provide proper trainings for its employees to improve their quality. At the same time, the Group recognises the importance of corporate social responsibilities and therefore actively encourages its employees to take part in charitable activities in ordinary session.

摘要

金地商置作為一家以提供房地產及相關產品和服務為主的企業，力爭所提供的產品和服務是科學、高質量和高性價比的。因此，集團所採用的技術、工藝和流程等都力圖使其產品和服務的生產方式變得更綠色、更環保。並且，集團非常重視人才的培養和福利，持續透過有效的人力資源政策吸引和保留人才，為員工提供合適培訓，提高僱員質素。同時，集團深知企業社會責任的重要性，在平時積極鼓勵員工參與慈善活動。

Annual renewable energy generated by Gemdale Properties

About 12 million kWh

金地商置全年可再生能源發電量

約 1,200 萬 kWh



Gasoline usage YoY

Reduced by 29%
減少 29%

汽油使用量比去年



Paper consumption YoY

Reduced by 43%
減少 43%

用紙量比去年



Annual CO₂ emission reduced by Gemdale Properties

Over 17,000 tonnes

金地商置全年實現CO₂減排量

超過 1.7 萬噸



2024 Green building certification

Increased by 4

2024年綠色建築認證

新增 4 個



MSCI ESG Rating

BBB

MSCI ESG 評級



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Management Approach for Sustainable Development

The Group places high emphasis on sustainable development and is committed to boosting its sustainability performance in various aspects. In order to promote sustainable development and improve its ESG management more effectively, the Group has established a sustainable development and governance structure. The board of directors of the Company (the “Board”), being the highest level in corporate governance structure of the Group, is responsible for the overall ESG strategies of the Group and reporting thereon, determination of ESG development direction and goals and supervision on the progress. In order to facilitate the management of daily ESG issues, the Board as a convener, has established an ESG working group consisting of the representatives of the capital management department, legal and internal audit department and financial management department. The working group shall coordinate with each subsidiary and department within the Group and implement corresponding policies and measures according to the ESG development direction as determined by the Board. At the same time, it is responsible to collect relevant environmental and social information and data, monitor usage, emissions, targets and other indicators, and evaluate the effectiveness of sustainable development strategies. The ESG working group is committed to effectively addressing various ESG issues through close communication on a daily basis, with key discussions including, but not limited to, reviewing and advising management on emerging ESG development; providing guidance on the environmental and social impacts of the Company’s business; determining the reporting guidelines for the ESG report; defining the scope of the ESG report; and monitoring the completeness and compliance of the content of the ESG report and submitting it to the Board for approval.

可持續發展管理方針

集團高度重視可持續發展，並致力於各個層面強化有關方面的表現。為更有效推動可持續發展工作，加強ESG範疇管理，集團已制定可持續發展管治架構。作為集團企業管治體系最高層級，董事會肩負集團整體ESG策略及匯報的責任，制定ESG發展方向及目標，並監督相關進度。而為促進集團日常ESG事項的管理，本公司董事會（「**董事會**」）擔任總召集人，成立了一個ESG工作團隊，成員包括資本管理部、法務監察及內審部及財務管理部的代表。團隊將協調集團內部各單位及部門，按照董事會所制定的ESG發展方向落實相應政策措施；同時亦負責收集與環境及社會相關的資料和數據，並監控使用量、排放量、目標、其他指標以及評估可持續發展戰略的有效性。ESG工作團隊致力於通過維持日常的緊密溝通來有效解決各種ESG議題，主要討論事項包括但不限於審視新的環境、社會及管治的發展趨勢，並向管理層提供建議；就公司業務對環境及社會的影響提供指引；決定ESG報告的匯報準則；界定ESG報告的報告範圍；以及監察ESG報告內容的完整性及合規性，並提呈董事會批准。

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Besides, in order to ensure that the Group's operations comply with ESG-related laws and regulations, the working group reviews and evaluates all important risk management and internal control measures on a regular basis, keeping track of deviations, promoting rectifications and improvements to meet relevant regulatory requirements. In daily operation and management, the representatives of the capital management department, the legal and internal audit department and the financial management department communicate frequently through telephone, WeChat, e-mail, etc., in order to achieve the objectives set by the Board for various ESG indicators.

此外，為確保集團營運符合ESG相關的法律法規，團隊定期進行內部審查及評估所有重要的風險管理及內部監控措施，查找內控差距以推動整改提升，達到相關法規要求。在日常經營管理中，資本管理部、法務監察及內審部及財務管理部的代表經常通過電話、微信、郵件等方式進行溝通，務求達到董事會對ESG各項指標設定的目標。



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The existing risk assessment and internal control systems also cover ESG-related risks. Taking into account the business position, market conditions, financial and operational performance and internal procedures, the Group regularly assesses, reviews and identifies potential risks, and adjusts or develops relevant policies and implements control measures. The progress of risk assessment and internal monitoring and control as well as updates on regulations are reported to management and the Board on a regular basis, with a view to assisting them in determining short-term and medium-to-long term performance, goals and strategies for the Group. This ESG report will also be submitted to the Board for review to ensure its compliance with the regulations and alliance with the vision and principles of Gemdale Properties.

Currently, we require management to take into account relevant ESG factors in the ordinary course of business and operations as key factors, thus improving the overall performance of the Group as well as catering for the needs of stakeholders. Relevant data are also disclosed in the ESG report published annually to strengthen our external stakeholders' understanding of the Group's ESG performance.

In regard to monitoring of effectiveness of our risk management and internal control systems, please refer to the section headed "Risk Management and Internal Control" in the "Corporate Governance Report" of the Group which was set out in the Annual Report of the Company.

Sustainable Development Strategy

In order to better capitalise on the opportunities arising from sustainable development and meet the challenges brought therefrom, the Group has developed sustainable development strategy, focusing on the following three major scopes:

1. **Operating principle:** adhere to rigid standards for corporate ethics to develop quality property projects with the aim to creating values for communities and its customers in long run
2. **People-oriented:** value talents, provide career development opportunities to employees and care for their welfare
3. **Care for the environment:** advocate green operation and natural resource conservation to minimise its effect on the environment

而既有的風險評估及內部監控系統亦已經覆蓋到 ESG 相關風險。本集團通過對自身業務狀況、市場環境、財務及營運表現、內部流程等進行綜合考慮，定期評估、覆核、識別出潛在的風險，並調整或建立相關政策和執行控制措施。風險評估及內部監控工作進度、法規更新情況會定期匯報至管理層及董事會，以協助他們擬定本集團短期及中長期的表現、目標和策略。此 ESG 報告也會交給董事會審閱，確保其合規性和符合金地商置的理念及原則。

現時，我們要求管理層將 ESG 相關元素納入日常業務營運中，成為重點考慮因素，從而提升本集團整體表現，亦顧及各持份者的需要。我們也會在每年發佈的 ESG 報告中披露有關的數據，讓外部持份者更了解本集團的 ESG 狀況。

關於對風險管理及內部監控系統成效的監測，請參考載於本公司年報內本集團「企業管治報告」中的「風險管理及內部監控」部分。

可持續發展策略

為更好把握可持續發展帶來的機遇及應對相關挑戰，集團已制定初步可持續發展策略，圍繞以下三個主要範疇：

1. **營運之道：**秉持嚴格企業道德，發展優質房地產項目，為社區及客戶創造長遠價值
2. **以人為本：**重視人才，為員工提供發展機會，關注員工福祉
3. **愛護環境：**支持綠色營運，保護天然資源，減低對環境的影響

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STAKEHOLDER ENGAGEMENT

We attach great importance to stakeholders' interests, concerns and opinions, and hope to formulate precise strategies pertinent to sustainable development. In the ordinary course of business, our functional departments have been maintaining two-way close communication and coordination with our stakeholders. On one hand, to be informed of their valued views, feedback and expectations on the Group's operations and; on the other hand, to report to them the current ESG performance of the Group and how we have responded to their needs. Based on the extent and nature of engagement of all stakeholders in the Group's operation and considering the level of impact our business has on them and vice versa, we have identified the following major groups of stakeholders and built long-term and continuous communication channels:

持份者參與

我們很重視持份者的利益、關注和意見，並希望制定具針對性的可持續發展戰略。在日常經營活動中，不同的業務部門一直與持份者保持雙向緊密溝通協調，一方面可以知悉他們對本集團營運的重要意見、回饋及期望；另一方面，我們可以在過程中匯報集團最近在ESG方面的表現和如何響應他們的需求。我們根據各持份者對本集團營運的參與度及性質，並考慮其受我們影響或對我們業務影響的程度，識別出以下較主要的持份者組別及建立長期並持續性的聯繫渠道：

Group of stakeholders 持份者組別	Long-term and continuous communication channels	長期持續性聯繫渠道
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Press releases and announcements Annual and interim reports Company website 	<ul style="list-style-type: none"> 新聞稿及公告 年報及中期報告 公司網站
Employees 僱員	<ul style="list-style-type: none"> Staff newsletters Work performance assessment Feedback collection Staff activities Intranet and email Team-building activities 	<ul style="list-style-type: none"> 員工通訊 工作表現評核 意見收集 員工活動 內部網絡和電子郵件 團體合作活動
Service suppliers and partners 服務供應商及合作夥伴	<ul style="list-style-type: none"> Performance assessment Annual contract update and renewal Company website Investigations and meetings 	<ul style="list-style-type: none"> 表現評估 年度合約更新及續約 公司網站 調查和會議
Communities 社區	<ul style="list-style-type: none"> Charitable/volunteer activities Company website 	<ul style="list-style-type: none"> 慈善／義工活動 公司網站

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Group of stakeholders 持份者組別	Long-term and continuous communication channels	長期持續性聯繫渠道
Customers 客戶	<ul style="list-style-type: none"> Customer satisfaction surveys Customer service hotline Company website Annual and interim reports 	<ul style="list-style-type: none"> 客戶滿意度調查 客戶服務熱線 公司網站 年報及中期報告
Media 媒體	<ul style="list-style-type: none"> Press releases and announcements Annual and interim reports Interviews 	<ul style="list-style-type: none"> 新聞稿及公告 年報及中期報告 採訪
Government authorities/regulators 政府部門／監管機構	<ul style="list-style-type: none"> Annual and interim reports Statutory documents 	<ul style="list-style-type: none"> 年報及中期報告 法定文件

MATERIALITY ASSESSMENT

With the opinions collected through the above communication channels, and taking reference to the key concerns of our peers relating to sustainable development, international reporting standards and operation environment, we have identified 30 ESG issues, covering environment, employment and labour, operation and communities.

Considering stakeholders' willingness to participate in communication in relation to sustainable development, the working group strategically arranged further communication and surveys to targeted internal and external stakeholders, so that they can evaluate the importance or relevance of each issue to the Group. Subsequently, we built materiality matrix by ranking the issues according to their total scores and our quantitative analysis. After consolidating the results of internal consultation and considerations with reference to the materiality disclosure of our peers, we selected 6 out of 30 issues as key issues, 17 as important issues and 7 as secondary issues of the Report, with results to be reviewed by the Board. Higher emphasis will be put on disclosure of matters relating to key issues in the Report.

重要性評估

我們透過上述的溝通渠道得到的意見，加上參考同業的可持續發展關注議題、國際報告標準和營運環境，歸納出30項ESG議題，涵蓋環境、就業和勞工、運營及社區。

根據持份者參與可持續發展溝通的意願，工作小組有策略性地向重點內部及外部持份者包括客戶、員工、供應商、管理層等進行進一步溝通和問卷調查，讓他們為每一項議題對集團的重要性或相關性進行評分，我們按照匯總分數和量化分析進行排序，然後建立重要性矩陣。在結合內部諮詢及考慮、參考同行企業的重要性議題披露，確定從30項議題中選擇6項作為本報告的關鍵議題、17項重要議題和7項次要議題，結果交由董事會審議。關鍵議題將會是本報告的披露重點。

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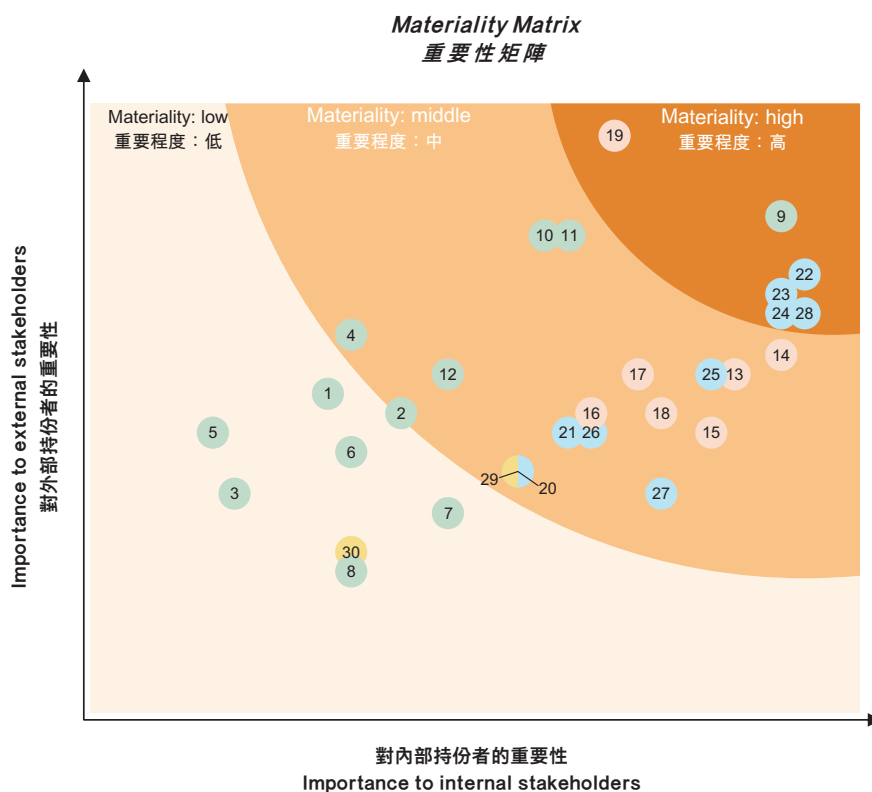
Compared to that of 2023, the importance to certain issues was changed:

與2023年相比，部分議題的重要程度有所改變：



The result of materiality assessment for 2024 is as follows:

2024年的重要性評估結果如下：



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No. 編號	Material ESG Issues	重大環境、社會及管治事宜
	<i>Care for the environment</i>	愛護環境
1	Air pollution emissions	空氣污染排放
2	Sewage discharge	污水排放
3	Greenhouse gas emissions	溫室氣體排放
4	Production, disposal and/or recycling of hazardous waste	廢物的產生、處理和／或回收
5	Energy utilisation and efficiency	能源使用及效率
6	Renewable energy	可再生能源
7	Water utilisation and efficiency	水源使用及效率
8	Packaging materials utilisation	包裝物料使用
9	Quality and safety of fitting out	裝修質量與安全
10	Noise and dust from construction projects	建築項目的噪音及塵土
11	Indoor air quality	室內空氣品質
12	Climate change adaptation	適應氣候變化
	<i>People-oriented</i>	以人為本
13	Recruitment and dismissal	招聘和解僱
14	Compensation and benefit	薪酬及福利
15	Working hours and rest periods	工作時數與假期
16	Diversity, equal opportunity and anti-discrimination	多元化、平等機會及反歧視
17	Occupational health and safety	職業健康與安全
18	Training and development	培訓和發展
19	Prevention of child labour or forced labour	防止童工或強制勞工
	<i>Operating principle</i>	營運之道
20	Environmental and social risks management of supply chain	供應鏈的環境和社會風險管理
21	Environmentally friendly products and services utilisation	環保產品及服務的使用
22	Quality and safety of construction and fitting out projects	建築及裝修項目的品質與安全
23	Customer safety	顧客安全
24	Customer service quality (including complaints follow-up mechanism)	客戶服務質量(包括投訴跟進機制)
25	Information protection and privacy	資料保障和私隱
26	Intellectual property	知識產權
27	Advertising and labelling	廣告和標籤
28	Anti-corruption, bribery, extortion, fraud and money laundering	反貪污、賄賂、勒索、欺詐和洗黑錢
	<i>Community development</i>	社區發展
29	Community development support	支持社區發展
30	Community activities participation	參與社區活動

Environmental, Social and Governance Report

環境、社會及管治報告

1. OPERATING PRINCIPLE

The Group regards creating values for the cities where it operates as its mission and is committed to developing quality property projects. To this end, in the course of its operation, the Group adheres to rigid standards of business ethics and integrity, priorities customer interests and safety, and manages supply chain efficiently.

1.1. Product Responsibility

Health and safety quality of property projects

With great emphasis on the health and safety of our customers, the Group has taken all necessary steps to ensure the quality of its property projects. For example, the Group has been conducting inspections on the quality of its property projects as well as its contractors and suppliers and their work, services and materials provided on a regular basis, to ensure the quality meets the requirement of Regulations on the Administration of Quality of Construction Works in China. If there are significant changes or severe quality issues of a contractor or a supplier, the Group may suspend the projects or the deliveries of such contractor or supplier at any time and remove them from the list of qualified suppliers in order to ensure the reliable quality of our projects. When selecting building materials, the Group also takes their effects on human health into consideration and complies with relevant national environmental regulations and requirements (including the requirements of GB-50325-2001D, Code for Indoor Environmental Pollution Control of Civil Building Engineering), ensuring that the materials do not impose negative effect on residents' health. The Group attaches great importance to the repair and maintenance of its property projects. Apart from requiring contractors to sign a maintenance service undertaking to fulfil their responsibilities of repair and maintenance, the Group also provides training and education on maintenance service etiquette to contractors' maintenance staff when necessary to ensure that their quality meet the Group's requirements.

1. 營運之道

本集團肩負為城市精築價值的使命，致力發展高質素的房地產項目。為此，本集團於營運過程中秉持嚴格商業道德，恪守廉潔原則，以客戶利益及安全為最大依歸，並高效管理供應鏈。

1.1. 產品責任

房地產項目健康與安全品質

本集團高度重視客戶的健康與安全，並採取一切必要措施確保房地產項目的質量。例如，本集團對房地產項目進行長期品質監管，定期對承建商和供應商及其工作、服務、提供的物料等進行檢查，確保項目質量能夠符合中國《建設工程質量管理條例》的要求。倘若承建商或供應商出現重大改變或發生嚴重品質問題，本集團可隨時暫停有問題之承建商的工程或供應商之付運，及取消其作為合格供應商的資格，以確保本公司項目品質之可靠。項目於物料選用上亦會考慮到其對健康的影響，均要符合國家綠色環保相關規範要求（包括《民用建築工程室內環境污染控制規範》GB-50325-2001D的規定），確保不會對用戶健康造成負面影響。本集團亦高度重視房地產項目的維修和保養，除了要求承建商簽訂維修服務承諾書履行工程修保責任外，亦於需要時向承建商的維修人員進行維修服務禮儀培訓教育，確保其水平達到本集團的要求。

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The Group has detailed rules in the field of service quality performance. To standardise the management behaviour, stick to quality products and ensure construction quality, the Group has established a “red and yellow cards” warning mechanism to clarify red line behaviours and accountability measures. The Group has defined the behaviours that cause significant losses or hidden dangers to quality, safety, construction schedule and other aspects in the project management or not meeting the relevant management requirements of the Group as the project management red line behaviours. Each type of red line behaviours is classified and described in detail, and a set of corresponding points deduction standard has been established. For the red line behaviours in project management, the Group stipulates that the headquarters’ engineering customer service department, headquarters’ human resources and administration department, regional engineering customer service department, urban engineering customer service department, urban human resources and administration department, urban operation management department and project centre are responsible for the inspection, criticism, warning and release, accountability and rectification. The Group has developed corresponding accountability measures for entities subject to different warnings (“**red and yellow cards**”). Taking the accountability of construction units as an example, the Group requires the units subject to the yellow card warning to rectify timely and stops its bidding for 3 months, and requires the units subject to the red card warning to stop work and perform rectification and stops its bidding for 6 months. If any entity is subject to yellow or red card warning, its score in the quarterly performance evaluation will be adversely affected. At the same time, the legal and internal audit department of the Group performs routine internal audits and legal inspections according to the annual plan. During the routine audit process, spot checks have been carried out on the performance of project contracts and the construction according to the drawings, and rectification and improvement are advocated to ensure that the field construction complies with the contract and design requirements. Moreover, the Group entrusts a third-party research company to rate the service quality of the Group, the results of which shows that our quality well surpasses our industry peers.

本集團對服務質量績效領域有詳細的規定。為規範管理行為，堅守質量底線，確保施工安全，集團建立了「紅黃牌」警示機制，明確紅線行為和問責辦法。集團將對於工程管理中對質量、安全、進度及其他維度造成重大損失、隱患或不符合集團相關管理要求的行為定義為工程管理紅線行為，同時對每個維度的紅線行為進行要點詳細分類，提供行為描述，並制定相應的扣分標準。對於工程管理紅線，集團規定由總部工程客服部、總部人力行政中心、區域工程客服部、城市工程客服部、城市人力行政部、城市運營管理部和項目中心這些部門進行檢查、通報批評、警示下達與解除、問責和整改等。集團亦對收到不同警示（「**紅黃牌**」）的單位制定了相應的問責辦法。以施工單位問責為例，集團對收到黃牌警示的單位要求限期整改並停標3個月；而收到紅牌警示的單位則要求停工整頓並停標6個月。收到紅、黃牌將影響在季度履約表現評核中的評分。同時，集團法務監察及內審部按年度計劃開展例行審計及法務巡檢。例行審計過程中對工程合同履約及按圖施工情況進行抽查，並督促整改，確保現場施工符合合同約定及設計要求。且集團聘請第三方調研對集團服務質量進行評分，評分結果表示我們之服務質素遠遠高於同行。

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In addition, the Group also requires property management companies to provide appropriate trainings for their staff to ensure that they have sufficient knowledge and skills to serve all customers. Property management companies shall provide their employees with external trainings on fire control, elevator management, electricians and other special jobs, so that they comply with the relevant government regulations such as the Regulation on Property Management issued by the Ministry of Commerce of the PRC to safeguard property occupiers.

The Group is committed to providing high quality property projects together with top-level services to meet the living, entertainment and business needs of our customers. The Group is widely recognised for its efforts and contributions to the property industry and its subsidiaries or projects have received various honours and certifications awarded by different institutions in 2024, including Top 3 Comprehensive Strength of National Industry and Urban Developers, Top 3 Light Asset Service Capability of National Industrial Parks, Key Park of Shenzhen Artificial Intelligence Industry Cluster, Demonstration Park of Shanghai Cultural and Creative Industry, Best Practice Award for Building Operation & Management in China, Top 10 Comprehensive Strength of Rental Housing Enterprises in China, and Top 10 Influential Housing Rental Operation Service Brands of the Year, Top 9 Industrial Park Operator in China and many other awards.

此外，本集團亦要求物業管理公司為僱員提供恰當的各類培訓，確保他們有足夠的知識及技能服務所有客戶。物業管理公司會為僱員提供消防上崗證件、電梯管理上崗證件、電工及其他特種行業上崗證件的外委培訓，使之符合政府相關法規（如中國商務部發出的《物業管理條例》）的要求，保障業戶的安全。

本集團致力於提供高品質的房地產項目，配以高水平的服務為客戶滿足生活、娛樂及商業需求。本集團於房地產行業所付出的努力及貢獻得到廣泛認同，旗下公司或項目於2024年繼續取得多個不同機構頒發的榮譽及認證，如全國產城發展商綜合實力TOP3、全國產業園區輕資產服務力TOP3、深圳市人工智能產業集群重點園區、上海市文化創意產業示範園區、中國建築運營管理最佳實踐獎、中國住房租賃企業綜合實力TOP10、年度影響力住房租賃運營服務十強品牌、中國產業園運營商第九名及許多其他獎項等。

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環境、社會及管治報告

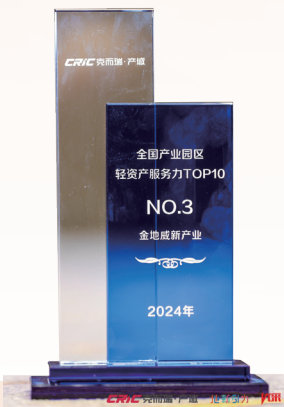
Key Awards & Certifications

重點獎項及認證

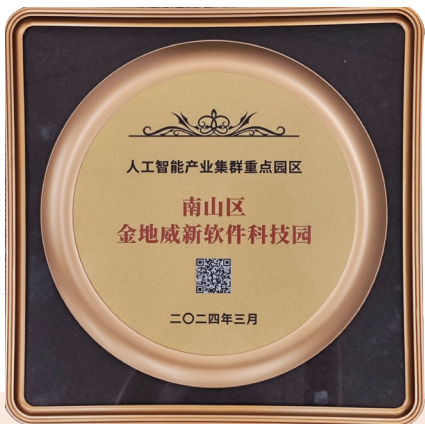
**Top 3 Comprehensive Strength
of National Industrial and Urban Developers**
全國產城發展商綜合實力TOP3



**Top 3 Light Asset Service Capacity
of National Industrial Parks**
全國產業園區輕資產服務力TOP3



**Key Park of Shenzhen Artificial
Intelligence Industry Cluster**
深圳市人工智能產業集群重點園區



**Demonstration Park of Shanghai
Cultural and Creative Industry**
上海市文化創意產業示範園區

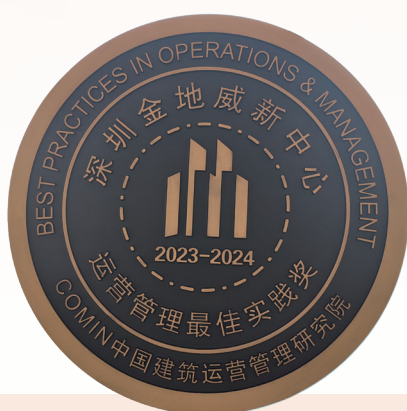
2023-2025年度上海市文化創意產業園區名單		
注：排名不分先後，前24家為市級示範園區		
序號	名稱	申報單位
1	上海張江文化創意產業園區	上海張江文化控股有限公司
2	國家對外文化貿易基地（上海）	上海東方匯文國際文化服務貿易有限公司
3	上海世博城市最佳實踐區	上海世博城市最佳實踐區商務有限公司
4	上海8號橋文化創意產業園區	上海八號橋房屋租賃有限公司
5	800秀	上海八佰秀企業管理有限公司

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Key Awards & Certifications 重點獎項及認證

**Best Practice Award for Building
Operations & Management in China**
中國建築運營管理最佳實踐獎



**Top 10 Comprehensive Strength of
Rental Housing Enterprises in China**
中國住房租賃企業綜合實力TOP10



**Top 10 Influential Housing Rental
Operation Service Brands of the Year**
年度影響力住房租賃運營服務十強品牌



Top 5 National Cutting-Edge Industrial Parks
全國新銳產業園區TOP5



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Key Awards & Certifications 重點獎項及認證

Top 9 Industrial Park Operator in China 中國產業園區運營商第九名



Top 10 National Excellent Industrial Parks 全國優秀產業園區TOP10



Influential Housing Rental Operation Service Enterprise of the Year 年度影響力住房租賃運營服務企業



Top 30 Comprehensive Strength of Real Estate Asset Management in China 中國不動產資管綜合實力TOP30



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Key Awards & Certifications

重點獎項及認證

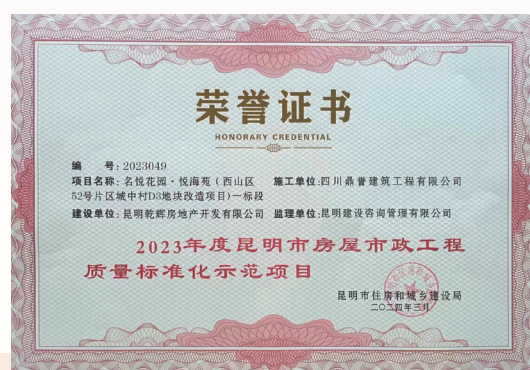
High-Quality Structural Engineering in Xuzhou

徐州市優質結構工程



Demonstration Project of Kunming Housing Municipal Engineering Quality Standardization

昆明市房屋市政工程質量標準化示範項目



Urban Life Award

城市生活大賞



National Biomedical Theme Industrial Park Ranking

全國生物醫藥主題產業園區榜



Top 10 Centralized Apartments in China

全國集中式公寓TOP10



Environmental, Social and Governance Report

環境、社會及管治報告

Property project advertising and labelling

The Group firmly believes that only through a renowned brand can win customers' trust and gain their long term support. Therefore, while dedicated to providing high quality projects to satisfy customers' needs, the Group upheld its sincerity to serve its customers and ensures transparency and accuracy of the information relating to its projects and services in the course of engineering, procurements, sales and services, in order to prevent misleading customers or prejudicing their interests. The Group makes certain that all sales and promotional documents and information are prepared in compliance with the requirements of relevant advertising laws and regulations (e.g. The Advertising Law of the People's Republic of China and the Regulatory Measures on the Sale of Commercial Houses). Personnel with relevant knowledge of advertising laws in the marketing department will review the marketing materials in order to make sure that facts are objectively reflected and there are no exaggerated or false marketing malpractices. The Group put forward specific requirements for sales staff, integrated the dos and don'ts under the Advertising Law, issued the "Specifications for the Marketing and Advertising Management of Gemdale Properties" for the reference of sales staff, held sales and marketing courses for sales staffs, and promoted marketing standards through WeChat official account.

房地產項目廣告和標籤

本集團深信只有良好的品牌信譽才能建立顧客信心，爭取客戶長期支持。因此，在強調提供優質項目以滿足客戶要求的同時，本集團懷着真誠服務客戶，在工程、採購、銷售及服務流程中均確保項目及服務信息之透明度及準確性，防止誤導或損害客戶權益。本集團確保所有的銷售、推廣文件及數據皆符合相關廣告法例法規（如《中華人民共和國廣告法》及《商品房銷售管理辦法》）的要求，市場營銷部門均有具備廣告法相關知識的人員對營銷材料進行審閱，確保其客觀地反映事實，不存在誇張失實之不當營銷手法。集團對銷售人員制定明確要求，整合廣告法下的「雷區」和「對策」，發佈《金地商置營銷廣告管理規範要求》供銷售人員參考，並為銷售人員舉辦銷售業務課程、推出科普營銷規範的微信推送。

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In order to regulate the promotional brochures of the projects and provide guidelines for the relevant staffs, the Group has formulated the Operation Guidelines on Risk Control of Marketing Promotion and On-site Publicity. The guidelines expressly state the four advertising and promotion principles, namely truthfulness, legality, fairness, and integrity. In the meantime, the appearance of certain contents (such as promises of appreciation or investment returns, geomancy, divination and other feudal superstitious contents, ranking or comprehensive evaluation of enterprises and their goods and services such as "leading market brand", etc.) are explicitly prohibited, and the terms used in advertisements are regulated. The legal department of the Group also conducts routine marketing audits and legal inspections in accordance with annual plan to check the promotional activities of projects, while the self-inspections are being conducted in marketing regions periodically to ensure compliance with the relevant provisions of the Advertising Law.

In addition, the guidelines also have strict provisions on the use of portrait rights, name rights and intellectual property rights in advertising. The use of pictures, calligraphy and music in advertisements may involve the copyright of others, and the written consent of the copyright owner must be obtained; where patents are involved in an advertisement, the patent number and type of patents shall be indicated. Patent applications that have not been granted and patents that have been terminated, revoked or invalidated cannot be used in advertisements. The Group, through the above guidelines, fulfills its responsibility to protect intellectual property rights.

為對項目宣傳材料做出規範，並為相關員工提供指引，本集團已制定《營銷宣傳風險管控及現場公示作業指引》。指引中明示了四個廣告宣傳原則，包括真實、合法、公平和誠實信用。同時，明確禁止了部分內容的出現（如升值或者投資回報的承諾，風水、占卜等封建迷信內容，對企業及其商品、服務進行排序或綜合評價如「市場主導品牌」等），並對廣告的用語有所規範。集團法務監察部亦按年度計劃開展例行營銷審計及法務巡檢，對項目宣傳推廣活動進行檢查；而營銷區域也會不定期進行項目營銷自檢，以確保符合廣告法相關規定。

此外，指引亦就廣告中的肖像權、姓名權和知識產權使用有嚴格規定。廣告中使用圖片、書法、音樂，均有可能涉及他人著作權，必須取得著作權人的書面同意；廣告中涉及專利的，應當標明專利號和專利種類。不能使用未授予專利權的專利申請和已經終止、撤銷、無效的專利做廣告。透過上述指引，本集團履行保障知識產權的責任。

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The Group has formulated and implemented a number of management systems including the “Specifications for Promotion Policies Management of Gemdale Properties”, the “Car Park Full Cycle Management System of Gemdale Properties”, the “Marketing Expenses Management Measures of Gemdale Properties”, the “Performance Assessment and Remuneration Management System for Marketing Direct Sales Team of Gemdale Properties” and the “Marketing System Post Allocation and Remuneration Management Measures of Gemdale Properties”, with an aim to regulate the Group’s marketing and sales policies in order to ensure the compliance of marketing management.

During the year, two official guidelines were issued, namely the “Bulk Sales Incentive Plan of Gemdale Properties Group (2024 Revised Edition)” and the “Standard Requirements for Construction Costs-to-Housing Management (2024 Edition)”, to further optimize and improve the bulk sales incentives and offset construction costs against properties sales management process.

集團已制定並實施了多項管理制度，包括《金地商置促銷政策管理規範要求》、《金地商置車位全週期管理制度》、《金地商置營銷費用管理辦法》、《金地商置營銷自銷團隊績效考核及薪酬管理制度》、《金地商置營銷體系崗位配置及薪酬管理辦法》，旨在規範集團的營銷及銷售政策，以確保營銷管理的合規經營。

本年度針對大宗銷售激勵和工抵房管理，發佈了《金地商置集團大宗銷售激勵方案（2024修訂版）》及《金地商置工抵房管理規範要求（2024版）》2份公司指引，以進一步優化和完善大宗銷售激勵及工抵房管理的相關流程。

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Customer service

The Group focused on establishing good and long-term relationships with its customers and increasing customer loyalty. Hence, the Group has established comprehensive after-sales service and customer feedback channels to regularly collect comments and complaints over our services and product quality. Designated personnels are responsible for follow-ups and improvements to ensure that all comments and complaints from our customers are handled satisfactorily. Inspections are conducted on facilities and equipment in public areas of community and hygiene of the environment is checked before delivery of the property.

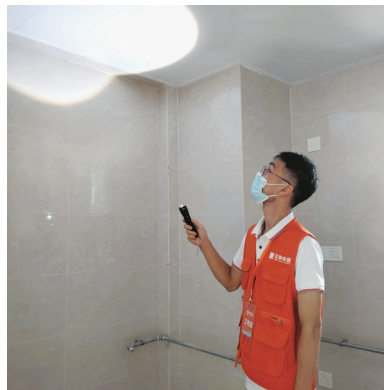
In addition, strict inspection rules for property projects are established, acceptance procedures, policies and quality standards are formulated, and the inspection work of the projects are organised by the property engineers, which not only allows verification by both parties but also ensures quality to meet customers' needs. In order to safeguard both parties and assure environmental safety, new tenants are not only required to provide their personal identity information, but also required to sign the Fire Control Responsibility Statement for Leasing Premises. The Handbook of Fire Prevention Knowledge will also be delivered by the Group to ensure that its tenants possess adequate knowledge on fire safety.

客戶服務

本集團着眼於與客戶建立良好及長遠的關係，增加客戶忠誠度，因此本集團設立完善的售後服務及客戶意見反映渠道，定期收集所有關於服務、產品質量等的意見和投訴，並由專責人員負責進行跟進及改善，確保所有客戶意見及投訴都得到滿意處理。在物業交付時，本集團會對社區內公共區域設施設備是否完好、園區是否清潔衛生進行驗收。

另外，項目亦建立嚴格的物業驗收規範，制定驗收流程、政策及質量標準，由物業工程人員組織項目承接查驗工作，除雙方身份得以驗證外，也確保項目質量滿足客戶要求。而為了保障雙方及環境安全，新租戶除要身份驗證外，亦要簽訂《租賃單元消防安全責任書》，而本集團也會發放《消防知識手冊》，確保租戶有足夠的消防安全知識。

Project Inspection 項目查驗



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Unit	單位	2024 2024年		2023 2023年	
		Complaints about service quality 接獲關於 服務品質 的投訴	Customer Satisfaction 客戶滿意度	Complaints about service quality 接獲關於 服務品質 的投訴	Customer satisfaction 客戶滿意度
Nanjing Weipan (Nanjing Nanbuxincheng)	南京威盤 (南京南部新城)	17	67%	20	85%
Xiamen Jinlianbao	廈門金聯保	0	100%	N/A* 不適用*	N/A* 不適用*
Beijing Xinhui	北京鑫匯	21	100%	N/A* 不適用*	N/A* 不適用*
Xuzhou Weisheng (Xuzhou Qianzhouwo)	徐州威盛 (徐州前周窩)	0	89%	N/A* 不適用*	N/A* 不適用*
Nanjing Weili (Nanjing Lishui)	南京威立 (南京溧水)	0	80%	N/A* 不適用*	N/A* 不適用*
Langfang Xingsheng Huihuang	廊坊興晟輝煌	68	91%	N/A* 不適用*	N/A* 不適用*
Shenzhen Weixin	深圳威新	0	100%	0	100%

* Xiamen Jinlianbao, Beijing Xinhui, Xuzhou Weisheng, Nanjing Weili and Langfang Xingsheng Huihuang were not included in the scope of the 2023 ESG report, and are therefore not disclosed.

* 廈門金聯保、北京鑫匯、徐州威盛、南京威立及廊坊興晟輝煌並不在2023年環境、社會及管治報告範圍內，故沒有披露相關數據。

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In 2024, there was a drop in the number of complaints received by the Group in relation to the service quality of Nanjing Nanbuxincheng which was mainly attributable to the successful delivery of the property units. Its low customer satisfaction was mainly due to the presentation of the community and the surrounding facilities are not in line with the expectations of the owners. While there was no complaint in Shenzhen Weixin which was the same as compared to last year. The average customer satisfaction rate of the above seven projects in 2024 was 90%.

We consider that customer complaints are invaluable for examining the product and service quality of the Group. The Group has established a professional customer service team for handling and following up with customer complaints of different projects, as well as to collect customer feedback through our customer service hotline. In addition, the Group has set service indicators for customer service and set appropriate standards for indicators such as “the time required to confirm a complaint is received”, “the time required to handle and address complaints”, “complaint response rate”, etc. according to the characteristics of each project (e.g. nature of the project, size of the project, customer base, etc.). Customer service personnel also conduct random checks on the handlings to ensure that such customer claims are properly resolved.

Customer privacy

The Group has responsibility to protect privacy of its customers and consumers. In addition to the public documents prescribed by laws and regulations, the Group strictly complies with relevant privacy regulations and regulates its subsidiaries to follow four information protection principles, including:

在2024年，本集團收到有關南京南部新城服務品質的投訴較2023年有所減少，主要得益於該物業項目的順利交付，其客戶滿意度不高主要是由於社區的呈現效果與周邊配套方面與業主的預期有所差距；而深圳威新則沒有相關投訴，與2023年一致。以上7個項目在2024年的客戶滿意度平均值達90%。

我們認為客戶的投訴是反映本集團產品及服務質量的寶貴渠道。本集團已為各項目建立專業的客戶服務團隊處理及跟進客戶投訴，透過客服熱線接收客戶回饋。本集團為客戶服務訂立服務指標，按各項目的特性（例如項目性質、規模、客戶群等）設定針對「確認收到投訴所需時間」、「投訴處理回覆時間」、「投訴回覆率」等指標訂立適當的標準，後續客服人員不定期抽查處理結果以確保客戶要求得到妥善處理。

客戶私隱

本集團有責任保護客戶及消費者的私隱。除法律法規所訂明的公示文件外，本集團嚴格遵守相關的私隱條例，並規定旗下公司必須遵守集團訂明的4項保障數據原則包括：

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1. Information collection and purposes:

The Group only collects personal information that is necessary for its operations, which shall be used only for legitimate purposes and events specified when collecting such information. In addition, our customers are informed of their rights, such as reviewing and correcting information, as well as to whom the information may be transferred.

1. 資料收集內容和目的說明：

本集團只會收集營運必需的個人資料，所收集的資料亦只會用於合法目的和收集時已訂的特定活動上；此外，我們讓客戶明白自己的權利，例如審閱和改正數據，和該數據可能會轉給哪類人士。

2. Use of information:

To protect customer personal information from unauthorised or unintended access and use, we have implemented various network security protection procedures so as to make sure that the reviewing party's access to the information is restricted, thereby minimising the risk of information leakage.

2. 數據使用：

為確保客戶個人資料不會未經授權或意外處理和使用，我們實施多項網絡保安防護工作，以及確保審閱人士的權限受到管制，減低資料外洩的風險。

3. Disclosure of information:

Any disclosure of information is strictly prohibited, unless explicit consent and permission from the owner of the information is obtained. In the event that a written notice is sent to the Group to revoke the authorization previously granted, we will update our database and respond as soon as possible to ensure maximum protection of customer interests.

3. 資料披露：

除非數據得到數據擁有者明確的同意和允許，我們絕不容許任何數據披露。如他們向本集團發出書面通知，撤回先前所給予的授權，我們會盡快做出數據庫更新和回應，確保能夠全面保障客戶權益。

4. Information storage period:

We take feasible and effective measures, and delete personal information that is no longer needed for the purpose of business operation.

4. 數據保留時限：

我們採取可行和有效的措施，刪除已不再為營運目的所需要的個人資料。

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The Group continues to work on providing quality property projects and increasing customer satisfaction, and is committed to complying with the Construction Law of the People's Republic of China, the Regulation on the Quality Management of Construction Projects, the Product Quality Law of the People's Republic of China, the Urban Real Estate Administration Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, the Civil Code of the People's Republic of China, the Advertising Law of the People's Republic of China, etc.

During the Reporting Period, the Group was not aware of any material violation of applicable laws and regulations on privacy, sales, product and service quality.

1.2. Anti-corruption

Corporate principle of integrity and incorruptibility

The Group strongly adheres to the principles of openness, responsibility, honesty and integrity. All employees are required to strictly comply with individual and professional ethical standards. According to the "Gemdale Properties Supervision and Management System", we require all employees (full-time and part-time) to strictly abide by personal and professional ethics, and regularly participate in integrity education and publicity and training of personal ethical standards carried out by the legal and internal audit department to ensure that our principles of integrity and honesty are integrated into our daily operations. The legal and internal audit department of the Group is delegated to assist the Audit Committee and/or the Board in monitoring and identifying the compliance risks across the Group's businesses as well as regularly report on them. The legal department regularly organises integrity training for staffs, warning all staff to abide by laws and uphold integrity in their conducts. The audit department of Gemdale Corporation also regularly pushes anti-corruption and compliance publicity on the Company's intranet. All new staffs are required to participate in integrity/anti-corruption training as a mandatory training course.

本集團會繼續以優質房地產項目及客戶滿意度為目標，並承諾遵守《中華人民共和國建築法》、《建設工程質量管理條例》、《中華人民共和國產品質量法》、《中華人民共和國城市房地產管理法》、《中華人民共和國消費者權益保護法》、《中華人民共和國民法典》和《中華人民共和國廣告法》等。

於報告期間內，本集團並無發現任何重大違反與私隱、銷售、產品及服務品質相關的適用法例法規的情況。

1.2. 反貪污

誠信與廉潔的企業原則

本集團一直努力不懈堅守開明、負責任及正直誠實的宗旨，所有僱員均需嚴格遵守個人及專業操守。根據《金地商置集團監察管理制度》，我們要求所有僱員（全職及兼職）均需嚴格遵守個人及專業操守，定期參與由法務監察部開展的廉潔教育及個人道德準則的宣講培訓，確保我們誠信與廉潔的企業的原則已融入日常運營。本集團的法務監察及內審部獲授權協助審核委員會及／或董事會監察及識別本集團各項業務的合規風險，並定期作出報告。法務監察部定期開展員工廉潔教育宣講培訓，警示廣大員工遵紀守法、廉潔從業。金地集團審計監察部定期在公司內部網絡推送反腐及合規宣傳。而所有新入職的僱員均需參與廉潔／反貪腐培訓，作為新人培訓必修課。

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Case

案例



Integrity education and training

The legal and internal audit department organised 6 sessions of integrity training for new staff recruited from society and all staff from the regional (urban) subsidiaries and operation projects of the Group. The topics of the training sessions included:

- The significance of continuous proclamation and implementation: Integrity and self-discipline is required to abide by the law, to comply with rules and disciplines, and for long-term personal development.
- The sharing of typical internal cases: sharing “5 types of cases”
- The call to integrity and self-discipline: casting the “7 aspects of accountability” well
- Disclosure of complaint and whistleblowing channels

The number of staffs participating in each training session ranged from 200 to 600 (with a total attendance of nearly 2,400 in 2024), including employees from all levels and department heads. Each training session lasted for approximately 30 minutes. Staff’s awareness to law-abidingness, integrity and self-discipline was raised through delivering the integrity and discipline requirements during training and sharing sessions.

In addition, new employees of the Group are required to complete the integrity training through online courses. In 2024, 143 employees have completed the online integrity courses.

廉潔教育宣講培訓

法務監察及內審部向集團透過社會招聘的新員工以及下屬區域（城市）公司、運營項目全體員工開展了6場廉潔教育宣講培訓。培訓議題為：

- 持續宣貫的意義：廉潔自律是守法的需要、遵規守紀的需要、個人長遠發展的需要
- 典型內部案例分享：分享「五類案例」
- 廉潔自律號召：算好「七筆賬」
- 公示投訴舉報渠道

每次參與培訓人員在200至600人之間（2024年累計培訓人員近2,400人次），涵蓋公司各層級員工及領導幹部。每次培訓時間30分鐘左右。通過培訓、分享，向員工傳達公司廉潔紀律要求，提升員工遵紀守法及廉潔自律意識。

此外，集團新入職員工也需通過在線課程的方式，完成廉潔教育培訓。2024年共有143名員工完成在線廉潔教育課程。

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We require employees to report conflicts of interest on a regular basis (when clues that may involve corruption matters are obtained through receiving whistle-blowing reports or internal audits, the legal department will organise special investigations and issue special investigation reports) in order to prevent their private interests from interfering with the interests of the Group in any way, and stipulate that they must not assume any position involving conflicts of interest, and cannot participate in any decision involving conflicts of interest. If employees have any questions about such matters as anti-corruption, integrity and business ethics, they can also consult the legal department by phone and email for appropriate guidance.

The Group has clear whistle-blowing mechanisms and channels, including a 24-hour telephone hotline and email reporting system. Upon receiving a case of whistle-blowing, the independent legal department will immediately conduct preliminary verification and evaluation to form a preliminary assessment and further handle the case according to the preliminary assessment. If the case proves to be valid, the supervisory staff will conduct a comprehensive and in-depth investigation by collecting business data and information, site visits, inquiring the persons concerned and insiders, onsite verification, summarisation, comparison and analysis. The findings will be reported to the management of the Group, who will then decide whether to take further legal actions depending on the nature and impact of the case. In order to ensure the legal rights of the whistle-blower, the supervisory staff adheres to confidentiality principles and keeps the contents and progress of investigation strictly confidential. Close attention will be paid to the methods of investigation. The Group strictly guarantees the rights and interests of the whistle-blowers and has established a confidentiality mechanism to prevent the leakage of personal information, and strictly prohibits retaliation against any person who raises concerns or reports or participates in investigations.

我們要求僱員定期上報利益衝突情況(通過受理投訴舉報或內部審計獲得可能涉及貪腐事項的線索，法務監察部會組織開展專項調查，並出具專項調查報告)，以防他們的私人利益以任何方式妨礙集團的利益，並規定其不得擔當任何涉及利益衝突的職務，也不能參與任何涉及利益衝突的決策。如僱員對反貪腐、廉潔及商業道德事宜有任何疑問，他們亦可以透過電話及電郵諮詢公司法務監察部，以取得適當的指引。

本集團擁有清晰之舉報機制及渠道，包括24小時運作的電話熱線及電郵舉報系統。一旦收到舉報，獨立的法務監察部門將第一時間進行初步核實與評估，形成初步評估結果，並根據評估結果進行進一步處理。如舉報屬實，監察人員將通過收集業務資料及信息、走訪調查、詢問當事人及知情人、現場核查、匯總梳理、比對分析等方法進行全面深入調查，並將調查結果向集團管理層匯報，視乎事件性質和影響決定是否採取進一步法律行動。為保證投訴舉報人的合法權益，監察人員堅守保密原則，對調查內容及進展情況嚴格保密，在調查方法方面也十分注意。本集團嚴格保證舉報人自身權益和安全，並已設立保密機制防止個人信息洩露，嚴禁對任何提出疑慮或舉報或參與調查的任何人員實施報復行為。

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Our legal and internal audit department is responsible for performing internal audit and supervision functions. The department is responsible for internal control evaluation and auditing in accordance with the “Gemdale Properties Supervision and Management System”, “Gemdale Properties Internal Control Evaluation and Audit System”, “Gemdale Properties Accountability System” and annual audit plan. After each audit, the legal department would fully communicate with the audited unit on the deficiencies in internal control systems through meetings, emails, telephones, etc., urge rectification and improvement in respect thereof, organise a publicity and implementation meeting on integrity, and require all staff of the audited unit, including management and senior management, to participate in the meeting and strengthen compliance awareness, so as to ensure the effective operation of the internal control mechanism. The legal department also conducts special investigations from time to time as and when required, in order to prevent and identify potential violations of the law and code of conduct and safeguard the interests of the Company. Violations and disciplinary problems verified by audits and special investigations will be notified in a timely manner and held accountable. Important audit results will be reported to the Group’s Audit Committee and the Board to ensure that the Audit Committee and the Board are aware of and assess the audit findings for impact evaluation.

我們的法務監察及內審部亦負責審計、監察工作，按照集團所制定的《金地商置集團監察管理制度》、《金地商置集團內控評估及審計制度》、《金地商置集團崗位責任追究制度》及年度例行審計工作計劃開展內控評估及審計工作。每次審計結束後，法務監察部都通過會議、郵件、電話等形式與被審計單位充分溝通審計內控差距，督促整改和提升；同時組織召開廉潔宣貫會，要求被審計單位包括高層及管理幹部在內的所有員工參加，強化合規意識，確保內控機制有效運行。法務監察部亦按需要不定期開展專項調查，防範和識別潛在的違規、違紀行為，維護公司利益。對於審計及專項調查查實的違規、違紀問題及時予以通報、追究責任。重要審計結果將匯報至集團的審核委員會及董事會，確保審核委員會及董事會知悉，並評估重要審計發現的影響。

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In addition, the Group attaches great importance to corporate ethics when dealing with suppliers. The Group has zero tolerance for all forms of corruption and bribery. We require all suppliers and contractors to sign the “Integrity Agreement” and strictly comply with the relevant integrity and compliance regulations in the “Gemdale Properties Internal Control Evaluation and Audit System”. In addition, we regularly update the content of the clauses to suppliers according to the internal risk requirements. By signing the “Integrity Agreement”, which stipulates the code of conduct to be observed by the staff of the Group and suppliers, including the prohibition of any inappropriate transmission or acceptance of benefits which may affect business dealings as well as any form of threat, obstructive behaviour and retaliation, so as to convey to them the principles of compliance, integrity and self-discipline should be followed in the course of business. Moreover, the Group publicizes reporting channels such as telephone and email with the aim of discovering the potential risks of bribery, extortion, fraud and money laundering as soon as possible to reduce the probability of occurrence thereof and safeguard the Company's interests.

The Group firmly believes that, only by implementing a range of measures such as work integrity education, audit, sound supervision system and enhanced reporting and accountability mechanisms, as well as continuously regulating each decision-making procedure regarding business management, a mechanism of checks and balances along with mutual supervision could be developed to effectively raise the anti-corruption awareness of the employees, so as to safeguard the Group's financial and management effectiveness.

此外，本集團同樣重視與供應商業務往來過程中的企業操守。集團對於任何貪污及受賄行為持絕對零容忍態度，我們要求所有供應商及承包商簽署《廉潔協議》，並須嚴格遵循《金地商置集團內控評估及審計制度》中相關廉潔合規條款，並且我們會根據內部風險要求，定期向供應商更新條款內容。集團通過簽訂《廉潔協議》，明確集團員工及供應商員工往來時須恪守的行為規範，包括禁止任何不恰當及可能影響業務執行的利益輸送或收受，以及禁止任何形式的威脅、刁難和報復行為等，借此向其傳達業務往來過程中應遵循遵紀守法、廉潔自律等原則。同時，集團亦公示舉報渠道包括電話、郵件等，務求及早發現潛在賄賂、勒索、欺詐及洗黑錢風險，降低其發生的機率，維護公司利益。

本集團堅信，只有通過廉潔從業教育、審計、監察制度健全、舉報及問責機制強化等各項舉措，並持續規範各項業務管理決策行為，形成互相制約、互相監督的機制，才能有效提升員工的廉潔意識，進而保障集團的經濟及管理效益。

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The Group will continue to pay attention to the formulation or revision of relevant laws and regulations, and improve the implementation of risk management and internal control systems in a timely manner. The Group also carefully evaluates business risks periodically, and conducts special inspections on key businesses to promote the steady and sustainable development of the Group.

The Group will continue to abide by the relevant national anti-corruption laws, including Criminal Law of the People's Republic of China, Criminal Procedure Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China, Interim Provisions on the Prohibition of Commercial Bribery and Anti-Money Laundering Law of the People's Republic of China, etc., integrating the anti-corruption policy into the development plan and operating system of the Group. The Group strictly prohibits any form of money laundering and strictly requires employees to comply with laws and regulations. For potential violations, the Group has set up multiple reporting channels, such as telephone and email. Under the premise of confidential reporting content and safeguarding the rights and interests of the whistle-blowers, we will conduct strict investigation on the reported incidents. If any illegal behaviour is found, we will strictly deal with it in accordance with the "Gemdale Properties Accountability System".

During the Reporting Period, the Group was not aware of any material violation of applicable laws and regulations relating to the prevention of bribery, extortion, fraud and money laundering.

本集團將持續留意有關的法律法規的制定或修訂，及時地完善風險管理及內部監控制度的執行。本集團亦會定期仔細評估業務風險，並針對重點業務開展專項檢查，促進集團穩健地可持續發展。

同時，本集團會繼續致力遵守國家反貪污有關法例，包括《中華人民共和國刑法》、《中華人民共和國刑事訴訟法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》和《中華人民共和國反洗錢法》等，把反腐敗政策納入本集團發展規劃及營運體制中。本集團嚴禁任何形式的洗錢行為，嚴格要求員工遵守法律法規，針對潛在違規行為，集團已設立多條舉報途徑，如電話、郵件等。在保密舉報內容和保證舉報人的自身權益的前提下，我們會對舉報事件進行嚴密調查，如發現有任何違法行為，我們將根據《金地商置集團崗位責任追究制度》嚴格處理。

於報告期間內，本集團並無發現任何重大違反與防止賄賂、勒索、欺詐及洗黑錢相關的適用法例法規的情況。

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1.3. Supply Chain Management

Quality and environmental management of supply chain

The Group places great emphasis on the quality of its projects, so the Group has set up a standardised procedure in suppliers selection. The process is based on the supplier management system, and multiple business departments collaborate to conduct on-site project inspections of suppliers, understand the company's organisational structure model, business distribution, etc., and select units that meet the requirements of the Company's supplier management system to complete the report and process approval. To this end, the Group has launched a group-wide study of the supplier management system, requiring employees to understand the norms and management standards, standardise the Company's supplier management, strengthen the sharing and linkage of supplier resources, and improve the Company's management capabilities for suppliers.

The Group has adopted a stringent assessment process for six major categories of suppliers involving civil engineering, M&E, curtain wall, decoration, landscape and intelligence. These suppliers are required to be assessed through pre-bid meetings at the headquarter level to ensure the effective circulation and coordination of information in the supply chain and to prevent supplier issues caused by information blockages. In order to enhance transparency and collaborative efficiency, the Group also discloses internally the assessment results of civil engineering, M&E and decoration suppliers after the third-party evaluation on a quarterly basis to ensure that all relevant personnel can share and access such critical information.

1.3. 供應鏈管理

供應鏈品質及環境管理

本集團對項目品質有着極高要求，因此集團在選擇供應商方面有標準化的流程。該流程為根據供應商管理制度，由多個業務部門協同對供應商進行實地項目考察、了解公司組織架構模式、業務分佈等，選取符合公司供應商管理制度要求的單位完成匯報及流程審批。為此，集團已開展全集團範圍內學習供應商管理制度，要求員工了解規範及管理標準，規範公司供應商管理，加強供應商資源的共享和聯動，提升公司對供應商的管理能力。

對於涉及土建、機電、幕牆、裝修、景觀和智能化的六大類供應商，本集團採取了嚴格的評審流程。這些供應商需要通過總部級別的標前會議進行評判，以確保信息在供應鏈中有效流通及聯動，預防信息不暢導致的供應商問題。為了提升透明度和協作效率，本集團還會在每季度的第三方評估之後，將土建、機電、裝修等供應商評估結果在公司內部公開，保證所有相關人員都能共享和獲取這些關鍵信息。

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As the Group's project development and property management are outsourced to contractors and subcontractors, the Group's project quality and ESG performance depend, to a large extent, on the performance of its supply chain. As such, the Group has established a comprehensive supplier selection system, including the establishment of procedure documents covering supplier investigation, selection, bidding, subsequent supervision and evaluation to ensure that each selection phase is conducted with suitable criteria and consistent standards to exclude unqualified suppliers in a fair, impartial and open manner. In the event that the outsourced contractor fails to meet the requirements of the bidding documents, the contract or designated environmental measures, and is unable to guarantee the interests of the employees, the contract will be terminated in advance pursuant to the terms of the contract, and the outsourced contractor will not be engaged by the Group for a certain period.

In order to effectively control the quality of raw materials and services and reduce the ESG risks to which the Group is exposed, we continue to track the updates to laws and regulations related to supply chain quality, outsourced contractor employees' occupational safety as well as environmental management with reference to the risks faced by our peers, and have developed a series of internal control measures to identify, prevent and mitigate related risks. When we choose a supplier, we will consider whether the supplier's ESG measures are in compliance with national regulations, such as formulating effective measures to limit the emission of pollutants and waste during the production process, preventing the employment of child labour, etc. We develop an in-depth understanding of the supplier's construction methods and raw materials usage, and firmly implement green procurement.

由於本集團項目開發工程及物業管理均外判予承建商和分包商負責，本集團的項目質量及ESG表現很大程度取決於供應鏈的表現。因此，本集團已建立完善的供應商挑選機制，例如制定入圍考察、選擇、招投標、後期監督考評等一系列制度文件，確保每一個挑選過程都以合適的條件、統一的標準，公平、公正、公開地過濾不達標供應商。對於中標後提供服務的外判商在履約過程中達不到招標文件、合同、指定環保措施的要求，以及出現不能保證僱員利益等情況的，將按合同條款規定提前解約，並在一定時間內不再予以聘用。

而為有效地控制原材料、服務等的質素和降低本集團所承受的ESG風險，我們持續追蹤供應鏈品質、工程外判商的員工職業安全和環境管理相關法律法規的更新和參考同業所面對的風險，制定一系列內部控制措施識別、防範及緩減相關風險。我們選擇供應商時會考慮供應商的ESG措施是否符合國家規定，例如制定有效措施限制生產過程的污染物和廢料排放、防止僱用童工等，深入了解供應商的建築方法及原材料使用情況，堅定推行綠色採購。

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In addition, the Group strives to use local construction materials for its projects in order to reduce carbon emissions from the transportation of products and services. In FY2024, the major subsidiaries included in this Report cooperated with a total of 475 suppliers (2023: 670 suppliers), all of which were based in Mainland China.

1.4. Community Investment

Community involvement

As a responsible enterprise, the Group actively uses its own resources, as well as encouraging our employees to care for the communities in need and contribute to all sectors of society. Over the years, the Group has not only facilitated real estate development and development of relevant industries to create better living environment for society, but also fulfilled social responsibilities by actively participating in community and charitable activities and supporting national sports development matters, including community-based health and safety knowledge promotion and community-friendly activities, which have contributed to the society in various aspects. The Group will continue to fulfil its social responsibilities actively through its business network, and spare no effort to contribute to communities, support poor communities and the sectors in need in order to contribute to the sustainable development of society.

In 2024, various properties under Gemdale Properties carried out various public welfare activities to care for the communities.

此外，本集團所有項目都會盡量選用本地建築材料，以減少產品及服務運輸過程中產生的碳排放。在2024年財政年度，本報告中包含的主要項目子公司共與近475間供應商合作（2023年：670間供應商），這些供應商全部均位於中國大陸。

1.4. 社區投資

社區參與

作為負責任的企業，本集團積極利用其自身資源，並鼓勵員工一起關懷有需要之社群，為社會各界做出貢獻。多年來，本集團除了推進房地產開發及相關產業發展為社會帶來更高質素的生活環境外，亦積極參與社區及公益慈善活動，支持國家體育發展事項，履行社會責任，當中包括為社區提供與生活健康、安全相關的知識，以及推行關愛活動為社區帶來溫暖，從多個範疇回饋社會。本集團將會繼續結合業務網絡，積極履行社會責任，回饋社區不遺餘力，支持貧困社區及有需要幫助之界別，為社會的可持續發展作出貢獻。

於2024年，金地商置旗下各物業繼續舉辦各項公益活動，關心社區。

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Nanjing Xinyao Gemdale Plaza - “Scholarly Yaohua and Charity Sale with Love” public welfare activity 南京新堯金地廣場——「書香堯化，愛心義賣」主題公益活動

In December 2024, Nanjing Xinyao Gemdale Plaza, together with the Community Education Center of Yaohua Street in Qixia District, the Experimental Primary School of Qixia District, the National Reading Promotion Association of Qixia District, the Tutoring Headlines of Nanjing Press Media Group, and the Jiangsu Women and Children's Welfare Foundation and other organizations jointly held a public welfare activity with the theme of “Scholarly Yaohua and Charity Sale with Love”. A total of more than 1,000 people from Experimental Primary School of Qixia District participated in the activity, and the children brought their selected and carefully made good things to the site for sale. Each item was filled with love and carried the mission of sending hope to children in poor mountain areas. Through public welfare activities, let love gather into a powerful force and support a blue sky of dreams for children!

2024年12月，南京新堯金地廣場與棲霞區堯化街道社區教育中心、棲霞區實驗小學、棲霞區全民閱讀促進會、南京報業傳媒集團《家教頭條》和江蘇省婦女兒童福利基金會等組織共同舉辦「書香堯化－愛心義賣」主題公益活動；棲霞區實驗小學共計約有1,000餘人到場參與活動，孩子們將自己精心挑選和用心製作的好物帶到現場進行售賣，每一件物品都蘊含着滿滿的愛，肩負着為貧困山區的孩子們送去希望的使命。通過公益活動，讓愛匯聚成一股強大的力量，為孩子們撐起一片夢想的藍天！



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Nanjing Hexi Gemdale Plaza – the base of public welfare activities of the Cool Club

南京河西金地廣場——納涼俱樂部公益活動根據地

From August 2024, Hexi Gemdale Plaza and Wuhou Community, Jianye Shuangzha Street, Nanjing jointly built the “Hexi Gemdale Cool Club”, using the vacant shops on the 3rd floor for packaging transformation, setting up residents’ cool space, convenient dance room, and summer study room. At the same time, the site has become a base for residents to organize public service activities in the surrounding area, and has hosted events such as the “Great Protection of Yangtze River”. Every Monday to Wednesday, the Wuhou Community assists in recruiting summer college student volunteers to provide free summer homework tutoring for primary school students in the district. The summer study room adopts an online community reservation system, and the number of participants during the period exceeds 100. Every Thursday to Sunday, the Club opens chess and card board games and other equipment for residents to experience for free. In addition, the original bunk legacy dance room is repackaged and renovated, and provided free square dance rehearsals for middle-aged and elderly people in the district.

2024年8月起，河西金地廣場聯合南京建邺雙閘街道吳侯社區共同打造「河西金地納涼俱樂部」，利用3F空置舖位進行包裝改造，設置居民納涼空間、便民舞房、暑期自習室，同時該場地成為周邊居民舉辦各地公益活動的根據地，舉辦了同時舉辦了「長江大保護」等活動。每周一至周三，吳侯社區協助招募暑期大學生志願者為轄區內小學生提供免費暑期作業輔導。暑期自習室採用線上社群預約制，期間參與人數超100人。每周四至周日納涼俱樂部開放棋牌桌遊等設備供居民免費體驗，此外原舖位遺留舞房經重新包裝改造後，免費提供給轄區內中老年人進行廣場舞排練。



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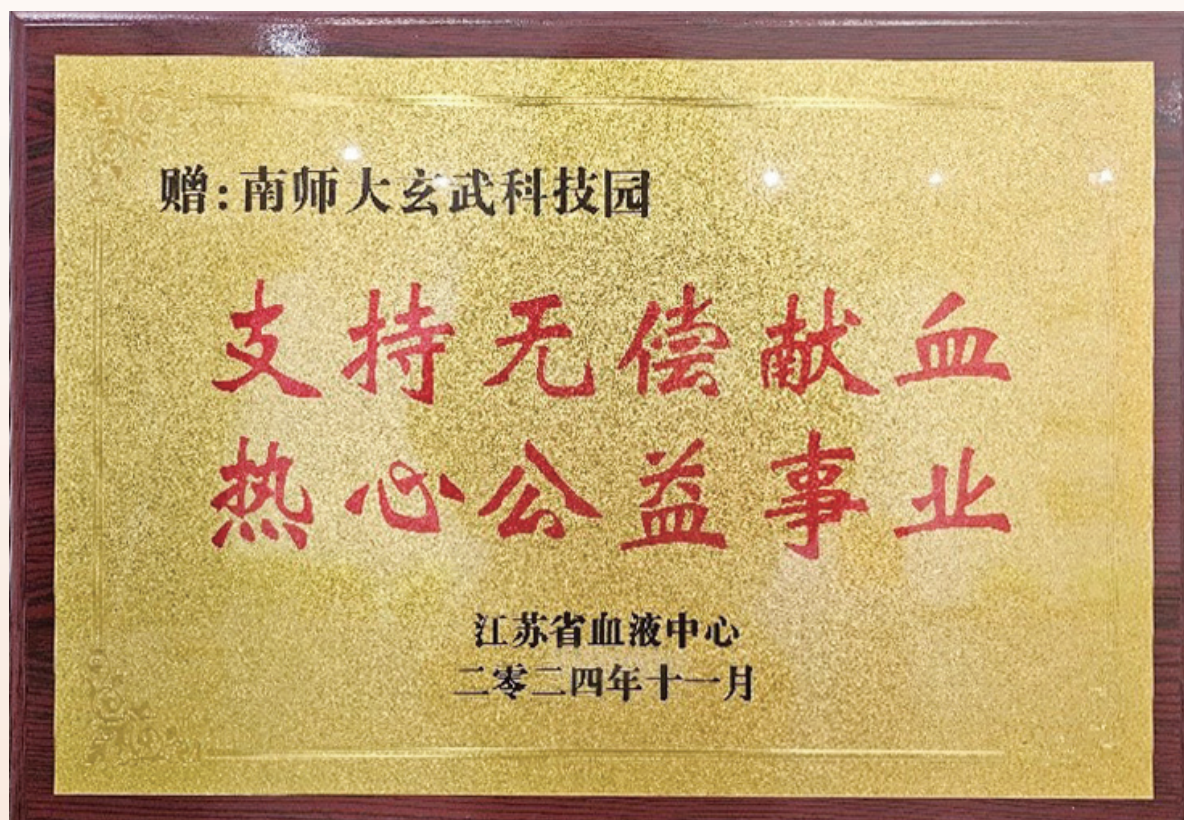
環境、社會及管治報告

Nanjing Gemdale Wutongli - “Light Up Life in the name of Love” blood donation and “Jiangsu Charity Week” donation activity

南京金地梧桐里——「以愛之名，點亮生命」無償獻血與「江蘇慈善周」愛心捐贈活動

In December 2024, Gemdale Wutongli (Xuanwu Science and Technology Park of Southern Normal University), together with Jiangsu Provincial Blood Center jointly held a blood donation activity with the theme of “Light Up Life in the name of Love” in the park. The staff of the park actively participated in the event to support the cause of unpaid blood donation. In December 2024, Gemdale Wutongli also participated in the “Jiangsu Charity Week” donation activity in Xuanwu District, donating a total of RMB1,000, which was mainly used for the implementation of the special projects of donation and the charity assistance to the poor groups in the district during the New Year’s Day and Spring Festival in 2025.

2024年12月，金地梧桐里（南師大玄武科技園）攜手江蘇省血液中心在園區開展主題為「以愛之名，點亮生命」的無償獻血活動。園區工作人員積極參與此次活動，支持無償獻血事業。2024年12月，金地梧桐里還參與了玄武區「江蘇慈善周」愛心捐贈活動，共捐贈人民幣1,000元整，善款主要用於愛心捐贈專場項目實施和2025年元旦、春節期間對區貧困群體的慈善救助。



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Shanghai Gemdale Strongberry Community – Jiuliting Street “YE Jiuli” Youth Night School Program 上海金地草莓社區——九里亭街道「YE九里」青年夜校活動

Shanghai Jiuliting Street and Gemdale Strongberry Community, Jiuting Store organized the “YE Jiuli” Youth Night School Program. Through the integration and mobilization of social resources, we carried out public welfare courses to help young people touch more fields of knowledge and skills, and help young people grow and become talents. The activities were carried out in a way that young people loved, and activities such as “Chinese style flower arrangement” and “coffee tasting”, etc. were held successively to stimulate young people’s enthusiasm for learning, improve their comprehensive quality, and further create a strong atmosphere of “the city is more friendly to young people, and young people are more promising in the city”.

上海九里亭街道聯合金地草莓社區九亭店組織「YE九里」青年夜校。通過整合、籌措社會資源力量，開展公益課程，幫助青年觸及更多領域的知識與技能，助力青年成長成才。活動以青年人群喜愛的方式進行，陸續舉辦了諸如「國風插花」、「咖啡品鑑」等活動，激發青年人學習熱情，提升青年人綜合素質，進一步營造了「城市對青年更友好，青年在城市更有為」的濃厚氛圍。



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Chengdu Gemdale Weixin Wenjiang Intelligent Manufacturing Park – “Enterprise Growth and Policy Assistance”

成都金地威新溫江智造園——企業成長，政策助力

In May 2024, Chengdu Gemdale Weixin Wenjiang Intelligent Manufacturing Park held a symposium with the theme of “Enterprise Growth and Policy Assistance”. By integrating the resources of the public service platform, building various policy training platforms, carrying out seminars and exchanges, the park helps enterprises introduce innovative resources, and does a good job in policy analysis and interpretation and reward support application guidance for enterprises, aiming to continuously promote the efficient and healthy development of small and medium-sized enterprises in the park, and forge long boards to make up for shortcomings for regional industrial development.

2024年5月，成都金地威新溫江智造園舉辦了以「企業成長，政策助力」為主題的專題座談會。園區通過整合公共服務平台資源，搭建各類政策培訓平台、開展座談交流，幫助企業引進創新資源，為企業做好政策分析解讀和獎勵扶持申報輔導，旨在持續推動園區中小企業高效健康發展，為區域產業發展鍛長板補短板。



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Chengdu Gemdale Weixin Wuhou Science and Technology Innovation Park – public welfare activity of free TCM consultation

成都金地威新武侯科創園——中醫義診公益活動

In April 2024, in order to improve the “sub-health” of the workplace and escort the health of “workers”, Chengdu Gemdale Weixin Wuhou Science and Technology Innovation Park held a public welfare activity of free TCM consultation, and the park invited professional doctors from West China Institute of Chinese Medicine to visit the scene in person, through TCM tongue diagnosis, hand diagnosis, face diagnosis and other methods, so that employees can understand and pay attention to their own shoulder and neck, lumbar spine, gastrointestinal and other health problems, and employees can feel warm from Gemdale Weixin Park.

2024年4月，為改善職場「亞健康」，為「打工人」健康護航，成都金地威新武侯科創園舉辦了一場中醫義診公益活動，園區方邀請華西中醫藥研究所專業醫師親臨現場，通過中醫舌診、手診、面診等方法，讓企業員工了解、關注自身的肩頸、腰椎、腸胃等健康問題，讓企業員工感受來自於金地威新園區的溫度。



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Guangzhou Gemdale Weixin Huangpu Science and Technology Innovation Park – a grand event for the collaborative development of intelligent manufacturing industry

廣州金地威新黃埔科創園——智能製造產業協同發展盛會

In November 2024, Guangzhou Gemdale Weixin Longsheng Huangpu Science and Technology Innovation Park successfully held a coordinated development activity for the intelligent manufacturing industry, focusing on the “collaborative development of industries; Precise docking for a win-win situation”, bringing together the Huangpu District Council for the Promotion of International Trade, the leaders of Lianhe Street and well-known scholars in the field of intelligent manufacturing, attracting nearly 80 intelligent manufacturing enterprises and innovative talents in the industry. At the meeting, the Industry and Information Technology Bureau in Huangpu District explained in detail the policies to support enterprises, encourage enterprises to innovate and enhance their strength, and the expert sharing session also provided industry insights and forward-looking thinking. The meeting effectively promoted the information sharing and resource docking within the industry, and injected strong impetus into the transformation, upgrading and sustainable development of the intelligent manufacturing industry.

2024年11月，廣州金地威新龍盛黃埔科創園成功舉辦了智能製造產業協同發展活動，活動聚焦「產業協同齊發展，精準對接謀雙贏」，匯聚了黃埔區貿促會、聯和街道領導及智能製造領域知名學者，吸引了近80家智能製造企業和行業創新人才。會上，黃埔區工業和信息化局詳細解讀了扶企政策，激勵企業創新和增強實力，專家分享環節也提供了行業洞察和前瞻性思考。會議有效促進了行業內部信息共享與資源對接，為智能製造行業的轉型升級與持續發展注入了強勁動力。



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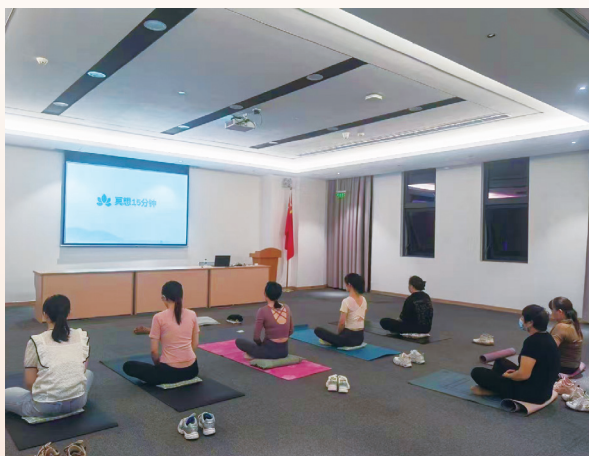
環境、社會及管治報告

Shanghai Gemdale Weixin Hongqiao Science and Technology Innovation Park – public welfare yoga classes

上海金地威新虹橋科創園——公益瑜伽課

In October 2024, Shanghai Gemdale Weixin Hongqiao Science and Technology Innovation Park organized a series of public welfare yoga classes, attracting employees of enterprises in the park to participate. While exercising, it also eliminates everyone's fatigue at work, and improves work efficiency and happiness.

2024年10月，上海金地威新虹橋科創園組織開展了一系列的公益瑜伽課程，吸引了園區企業員工參加。在鍛煉身體的同時，也消除了大家工作的疲勞，提升了工作效率和幸福感。



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Shanghai Gemdale Weixin Minhang Science and Technology Innovation Park – Intangible Cultural Heritage Incense Pill Making Activity

上海金地威新閔行科創園——非遺香丸製作活動

In June 2024, Shanghai Gemdale Weixin Minhang Science and Technology Innovation Park held an intangible cultural heritage incense pill marking activity, attracting the participation of many employees of enterprises in the park. Everyone sat together, under the guidance of the teacher, learned about the raw materials of incense pills such as agarwood, sandalwood, musk, etc., and made incense pills through hand-blending, rolling, kneading and other steps, immersively feeling the delicacy of intangible cultural heritage skills, and realizing the cultural persistence behind the intangible cultural heritage.

2024年6月，上海金地威新閔行科創園舉辦了非遺香丸製作活動，吸引了眾多園區企業職工參與。大家圍坐一堂，在老師指導下，認識沉香、檀香、麝香等香丸原料，通過親手調配、揉捻、搓制等步驟，製成香丸，沉浸式感受非遺技藝的精巧細膩，體悟到非遺傳承背後的文化堅守。



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Guangzhou Gemdale Lanting Shenghui – “Meet with the Soul and Walk with Health”

廣州金地蘭亭盛薈——與心靈相約，與健康同行

In August 2024, Gemdale Properties' Lanting Shenghui Community in South China region held a public welfare psychological counseling activity with the theme of “Meet with the Soul and Walk with Health”. The event set up multiple booths to interact with the owners through interesting games of different psychological techniques, so as to build a relaxed and immersive experience atmosphere for the owners. The event aims to help community owners relax and relieve stress, strengthen their understanding of mental health, create a harmonious, healthy and friendly community atmosphere, and demonstrate Gemdale Properties' humanistic care for community owners.

2024年8月，金地商置華南區域蘭亭盛薈社區舉辦「與心靈相約，與健康同行」主題公益心理諮詢活動。活動設置多個攤位，通過不同心理技術趣味化遊戲與業主進行互動，為業主構建一個輕鬆又能沉浸式體驗的活動氛圍。該活動旨在幫助社區業主放鬆身心、舒緩壓力，強化對心理健康的認識，營造和諧、健康、友愛的社區氛圍，展現金地商置對社區業主的人文關懷。



Environmental, Social and Governance Report

環境、社會及管治報告

Shenzhen Gemdale Weixin Center – “Promote Enterprise Exchanges and Advocate Healthy Life” 深圳金地威新中心——促進企業交流，倡導健康生活

In 2024, Gemdale Weixin Center not only actively promoted enterprise exchanges and knowledge sharing, but also strove to create a vibrant community environment by advocating a healthy lifestyle.

Gemdale Weixin Center, together with Yuehai Sub-district Office and China Telecom Nanshan District Branch, co-hosted the public welfare activity of “AI Era, Intelligent Future – Guangdong Street Artificial Intelligence Industry Development Conference and Gemdale Park Enterprise Service Day”, including organizing two artificial intelligence theme exchanges, setting up an AI product exhibition area and an enterprise service pop-up station, inviting international academicians from the Royal Academy of Engineering to share on the spot, aiming to bring new AI vision to the industry, and provide new development opportunities and create new cooperation opportunities.

在2024年，金地威新中心不僅積極推進企業交流和知識共享，還致力於通過倡導健康生活方式，打造充滿活力的社區環境。

金地威新中心聯合粵海街道辦事處、中國電信南山區分公司共同主辦了「AI時代，智變未來——粵海街道人工智能產業發展大會暨金地園區企業服務日」公益活動，包括組織兩場人工智能主題交流，設立一個AI產品展區和一個企業服務快閃站，邀請來自英國皇家工程院國際院士現場分享，旨在為業界帶來新的AI視野，提供新的發展機遇，創造新的合作商機。



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環境、社會及管治報告

Shenzhen Gemdale Weixin Center – “Promote Enterprise Exchanges and Advocate Healthy Life”

深圳金地威新中心——促進企業交流，倡導健康生活

In addition, in 2024, the Gemdale Weixin Center also organized a number of public welfare activities in two series: “Gemdale Weixin Art Season” and “Gemdale Weixin Sports Season”. The “Cultural Season” includes Jiang Youbai’s solo exhibition of “Painting Jiang Out”, the concert of “The Brightest Star”, the exhibition of “Aromatic Inch Step” to Beijing, the installation exhibition of Ni Hao of “Art Birds Homecoming”, the art exhibition of “Angel’s Heart”, open-air concerts, artistic flower arrangement, and specialty coffee tasting. The “Exercise Never Stop and More Than Exercise” Sports Season includes a number of charity sports activities such as badminton, frisbee, yoga, basketball friendly matches, etc., attracting the participation of employees from 25 well-known enterprises.

此外，在2024年，金地威新中心還組織了「金地威新藝術季」和「金地威新運動季」兩個系列的多場公益活動。「文化季」包括了蔣友柏「把畫蔣出來」個展、「最亮之星」音樂會、「芳香寸步」向京展覽、「藝鳥歸巢」倪好裝置展、「天使之心」藝術展、露天音樂會、藝術插花、精品咖啡品鑑等；「運動不止，不止運動」運動季包括羽毛球、飛盤、瑜珈、籃球友誼賽等多項公益體育活動，吸引25家知名企業的員工參與。



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環境、社會及管治報告

Xuzhou Gemdale Green World – public welfare activity of the exclusive service station for kindergarten to primary school

徐州金地格林世界——幼升小專屬服務站公益活動

In July 2024, Xuzhou Gemdale Green World set up an exclusive registration service station for children from kindergarten to primary school at the site of the Affiliated Primary School of Southern Normal University, providing public welfare activities such as registration copying, consultation, and tea break for new students. The site is well organized and has been well received by the owners.

2024年7月，徐州金地格林世界在南師大附小現場設置幼升小專屬報名服務站，為新生報名小業主提供報名複印、諮詢、茶歇等公益活動，現場井然有序，獲得業主一致好評。



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環境、社會及管治報告

Wuhan Company, Eastern region – Convenient Free Consultation and Service Public Welfare Activities 東部區域武漢公司——愛心便民義診、便民服務公益活動

Wuhan Company regularly carries out public welfare activities such as public health clinic, haircutting, knife sharpening, floor mat washing, etc. In 2024, more than 30 public welfare activities have been carried out in 10 projects (including old projects) delivered in Wuhan, strengthening the interaction and cooperation between neighbors, improving the overall environment and quality of life of the community, and conveying the spirit of public welfare, so that the owners can deeply experience the living experience of “attentive service and intimate care”. The activities included free haircuts, public welfare consultations, etc., so that owners can truly feel the meticulous care of the property and the intentions behind the Gemdale brand.

武漢公司定期開展便民義診、理發、磨刀、洗地墊等公益活動，2024年武漢已交付的10個項目（含老項目）已開展便民公益活動30餘場，加強鄰里間的互動與合作，提升社區整體環境與生活質量，同時傳遞公益精神，讓業主深刻體會到「用心服務，貼心照顧」的居住感受。活動包括免費理發、公益問診等，讓業主真正感受到物業無微不至的照顧和金地商置品牌背後的用心。



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環境、社會及管治報告

Taiyuan Gemdale Lanting Xiyuan - “Free Consultation in the Community” public welfare activity 太原金地蘭亭熙園——「進社區愛心義診」主題公益活動

In October 2024, Lanting Xiyuan Property Service Center, together with Yijing Sub-district Office (West Central No. 2 Community) and experts from the Pain Department of Shanxi Bethune Hospital, carried out the “Free Consultation in the Community” activity, which facilitated pain patients, so that owners could enjoy first-class medical services without leaving home, and have a full understanding of some diseases in the explanation of experts. Through the activity, the care for the owners and the new medical model are reflected.

2024年10月，蘭亭熙園物業服務中心攜手義井街道辦（西中環二社區）與山西白求恩醫院疼痛科專家開展「進社區愛心義診」活動，便利了疼痛患者，使得業主可以足不出戶享受一流醫療服務，並且在專家的講解中對部分疾病有了充分了解。通過活動，體現了對業主的關懷與新醫療模式。



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環境、社會及管治報告

Taiyuan Gemdale Lanting Yuhu City – “Respecting the Elderly, Loving the Elderly, and Bringing Law to the Grassroots”

太原金地蘭亭御湖城——敬老愛老，送法到基層

In October 2024, Taiyuan Lanting Yuhu City, West region, of Gemdale Properties' Shanxi Business Department in North China region joined hands with the Shanxi Lawyers Association of Shanxi Province to invite professional lawyers to hold a public welfare activity of “Respecting the Elderly, Loving the Elderly, and Bringing Law to the Grassroots”. At the event site, everyone interacted enthusiastically, had heated discussions, safeguarded their legitimate rights and interests, and created an atmosphere in which everyone learns the law, everyone understands the law, and everyone defends the law.

2024年10月，金地商置華北區域山西事業部太原蘭亭御湖城西區聯合山西省律師協會，邀請專業律師舉辦「敬老愛老送，送法到基層」公益活動。活動現場大家熱情互動，激烈討論，維護自身合法權益，營造了人人學法，人人懂法，人人衛法的氛圍。



Environmental, Social and Governance Report

環境、社會及管治報告

2. PEOPLE-ORIENTED

Human resources are important assets of the Group. The Group affirms the contributions from every staff and care about their well-being. In order to create a solid basis for our long-term business development, the Group has been attracting and retaining talents through effective human resources policies. Meanwhile, the Group continuously provides all staffs with appropriate trainings to improve the quality of our employees and subsequently increase productivity and quality of service. The Group not only takes the Employee Code of Conduct as its management basis, but also regards “dedication, integrity, determination and aspiration” as the core values in its talent management, thereby encouraging employees to break conventions and continuously seek excellence.

2.1. Employment

Compensation and dismissal, recruitment and promotion, working hours and rest periods

The remuneration of employees of the Group is determined by taking reference to market standards and industry practices. Employee promotions and performance awards are based on the Group's financial performance and objective performance appraisal of individual employees. The Group's employee benefit plans cover mandatory provident fund, employee compensation insurance and medical cover, Mainland China social security funds, subsidised educational and training programs as well as share option schemes. The Group's recruitment, dismissal, working hours, rest periods and other human resources policies comply with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Women's Rights and Interests, the Trade Union Law of the People's Republic of China, the Hong Kong Employment Ordinance and other applicable relevant laws and regulations. The Group formulates internal compliance measures and implements it strictly in order to protect the legitimate rights and interests of employees.

2. 以人為本

人力資源乃本集團的重要資產，本集團肯定每一位員工的付出並關注其福祉。本集團持續透過有效的人力資源政策吸引和保留人才，為長遠業務發展打下重要基石。同時，本集團不斷為員工提供合適培訓，提高僱員質素，以提升生產力及服務質量。本集團除了以《員工行為準則》作為管理基礎外，更以「用心做事、誠信為人、果敢進取及永懷夢想」為人才管理的核心價值觀，從而鼓勵員工敢於打破常規，不斷追求卓越。

2.1. 僱傭

薪酬及解僱、招聘及晉升、工作時數、假期

本集團僱員之薪酬乃參考市場水平及行業慣例而釐定。僱員的晉升及業績獎勵乃基於本集團之業績及個別員工之客觀表現評核。本集團僱員福利計劃包括強積金、僱員賠償保險及醫療保險、中國大陸的社會保障基金、教育及培訓津貼計劃、購股權計劃等。本集團的招聘、解僱、工作時數、假期及其他人力資源政策等均嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國婦女權益保障法》、《中華人民共和國工會法》、《香港僱傭條例》以及其他適用的相關法律法規，制定集團內部合規措施並嚴格執行，保障員工合法權益。

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As of 31 December 2024, the Group had a total of 2,454 employees (2023: 2,739 employees). Relevant percentage distributions are as follows:

截至2024年12月31日止，本集團共有員工2,454名（2023年：2,739名），百分比分配如下：

		2024	2023
Gender	性別		
Male	男性	59%	60%
Female	女性	41%	40%
Type of employment	僱傭類型		
Full-time	全職	100%	100%
Part-time	兼職	—	—
Title	職位		
Senior management	高級管理層	1%	1%
Middle management	中級管理層	5%	5%
Business executives	業務人員	88%	88%
Supporting staff	後勤人員	6%	6%
Age	年齡組別		
25 or below	25歲或以下	1%	2%
26-29	26-29歲	13%	14%
30-39	30-39歲	65%	64%
40-49	40-49歲	19%	18%
50 or above	50歲或以上	2%	2%
Territory	地區		
Hong Kong	香港	0.5%	0.5%
Mainland China	中國大陸	99.5%	99.5%

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環境、社會及管治報告

During the Reporting Period, a total of 638 employees (2023: 784 employees) of the Group had resigned and the total number of employees decreased by approximately 10% compared with last year, mainly due to the downturn in the real estate industry and the Company reduced its staffing in order to reduce expenses, among which the staff turnover rate of the 30-39-year-old and 40-49-year-old group increased slightly compared with last year. In contrast, the turnover rate of younger age group decreased compared with last year. The significant increase in staff turnover in the Hong Kong group compared to last year was mainly due to a smaller base of employees in Hong Kong. The details of the employee turnover rate are as below:

於報告期內，本集團共638位僱員離職（2023年：784位），而總員工人數對比去年減少約10%，主要是由於房地產行業經濟下行，公司為縮減開支精簡人員，其中30至39歲以及40至49歲年齡組別的員工流失率較去年略有上升。相比之下，較年輕年齡組的流失率則有所下降。香港組別的員工流失率較去年大幅上升主要是因為香港員工人數基數較小。僱員流失比率詳細數據如下：

Categorized by	按類別劃分	Turnover rate 流失率	
		2024	2023
Gender	性別		
Male (% of total no. of male employees)	男性 (佔男性僱員總人數)	27%	29%
Female (% of total no. of female employees)	女性 (佔女性僱員總人數)	25%	29%
Age	年齡組別		
25 or below	25歲或以下	3%	4%
26-29	26-29歲	15%	20%
30-39	30-39歲	65%	60%
40-49	40-49歲	15%	14%
50 or above	50歲或以上	2%	2%
Territory	地區		
Hong Kong (% of total no. of employees in Hong Kong)	香港 (佔香港僱員總人數)	23%	7%
Mainland China (% of total no. of employees in Mainland China)	中國大陸 (佔中國大陸僱員總人數)	26%	29%

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The Group also provides a wide range of activities for employees of each project in order to encourage exchange between colleagues, enhance team cohesion and cultivate a good working atmosphere in the office, such activities include annual dinner, festival celebrations and activities, company trips, family day, staff birthday parties, group companies festival walking events, sports associations and company food festivals, etc., thereby improving the physical and mental health of the employees. In terms of staff benefits, the Company endeavours to maximise online and offline welfare activities, including long-term discount on staff-only platform and special events.

Equal opportunity, diversity and anti-discrimination

As an equal opportunity employer, the Group is committed to providing a working environment free from discrimination. This includes all employment-related arrangements, such as recruitment, transfer, resignation, training, promotion, remuneration and welfare, which are conducted using objective procedures and standards to ensure equal opportunities and fair treatment for all employees and job applicants. The Group is firmly opposed to all forms of discrimination.

During the Reporting Period, the Group was not aware of material violation of relevant laws and regulations on human resources applicable to the Group, including the Labour Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Women's Rights and Interests, the Trade Union 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 Hong Kong Employment Ordinance. The management personnel of the Group's human resources department are equipped with adequate knowledge and experience regarding human resources. The management personnel periodically monitor updates in relation to laws and regulations on human resources and monitor compliance so as to protect the interests of both the employees and the Group.

本集團亦為各項目的員工提供多元化活動以增加同事之間的交流，增強團隊凝聚力以及在公司培養良好工作氣氛，如年會、節慶日活動、員工旅行、家屬開放日、員工生日會、集團公司慶典步行活動、各類運動協會和公司美食節等，促進員工身心健康。在員工福利方面，公司不斷幫他們爭取在線、線下的福利活動，包括長期有效的員工專享內購平台折扣和專場活動。

平等機會、多元化、反歧視

作為平等機會僱主，本集團致力提供一個不存在歧視的工作環境。此乃包括本集團所有有關僱員的安排，如聘用、調職、離職、培訓、晉升、薪酬福利安排等，均以既定之公平程序和客觀之標準進行，以確保所有僱員及職位申請者都獲得公平待遇。本集團堅決反對一切歧視行為。

於報告期間內，本集團並無發現重大違反適用於本集團的人力資源相關法例法規，包括《中華人民共和國勞動法》、《中華人民共和國婦女權益保障法》、《中華人民共和國工會法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》和《香港僱傭條例》。本集團人力資源部擁有具備足夠人力資源相關知識及經驗的管理人員，定期監察人力資源法例法規相關的更新，並監測合規情況保障員工及本集團雙方的利益。

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環境、社會及管治報告

Human resources policy for outsourced contractors

Some of the Group's daily operations which require substantial human resources are outsourced to third parties, including construction of development projects and property management. Such operations are labour intensive, thus the Group is committed to monitoring the human resources policies of outsourced contractors. The Group conducts investigations to understand the human resources management and past compliance record of contractors. These studies are part of the assessment criteria to be considered directly during contractor selection and regular performance appraisals.

2.2. Health and Safety

Occupational health and safety

The Group places great emphasis on occupational health and safety. It actively implements measures to provide an ideal and safe working environment for its employees, construction work of contractors for property projects and the employees of tenants. Among which, our human resources and administration department is responsible for the safety of the Group's employees, while the safety of construction workers is responsible by customer service department, and that of tenants and customers is responsible by property department.

外判商人力資源政策

本集團日常營運中有部分工作需外判予第三方，當中包括項目開發的建築工程以及物業管理等。這些工作均需大量人力資源，因此，本集團亦致力監管外判商的人力資源政策，透過考察了解外判商的人力資源管理及過往的違規紀錄，並將此納入外判商評核準則，作為外判商篩選和定期表現評估的直接考慮。

2.2. 健康與安全

職業健康與安全

本集團高度重視職業健康與安全，並採取積極措施為集團僱員、房地產項目外判商施工人員以及商戶僱員提供理想及安全的工作環境。其中，集團員工安全由人力資源及行政部門負責，施工人員安全由工程客服部門負責，商戶及客戶安全由物業部門負責。



Safety of the Group's employees 集團員工安全

- Annual medical check
- Recreational activities
- Staff association
- 年度體檢
- 康體活動
- 員工協會



Safety of construction workers 施工人員安全

- Site environmental requirements
- Training requirements
- Insurance requirements
- 工地環境要求
- 培訓要求
- 保險要求



Safety of tenants' employees 商戶僱員安全

- Fire safety knowledge trainings
- Monthly safety inspections
- Annual fire drill
- 消防安全知識培訓
- 月度安全檢查
- 年度消防演習

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Considering that the employees of the Group mainly work in office premises and perform administrative tasks, the Group has formulated different initiatives and organised various activities to improve their physical and mental health, as well as achieving work-life balance. For instance, the Group arranges regular medical check-ups every year, provides benefits such as fitness activities to employees during the Reporting Period in order to help our employees to alternate work with rest. Furthermore, the Group offers diverse association activities and organises weekly sport events such as basketball, football, badminton, yoga and fitness etc., thereby improving the physical and mental health of employees. The Company advocates employees to devote themselves into work with stronger physiques and with full enthusiasm.

針對集團員工主要於固定辦公室範圍從事低風險文職工作，本集團制定各項措施及舉辦不同活動以達到增強僱員體質、促進其身心健康，並協助其取得工作與生活平衡的目標。例如：本集團每年設有定期體檢，並於報告期間為僱員提供了健身活動等福利，幫助僱員勞逸結合。此外，公司有多元化的協會運動，每周舉行包含籃球、足球、羽毛球、瑜伽、健身等運動項目，促進員工身心健康。倡導員工以更加強健的體魄、飽滿的熱情投入到工作中去。

Association activities 協會活動



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Safety measures for contractor's employees

For business personnel of contractors who are engaged in relatively dangerous construction activities, the Group has formulated unified safety and civilisation management and standard practises, large-scale machinery safety operation standards and other system specifications, and organised training for all employees within the Group to enhance the awareness of safe construction management. The project company will review the documents of commercial insurance purchased, organise safety training and arrange for technical handover before commencement of construction or service by contractors. All the requirements and standards in relation to occupational health and safety of the Group have been clearly stipulated in the safety codes provided to contractors.

In addition, the project company strictly requires contractors to provide sufficient personal protective equipment in order to reduce the risk of injury. During hot weather, the project company requires contractors to implement measures to prevent heatstroke and adjust the working schedule for outdoor workers so as to protect their health when working in high temperature conditions. The project company conducts daily safety briefings and weekly safety inspections and hires a third party to conduct inspection on the construction site, inspecting construction electricity, tower cranes, elevators, fire protection, etc. to ensure that contractors have strictly complied with the safety requirements. The third party will issue a project evaluation brief after inspecting the construction project, which records the basic information of the project in detail (including the construction company, supervision company and construction progress, etc.), assess the quality, production safety, engineering progress, management behaviour and other aspects of the project, and specify the problems and potential dangers arising from the above aspects, as well as track the progress of rectification and solution of the problems. To understand the project situation and comprehensively ensure construction safety, the Group and the project contractor regularly hold safety meetings and record meeting minutes in detail. The contractor shall report the construction work (including the

外判工程員工之安全措施

針對從事具有危險性的項目施工的外判商業務人員，本集團制定統一的安全文明管理及標準做法、大型機械安全作業標準等制度規範，並定期組織內部全員培訓，以增強安全施工管理意識。在外判商施工或服務前，項目公司會審核其商業保險單據，並組織安全培訓和技術交接工作。本集團所提供給外判商的安全守則中明確列出了所有職業健康與安全相關的要求和標準。

此外，項目公司嚴格要求外判商為施工人員提供足夠的個人防護裝備，以降低受傷風險。在高溫天氣期間，項目公司還會通知外判商做好僱員的高溫防暑工作，並調整室外工作人員的工作時間，以保證其在酷熱環境中的健康。為確保外判商嚴格遵守安全要求，項目公司每日進行安全交底工作，每周開展安全檢查，並聘請第三方對施工場地進行巡檢，對施工用電、塔吊、升降機、消防等進行檢查。第三方在檢查施工項目後會出具項目評估簡報，簡報中詳細記錄工程的基本數據（包括施工單位、監理公司和施工進度等），為項目的質量、安全生產、工程進度、管理行為等方面進行評分，並具體指明上述各方面產生的問題和隱患，同時跟蹤問題的整改和解決進度；為了解項目情況，全面確保施工安全，集團與工程的承包商定期召開安全會議並詳細記錄會議紀要，承包商須於安全會議匯報工程施工工作情況（包括施工任務名稱、工期、完成情況、起止日期和負責人等）、技術質量工作情況、安全文

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name of the construction task, time limit, completion status, start and end date and the person in charge, etc.), the technical and quality work, the self-inspection of safe and civilised construction, the issues to be solved, the opinions of the supervision unit, the safety and quality problems existing on the construction site, etc. Contractors are also required to report any material safety incidents immediately for continuous monitoring by project companies.

明施工自檢情況、待解決事項、監理單位意見、施工現場存在的安全與質量問題等。外判商亦需及時匯報任何重大安全事故以供項目公司持續監察。

Weekly Safety Inspection and Briefing Meeting 安全周檢及交底



As for the outsourced property management operations which incurs a relatively lower safety risk, the Group sets out requirements to contractors in bidding documents on the purchase of social insurance for employees, regularly provision of occupational safety and health training, and purchase of commercial insurance for projects with major dangers. In order to further improve the health and safety performance at work and reduce work-related injuries, the Group also takes the health and safety performance of the year into consideration during the annual team and individual assessment. The Company also implements a balanced scorecard system to evaluate project performance. In the event of serious/extra serious quality or safety liability accidents, the project scores will be deducted, which may affect its performance rating. For example, the Excellent Operation Quality Award requires zero safety liability accident.

在物業管理外判業務方面，對於相對安全風險較低的工作，集團在外判招標文件中要求外判商按政府要求為僱員購買社保、定期進行職業安全與健康培訓，對重大危險項目購買商業保險。為進一步提升工作健康與安全表現及減少工傷情況，集團在每年度的團隊及個人評核時也會把該年度工作健康與安全表現納入考慮。公司也實行平衡記分卡制度以評估項目績效，當出現重大或特大質量或安全責任事故時，該項目則會被扣分，且有可能影響其績效評級。例如，優秀運營品質獎，要求安全責任事故零發生。

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For commercial projects operations, the project company regularly organises various trainings to strengthen fire safety knowledge of tenants' employees, conducts monthly safety inspections on fire safety, electricity and water use and annual fire drill exercise. The project company also reviews the staff training plan (covering fire safety, staff safety, occupational health and safety) prepared by the property company at the beginning of each year and supervises the implementation of the training plan in the daily operation to ensure that the property personnel are equipped with sufficient safety knowledge to meet work requirements.

The Group has strictly complied with applicable laws and regulations such as the Labour Law of the People's Republic of China, the Safety Production Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Women's Rights and Interests, the Law of the People's Republic of China on Prevention and Control of Occupational Disease, the Trade Union Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Administrative Regulations on the Work Safety of Construction Projects, and the Regulation on Work-Related Injury Insurances of the People's Republic of China to protect its employees from any potential hazards in the workplace affecting their health and safety. Regular supervision on occupational health and safety are being conducted by the human resource department of the Group to ensure the operation safety is in compliance with the requirements of relevant laws and regulations.

During the Reporting Period, the Group was not aware of any material violation of applicable laws and regulations on employee health and safety.

Through the above mentioned occupational health and safety measures and cooperation of all parties, the Group recorded zero day of work suspension due to work injury in 2024. There was also no death arising from accidents at work in the past three years. The Group will continue to keep up the outstanding performance in occupational health and safety to maintain the record of zero work casualty.

針對商業項目運營期間，項目公司定期組織不同的安全知識培訓，為商戶僱員提供消防知識，並每月對商戶進行消防、用電用水等安全檢查及每年組織消防演習。項目公司亦於每年年初審核物業公司編製的僱員培訓計劃（涉及消防安全、僱員安全、職業健康安全等），並在日常營運過程中監督培訓計劃的實施，以確保物業人員具有符合工作要求的安全知識。

本集團嚴格遵守《中華人民共和國勞動法》、《國家安全生產法》、《中華人民共和國婦女權益保障法》、《中華人民共和國職業病防治法》、《中華人民共和國工會法》、《中華人民共和國勞動合同法》、《建設工程安全生產管理條例》和《中華人民共和國工傷保險條例》等適用法例法規保障員工不受工作環境中的潛在危害影響其健康與安全。本集團人力資源部會對職業健康與安全進行定期監管，確保安全操作符合法例法規要求。

於報告期間內，本集團並無發現任何重大違反僱員健康與安全相關的適用法例法規的情況。

透過上述職業健康與安全措施及各方合作，本集團於2024年內僱員因工受傷損失工作日數為零，而過往3年亦無出現僱員因工亡故的情況。集團會繼續保持職業健康與安全的良好表現，目標希望零工作傷亡紀錄能夠一直保持下去。

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2.3. Development and Training

Employee development and training

The businesses of the Group incur certain extent of professionalism, therefore, the expansion of human resources is essential to sustainable development of the Group. We have set up a comprehensive training system covering employees of all levels. The contents of training courses include various kinds of corporate culture, professional management and general management, with the aims to improve the job related knowledge and skills, vocational quality of our employees comprehensively and unlock their potential. The Group believes that, this is not only beneficial to the personal and professional development of employees, but will also enhance the operational performance of the Group.

2.3. 發展及培訓

僱員發展及培訓

本集團所從事的業務具有相當程度的專業性，因此人力資源的增益為集團持續發展不可或缺的一環。集團已制定完善的培訓體系，對象涵蓋各級別員工，培訓內容包括不同形式的企業文化、專業管理及通用管理課程學習，全方位加強僱員的工作知識技能、職業素質，並激發其潛力。本集團相信，此舉不但有利於僱員的個人及事業發展，亦能同時提升集團的營運表現。

Management team

管理幹部

"We have great responsibilities in the Group and must lead all our staff to move forward firmly..."
「我們在集團中責任重大，務必帶領全體員工堅毅前進...」

Newly recruited employees from the market

社招新員工

"We have been working for a period of time and wish to assist in the development of the Group with our experience..."
「我們在社會工作了一段時間，希望以經驗協助集團發展...」



Employees who are new comers to the city

新城市員工

"We have just arrived in this city and will try to adapt to the new environment as soon as possible..."
「我們剛到這個城市，會努力盡快適應全新的環境...」

Newly recruited employees from college

校招新員工

"We are in the early stage of career with limited experience, but we hope to try our best to realise our aspirations..."
「我們剛投身社會，經驗雖淺，但希望全力以赴，一展抱負...」

Scope of trainings

培訓範疇

Corporate culture

企業文化

- Leader exchanges among the Group
- Development history of the Group
- Corporate culture
- Professional integrity
- Articles of Association of subsidiaries
- Site-visit of projects

- 集團領導交流
- 集團發展史
- 集團文化
- 職業操守
- 子公司規章制度
- 項目考察

Professional management

專業管理

- Strategies of the Group
- Brand management of the Group
- Product management of the Group
- Engineering management
- Site-visit of projects
- Structure and division of work of departments

- 集團戰略
- 集團品牌管理
- 集團產品管理
- 工程管理
- 項目考察
- 部門架構及分工

Basic management

基礎管理

- Human resources
- Financial reimbursement
- Application of information systems
- Application of office systems

- 人力資源
- 財務報銷
- 信息化系統應用
- 辦公系統應用

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Apart from internal online and offline training courses, the Group also encourages its employees to participate in external trainings, including training on duties and skills of special job positions. Training expenses of qualified courses that are conducive to work would be borne by the Group. The Group also formulates different career development plans and programs according to different business natures, as well as personal aspirations, competencies and development needs of the employees, such as work shift, internal transfer and trainings in other organisations.

In 2024, the Group, its various regions and subsidiaries carried out a variety of training programs and courses in different forms, including online diversified training programs based on learning and development platforms, systematic learning in multiple fields such as product strength improvement, marketing management, and investment management through PC and mobile terminals, as well as offline training programs such as youth talent training, new employee training, and professional skills training.

Online learning

In 2024, Gemdale Properties is committed to improving the professional skills and knowledge of its employees, and has strengthened their learning and development by launching a number of online learning platforms and training courses.

除內部的在線線下培訓課程外，集團亦鼓勵員工參與外界培訓課程，包括特殊崗位的崗位職責與技能培訓等相關內容，所有符合資格並有益於工作開展的課程培訓費用均由本集團承擔。本集團更針對不同的業務特性和僱員的個人志向、能力和發展需求，安排不同的職業發展計劃與規劃，例如輪崗、轉崗、外派等。

在2024年，集團及各區域、子公司開展了多種不同形式的培訓項目及課程，包括以學習發展平台為載體的在線多樣化培訓項目，通過PC端及移動端，在產品力提升、營銷管理、招商管理等多領域進行體系化學習，以及開展青年人才培養、新員工培訓、專業技能培養等線下培訓項目。

在線學習

在2024年，金地商置致力於提升員工的專業技能和知識水平，通過推出多個在線學習平台和培訓課程，加強了員工的學習與發展。

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The learning and development platform of Gemdale Properties Class has achieved remarkable results

In 2023, Gemdale Properties launched a new learning and development platform, which has become one of the most important learning paths for Gemdale Properties after more than a year of operation and promotion. By the end of 2024, more than 400 courses have been precipitated, covering marketing, design, engineering, cost, customer service, industrial operation, business management, long-term rental apartments and other fields. It has accumulated for more than 62,000 logins and recorded more than 7,400 hours of learnings throughout the year. The learning platform provides employees with a wealth of learning resources and flexible and convenient learning methods to help them grow and progress.

Specialized training

1. In the eastern region, through the “Jinling Lecture Hall” open class, the special learning plan of the city company, and the customer service team skill improvement debate competition, etc., it closely follows the actual needs of the business, helps employees improve their capabilities, and realizes the learning and development within the organization.

商置學院學習發展平台成果顯著

2023年，金地商置上線全新學習發展平台專區，經過一年多的運營和推廣，該平台已經成為金地商置最主要的學習途徑之一。截至2024年底，已沉澱400多門課程，涵蓋營銷、設計、工程、成本、客服、產業運營、商業管理、長租公寓等多領域，全年累計共62,000多人次登錄學習，學習時長達7,400小時。學習平台為員工提供了豐富多樣的學習資源和靈活方便的學習方式，助力員工不斷成長進步。

專項培訓

1. 東部區域通過「金陵大講堂」公開課，城市公司專項學習計劃、客服團隊技能提升辯論賽等，緊貼業務實際需求，助力員工能力提升，實現組織內的學習發展。



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2. In March 2024, in order to further enhance the diversified professional capabilities of employees, the "Ignite Plan" version 3.0 in North China region was officially launched in March 2024. In the first half of the year, 11 professional course categories and 132 professional course resources were screened out, and in the second half of the year, 13 professional course categories and 149 professional course resources were sorted out for all employees to choose, and employees participated in course customization according to their personal improvement needs. By formulating a quarterly and semi-annual learning plan to complete the self-censorship and control mechanism, it has greatly ignited the enthusiasm for internal learning, realized the business value orientation of internal course resources, and helped improve organizational capabilities.

2. 根據區域業務發展轉型需要，為進一步提升員工多元專業能力，2024年3月華北區域「點燃計劃」3.0版正式上線。上半年篩選出11個專業課程大類、132門專業課程資源，下半年梳理出13個專業課程大類、149門專業課程資源供全員選擇，員工根據個人提升需求個性化參與課程定制。通過制定季度、半年度學習計劃完成情況晾晒機制，極大點燃了內部學習熱情，實現了內部課程資源的業務價值導向，助力組織能力的提升。



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3. The industry sector organized the 2024 penetrating action learning activities and systematically improved the professional skills and knowledge level of the team by improving the professional learning map of the investment promotion and marketing. It also carried out actual battlefield training and learning activities, and organize outstanding investment talents to summarize and share with actual work cases, so as to enhance the competitiveness and practical capabilities of the team.

3. 產業版塊組織開展穿透行動2024年學習活動，通過完善招商營銷專業學習地圖，系統化提升團隊專業技能和知識水平。開展實戰沙場練兵學習活動，組織優秀招商人才結合實際工作案例進行總結與分享，從而增強整個團隊的競爭力和實戰能力。



During the Reporting Period, all employees of the Group received training with an average of 1.2 hours (2023: 1.3 hours).

於報告期間內，本集團的全體僱員均有接受培訓而平均培訓時數為1.2小時（2023年：1.3小時）。

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2.4. Labour Standards

Prevention of child labour or forced labour

In strict accordance with the requirements of the applicable laws and regulations on human resources, the Group recruits' personnel who have attained the age of 18 or above with valid identification, and verifies the identity of candidates when they first report duty. The companies under the Group uphold the principles of fairness, openness and voluntariness when recruiting and signing legal employment contracts with each employee without any use of forced labour.

On the other hand, contracts signed between the Group and contractors include provisions regarding human resources. Such provisions require the contractors to ensure that the employment of their personnel is in compliance with the Labour Law of the People's Republic of China or applicable relevant laws and regulations. Employment of child labour and forced labour, in any kind, is strictly forbidden.

The Group conducts random inspections on subsidiaries and contractors on a regular basis to ensure that there is no violation of the relevant applicable laws and regulations and will continue to strictly comply with the laws of the People's Republic of China, such as the Labour Law, the Underage Workers Special Protection Provisions, the Law on the Protection of Minors and the Prohibition of Child Labour Provisions.

During the Reporting Period, the Group was not aware of any violation of applicable laws and regulations on the prevention of child labour or forced labour.

2.4. 勞工準則

防止童工或強制勞動

本集團嚴格按人力資源相關的適用法例法規要求，招聘錄用年滿18歲或以上持有有效居民身份證的人員，並於入職時檢查應聘者的身份證。本集團之成員公司本着公平、公開、自願的原則招聘錄用僱員，並與僱員簽訂合法僱傭合同，並無強制使用勞動力行為。

另一方面，本集團與外判商所簽訂的合同中均包含人力資源的相關條款。條款要求外判商確保所有人員的聘用都符合《中華人民共和國勞動法》或相關的適用法例法規，嚴禁一切童工和強制勞動力的聘用。

本集團定期為子公司及外判商進行抽查，確保沒有違反相關的適用法例法規的情況，並會繼續嚴格遵守中華人民共和國《勞動法》、《未成年工特殊保護規定》、《未成年人保護法》、《禁止使用童工規定》等。

於報告期間內，本集團並無發現任何違反防止童工或強制勞動相關的適用法例法規的情況。

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3. CARE FOR THE ENVIRONMENT

The Group is a real estate company specialised in property development, property investment and property management. The Group understands that business development will exert certain impacts on the surrounding environment, therefore the Group has always regarded environmental protection as a significant commercial factor, and sought to provide customers and other stakeholders with a natural and unspoiled environment.

To demonstrate the Group's commitment to environmental protection and to monitor performance progress more effectively, the Group has established long-term environment-related targets:

Category 類別	Target for 2030 (Note 1) 2030年目標(註1)
Emissions 排放	Intensity of petroleum usage to decrease by 4% (Note 2) 汽油用量密度減少4%(註2)
Non-hazardous waste 無害廢棄物	Intensity of paper products waste to decrease by 8% 紙製品棄量密度減少8%
Energy utilisation 能源使用	Intensity of electricity consumption to decrease by 15% 用電量密度減少15%
Use of water resources 水資源使用	Intensity of water consumption to decrease by 13% 用水量密度減少13%

The Group's policies on and measures for reduction of emission and waste, use of energy and water resources are described in the following sections.

Notes:

1. The baseline year for the target for 2030 is 2021.
2. Intensity shall be calculated by consumption/emissions per employee.

3. 愛護環境

本集團為一家專注於物業發展、物業投資及物業管理的房地產公司。本集團明白業務發展會為周邊範圍帶來一定的影響，因此本集團一直視環境保護為重要的商業考慮，務求各項目的客戶以及其他持份者能夠享有自然、不受破壞的環境。

為彰顯集團對環境保護的承諾及更有效監察表現進度，本集團建立了長期的環境相關目標：

集團在減少排放、廢棄物、能源及水資源使用方面的政策及措施將在以下章節描述。

註：

1. 2030年目標基準年份為2021年。
2. 密度按每位員工使用量／排放量數目計算。

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3.1. Environment and Natural Resources

The Group is committed to fulfilling its social responsibility and promoting corporate citizenship. During project development, the Group strictly abides by applicable environmental laws and regulations and national standards, and tries to minimise the impact on the environment and natural resources.

Noise and dust from project construction

The Group understands that the construction activities of property development projects may cause pollution to the surrounding environment and strives to minimise the impact. Before commencement of construction, the Group employs qualified third-party environmental impact assessment experts to conduct a detailed assessment of the environmental impacts arising from project development, establish a written environmental impact assessment report and formulate a mitigation plan. During the project implementation period, the Group allocates special funds and implements all measures to control the impact of construction activities on surrounding environment, including dust and noise. In particular, the Group requires its construction contractors to control dust and noise by adopting the following measures:

Dust control

控制塵土

- To reduce dust by setting up road spraying equipment at construction sites
施工現場配置道路噴淋設備降低揚塵
- Strictly comply with the six 100% requirements: "100% hoarding of construction sites, 100% coverage of bulk material stacking, 100% washing of in-and-out vehicles, 100% pavement of roads in construction sites, 100% closed transportation of muck vehicles and 100% wet operation on demolition sites"
嚴格遵守六個百分之百要求：「施工現場100%圍擋、散裝物料堆放100%覆蓋、出入車輛100%沖洗、施工現場路面100%硬化、渣土車輛100%密閉運輸、拆遷工地100%濕法作業」
- Real-time monitoring of PM2.5 and other environmental data
實時監控PM2.5等環境資料

3.1. 環境及天然資源

本集團積極履行社會責任及宣揚企業公民意識。在項目開發中，本集團嚴格遵守環保相關的適用法例法規及國家標準，盡可能將對環境及天然資源的影響降至最低。

項目施工噪音及塵土

本集團深明房地產項目施工可能對周遭環境造成污染，並致力將有關風險降至最低。在項目施工前，本集團聘請合資格的第三方環境影響評估專家對項目開發所引起的環境影響進行詳細評估，建立書面的環境影響評估報告並制定應對方案。在項目實施階段，本集團調撥專項資金，全力落實措施控制施工過程為周遭環境帶來的影響，包括塵土、噪音等。具體而言，本集團要求項目施工單位採取包括以下措施以控制塵土及噪音：

Noise control

控制噪音

- To reduce noise transmission by installing sound insulation panels and noise reduction panels in specific construction areas
在特定施工區域設置隔音板及降噪板以減少對外噪音傳播
- Strictly comply with the noise emission controls on day-time, night-time and holidays imposed by local governments
嚴格遵守地方政府日間、夜間及節日假期的噪音排放限制
- Real-time monitoring of the level of noise-by-noise dosimeter at construction sites
施工現場噪音檢測儀實時監控噪音水平

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Dust and noise control 塵土及噪音控制



Project renovation works

In order to mitigate the impact of renovation work by tenants and property owners on other property users and the environment, relevant guidelines have been established for certain projects, which require customers to submit applications to property management before carrying out any type of construction work. Customers shall provide supporting documents to the property management for renovation work and management, to demonstrate compliance with standards of the project and relevant regulatory authorities in different aspects such as construction quality, construction operation, environmental protection and safety. Additionally, renovation materials used by the Group and its operations are all in compliance with relevant regulatory requirements of China for green environmental protection, such as the provisions stipulated in the Code for Indoor Environmental Pollution Control of Civil Building Engineering (GB-50325-2001D) and other relevant national standards, and meeting inspection standards.

項目裝修工程

為減輕租客及業主進行之裝修工程對其他物業用戶及環境的影響，部分項目建立了物業裝修相關的規範，要求客戶進行所有工程前必須先向物業管理申請。客戶需為裝修施工、管理等向物業管理提交支持文件，證明工程品質、施工操作、環保、安全等各方面皆符合項目及相關政府監管部門的標準。另外，本集團所使用的裝修物料和操作均符合國家綠色環保相關規範要求，例如《民用建築工程室內環境污染控制規範》(GB-50325 – 2001D)的規定及其他相關國標規定，並必須達到檢測標準。

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Indoor air quality of projects

As for the operation of the property projects, the office buildings and shopping malls of the Group implement a complete ban on smoking. Air purifiers or air conditioning are also installed by property management to ensure indoor air quality. For catering merchants which generate considerable amount of emissions, advanced equipment such as imported fume extractors, professional rainwater-sewage separators and grease traps have been deployed for air purifying. In addition, since the decomposition of kitchen waste will produce peculiar smell, the Group has arranged a separate garbage room for collection of food waste. The Group has also installed ventilating, venting and refrigeration equipment for the food garbage room to eliminate odour in daily operation. In addition, the renovation materials and furniture used in the projects are also in compliance with formaldehyde safety emission standards.

The Group is committed to environmental protection, thereby realising the sustainable development of the Group and contributing to the environmental protection work of the community.

3.2. Climate Change

We closely monitor the risks and opportunities that climate change brings to the Group's business and have included climate-related risks in the risk management framework of the Company to adapt to or mitigate the impacts of climate change on its business. The Group addresses climate-related risks as part of its enterprise risk profile, which is supervised by the Board. For the overall management regarding ESG risks, please refer to the section headed "Management Approach for Sustainable Development" in this report.

項目室內空氣品質

項目營運方面，本集團的寫字樓、購物中心等明文規定全面禁煙，物業管理會於項目辦公室及購物中心室內安裝空氣淨化器或空調鮮風系統，以保證室內空氣的品質。針對高排放的餐飲商戶，引進進口油煙淨化器、專業排污及隔油裝置等先進設備以淨化空氣；此外，由於餐飲廚餘分解時會產生大量異味，本集團安排了獨立垃圾房以收集餐飲廢物。本集團亦為餐飲垃圾房安裝了通風、排氣和製冷設備，保證日常運作中餐飲垃圾房無異味傳出。此外，項目所使用的裝修物料及家具亦符合甲醛安全排放標準。

本集團持續地致力於環境保護工作，並堅持以此為基礎，來實現本集團發展的可持續性，為社會的環境保護工作作出應有的貢獻。

3.2. 氣候變化

我們密切關注氣候變化對本集團的業務所帶來的風險與機遇，將氣候相關風險包括在公司的風險管理框架之內，從而適應或減緩氣候變化對其業務的影響。集團將氣候相關風險視為企業風險的一部分，並由董事會監督。有關ESG風險的整體管理，請參考本報告中的「可持續發展管理方針」部分。

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During the Reporting Period, the Group identified the following important examples of climate-related risks and their potential financial impacts after taking into account the climate risk assessment in the IFRS S2 Climate-related Disclosures (“IFRS S2”) issued by the International Sustainability Standards Board (“ISSB”):

於報告期內，集團參考國際可持續準則理事會（「International Sustainability Standards Board」，「ISSB」）的國際財務報告可持續披露S2準則（「IFRS S2」）中的氣候風險評估，識別出以下重要氣候相關風險例子及其潛在財務影響：

Physical risks 實體風險	Event description 事件描述	Potential financial impact 潛在的財務影響
Acute physical risks 急性實體風險	Occurrence of extreme weather events, such as typhoons, rainstorm, floods, etc. 極端氣候事件，如颱風、暴雨、洪水等的發生	Damage to real assets, resulting in property losses, injuries and deaths 損害實體資產，造成財物損失、人命傷亡
Transition risks and opportunities 轉型風險與機遇	Event description 事件描述	Potential financial impact 潛在的財務影響
Policy and legal risks 政策及法律風險	The government tightened energy guidelines for buildings, enhanced emission report requirements and regulated high-pollution projects in the industry 政府收緊建築物能源指引、加強排放報告的要求、規範業界的高污染項目	<ul style="list-style-type: none"> Increasing operating costs to meet government regulations 增加營運成本以符合政府規定 Additional costs arising from non-compliance with the new requirements 因不遵守新規定而產生的額外成本
Market risks and opportunities 市場風險與機遇	Shifting customer preferences, such as rising demand for green buildings 顧客偏好的轉變，如對綠色建築的需求上升	<ul style="list-style-type: none"> (Risk) Failure to develop green buildings in time may reduce income (風險) 未及時發展綠色建築有可能減少收入
Technology risk and opportunities 技術風險與機遇	Use of more renewable energy and environmentally friendly materials, with rising prices of such materials 使用更多可再生能源和環保物料、環保物料價格上升	<ul style="list-style-type: none"> (Risk) Increasing investment and procurement costs (風險) 增加投資及採購成本 (Opportunity) Rising revenues resulting from growing demand for green consumption (機遇) 由於綠色消費需求增長而導致的收入增加

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In view of extreme weather events, the Group guides each commercial project through the formulation of the Typhoon Contingency Plan to defend itself against the impacts of typhoons in an effective and organised manner to minimise the damages caused by disasters. Project general managers shall act as the commanders of typhoon contingency response and be responsible for the coordination of each contingency team, aiming to obtain, issue and track real-time updates in the shortest possible time to take precautionary measures and minimise damages. After the typhoon, where feasible, project managers shall examine the areas under their management, assess the damages caused by the typhoon and arrange recovery work. As the area where the project property is located is in the face of a certain degree of flood risk, Shenzhen Weixin formulated the Weixin Flood Contingency Plan to further strengthen the implementation of flood contingency measures, hoping to carry out flood prevention, rescue and disaster relief in a swift, highly efficient and orderly manner in the event of heavy rain and flood emergency. The plan can further enhance the employees' emergency response capacity against floods, raise their awareness on disaster prevention and protection, minimise damages caused by floods and safeguard the customers' lives and assets in the park.

In order to address the transitional risks that climate change may have on the Group, we have integrated green design concepts into its projects, and put its best efforts to adhere to the design standards of China's Assessment Standards for Green Building. In addition, we have entrusted third-party engineering consulting companies to conduct on-site inspections for the projects on the environmental protection situation, working environment and safety conditions periodically, ensuring environmental protection measures are continuously monitored and all deficiencies are rectified in a timely manner. Moreover, the Group has been monitoring the development and requirements of the government and the industry, so as to make timely adjustments to its strategies to ensure that the projects are in compliance with the latest legal requirements. These measures were taken to pave the way for the Group's smooth transition to a green economy.

針對極端氣候事件，本集團透過訂立《防颱風應急預案》指導各商業項目在應對颱風災害時，能有效、有序地抵禦颱風侵襲，最大限度地減少災害造成的損失。當中由項目總經理為颱風防禦應急總指揮，負責統籌協調各應急小組，為求在最短的時間內獲取並發佈和關注實時動態，做好防禦措施，把損失減低。在颱風侵襲過後，可行的情況下，檢查管理轄區並統計颱風造成的損失情況，安排進行復修工作。有見於項目物業位處地區面對一定程度的水浸風險，深圳威新為進一步強化防汛應急預案保障措施的落實而訂立《威新防汛應急預案》，希望在遇到暴雨天氣，汛情緊急的情況下，能夠迅速、高效、有序地做好防洪防汛和搶險救災應急工作，進一步提高員工應對汛情的應急反應能力，提高員工的防災避災意識，最大限度地減輕水災造成的損失，維護廣大園區客戶生命財產的安全。

為應對氣候變化可能給本集團帶來的轉型風險，我們將綠色理念融入到項目設計中，並盡可能遵循中國的《綠色建築評價標準》進行配置。同時，我們也委託第三方工程顧問公司定期對項目現場的環保狀況、工作環境和安全進行檢查，以確保環保措施得到持續的監控，並及時改進所有不符合標準的問題。本集團亦有關注政府及行業的發展和要求，及時調整策略，以確保項目符合最新的法例要求。這些措施旨在為本集團順利過渡至綠色經濟做好充分準備。

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In addition, Shenzhen Weixin has established a comprehensive business continuity management system and standards to identify the potential internal and external risks that may have an impact on the Group's operation. It has also formulated a sound emergency structure and recovery plan to cope with uncertain factors (such as extreme weather conditions caused by climate change), and to ensure that the ordinary course of business can continue to operate in an orderly manner after the disaster, thereby reducing their impact. Shenzhen Weixin received the ISO22301:2012 Business Continuity Management Systems Certification issued by the Hong Kong Quality Assurance Agency.

3.3. Emissions

Environmental assessment on property development projects

All property development projects of the Group are outsourced to professional third-party contractors, so the Group does not directly produce any major emissions (such as exhaust fumes and sewage, etc.) during the phase of development. Nevertheless, the Group takes the responsibility for supervising outsourced contractors. During the field construction process of the projects, the Group entrusts third-party engineering consulting companies to conduct on-site inspections on the environmental protection situation, working environment and safety conditions periodically, ensuring environmental protection measures for the projects are continuously monitored and all deficiencies are rectified in a timely manner. In addition, the Group has integrated green design concepts into its projects, and put its best efforts to adhere to the design standards of China's Assessment Standards for Green Building. The selection of third-party contractors, construction process and the acceptance inspection are all under supervision of surveyors and engineers from the project company.

另外，深圳威新亦已建立一套完善的營運持續管理系統和標準，確立可能對集團營運所做成的內、外風險，並創立合理的應急架構和恢復計劃有效應對不確定的因素包括氣候變化所帶來的極端天氣，保證企業日常業務在災難過後也能維持業務運行有序，減低受到的影響，並得到由香港品質保證局頒發的ISO22301:2012營運持續管理系統證書。

3.3. 排放物

房地產開發項目環境評估

本集團所有的房地產開發項目均外判予專業的第三方承建商負責，故本集團於項目開發過程中並沒有大量的直接廢氣及污水等排放。儘管如此，本集團亦負起監管承建商的責任，在各項目現場施工的過程當中，本集團委託第三方工程顧問公司定期對現場環保狀況、工作環境和安全狀況進行檢查，確保工程的環保措施受到持續監控，所有不合標準的地方亦能得到及時改善。此外，本集團把綠色理念融入項目設計當中，盡可能按照中國《綠色建築評價標準》配置，在選擇第三方承建商、施工過程中以及竣工驗收均有監理方及項目公司工程師監督執行情況。

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The Group has also closely kept abreast of the prevailing green building regulations and standards, and has undertaken to build in accordance with the land grant conditions and the government's completion requirements. For example, for new residential buildings in Shanghai, the Group will ensure that all buildings meet, at least, the Green Building Design Label – 1 Star in accordance with the 13th Five-Year Plan for Shanghai Green Building. In addition, for large-scale public buildings with a gross floor area of more than 20,000 square metres, the Group will comply with the Green Building Design Label – 2 Star or above. The Group will continue to monitor the development and requirements of the government and the industry, so as to make timely adjustments to its strategies to ensure that the projects are in compliance with the latest legal requirements.

By 2024, among the property projects of the Group, a total of 7 projects have attained Green Building Design Label – 3 Star; 47 projects have attained Green Building Design Label – 2 Star; 44 projects have attained Green Building Design Label – 1 Star; and 1 project has attained Green Building Operations Label – 2 Star. Compared with 2023, the number of projects attaining Green Building Design Label in 2024 increased by 4. Furthermore, 1 project has attained LEED Platinum Certification, 3 projects have attained LEED Gold Certifications and 1 project has attained LEED Certification. In the meantime, the Group encourages its properties and projects to integrate green elements into products, such as installing air source heat pumps, water-saving faucets, water-saving sanitary appliances, low-e glass windows, high-efficiency fans and water pumps, high-COP air-conditioning units and chillers, implementing rainwater recycling, increasing the thickness of the insulation layer, etc.

本集團亦有緊貼當前綠色建築的規定和標準，並承諾按照土地出讓條件和政府的完工要求進行建設。例如，在上海市新建的民用建築項目中，集團將依據《上海市綠色建築「十三五」專項規劃》的規定，確保所有建築至少達到綠色建築一星級標準。此外，對於單體建築面積超過2萬平方米的大型公共建築，集團將遵循綠色建築二星級及以上的建設標準。本集團將持續關注政府及行業的發展和要求，及時調整策略，以確保項目符合最新的法例要求。

截至2024年止，本集團共有7個項目取得綠色建築設計三星級認證證書；47個項目取得綠色建築設計二星級認證證書；44個項目取得綠色建築設計一星級認證證書；1個項目取得綠色建築運行二星級認證證書。對比2023年，2024年取得綠色建築設計認證的項目新增了4個。另外，累計1個項目獲得LEED鉑金級認證；3個項目獲得LEED金級認證；1個項目獲得LEED認證級別。同時，集團鼓勵旗下物業及項目將綠色元素融入至產品中，例如，安裝空氣源熱泵，節水龍頭、節水衛生器具、low-e玻璃窗、高效風機和水泵、高COP空調機組和冷水機組、實施雨水回收、增加保溫層厚度等。

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Environmental protection measures for property management

For its property management, the Group has implemented various environmental protection policies and encouraged outsourced property management personnel, tenants and owners to carry out energy conservation and emission reduction measures in compliance with the Environmental Protection Law of the People's Republic of China, the Water Pollution Prevention and Control Law of the People's Republic of China, the Air Pollution Prevention and Control Law of the People's Republic of China, the Solid Waste Pollution Prevention and Control Law of the People's Republic of China and other laws and regulations. Among them, the project of Shenzhen Weixin has adopted the following environmental protection measures: the green ratio of the campus reaches 30% for landscaping and air purification; the public area power supply is regularly turned off from 21:00 onwards every day in order to save energy and reduce consumption; the oil is separated from water through oil separators to realise the recovery of waste oil and avoid the clogging of municipal pipelines and environmental pollution; and the oil exhaust system adopts high-pressure electrostatic oil removal in order to mitigate the pollution to the atmosphere.

The Group entrusts Shenzhen Gemdale Property Management Co., Ltd. ("**Gemdale PM**") to take responsibility for property management of property development and commercial projects. Over the years, Gemdale PM has been cooperating with Dongjiang Environmental Company Limited, which is recognised by the Shenzhen Government. Dongjiang Environmental Company Limited is responsible for disposing of waste produced from repair and maintenance of equipment and facilities during the property management operations, and ensuring that the property management waste is disposed of in a reasonable manner. Property management personnel for each project are required to establish waste storage facilities to collect waste oil, waste liquid, used fluorescent lamps and other hazardous waste in a centralised manner. These materials are regularly handed over to qualified waste management companies for proper disposal.

During the Reporting Period, the Group was not aware of any material breaches of applicable environmental laws and regulations.

物業管理環保措施

本集團遵循《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》和《中華人民共和國固體廢物污染環境防治法》等法律法規，於物業管理方面實施了多項環保政策，鼓勵外判物業管理人員和各租客、業戶推行節能減排措施。其中，深圳威新項目採取了以下環保措施：園區綠化率達到30%，以美化環境並淨化空氣；每日定時21:00起關閉公共區域電源，以節能降耗；通過隔油池進行油水分離，實現廢油回收，避免市政管網堵塞和環境污染；以及排油煙系統採用高壓靜電除油，減輕對大氣的污染。

本集團委託深圳市金地物業管理有限公司（「**金地物業**」）負責開發物業和商業項目的物業管理工作。金地物業多年來與受深圳政府認可的東江環保股份公司合作，並由東江環保股份公司負責處理在物業管理過程中，進行設備設施維修、保養等所產生的廢物，確保物業管理廢物得到合理處置。各項目的物業管理人員需設置物業廢棄物倉庫，集中收集廢油、廢液、廢舊燈管及其他有害廢棄物，定期交由合資格的環保公司處理。

於報告期間內，本集團並無發現任何重大違反與環境相關的適用法例法規的情況。

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Waste disposal for tenants and owners

In terms of waste disposal for offices, shopping malls and other projects, the Group strictly implements local waste sorting policies and adopts comprehensive waste management measures. For types of waste that require special treatment, such as kitchen waste generated by stores, the Group has also arranged separate spaces, such as dedicated kitchen waste rooms, for special collection and temporary storage. These wastes are transported by qualified waste management companies on a daily basis to ensure that they will be daily disposed of, and to minimise the impact of their odour on the surrounding environment. Household waste is collected and transported by cleansing personnel, with the same policy of daily disposal. For other types of waste, the Group conducts sorting and collection, and will contact qualified transportation companies for disposal when the quantity reaches a certain level.

In terms of waste reduction, the Group requires property management companies to set up a used battery collection box at the waste collection site of the projects, where used batteries from employees and customers will be collected to reduce land pollution. The Group also requires waste sorting and has put up posters in conspicuous places of the projects to encourage merchants, employees and customers to sort waste and facilitate recycling.

On the other hand, the Group has also established corresponding control measures for oil fume emission and sewage treatment for catering merchants in shopping malls. Whenever tenants apply for renovation, the Group will require the tenants to install a two-stage cooking fume purification equipment and three-stage grease traps inside their stores for oil fume and sewage treatment. The Group further requires the tenants to clean up their kitchen exhaust hoods and oil separators every day as well as the smoke vents and kitchen ventilators regularly during their routine operation. In addition, the Group requires property management companies of the projects to engage qualified environmental protection companies to clean up and drain the public oil separators to ensure their effective operation.

租客及業戶廢物處理

對於辦公室、購物中心及其他項目的垃圾處理方面，本集團嚴格執行本地垃圾分類政策，並實施了綜合的垃圾管理措施。對於需要特別處理的垃圾類型，例如商舖產生的廚餘垃圾，本集團亦安排了獨立空間，例如專設的廚餘垃圾房，進行特別收集和暫存。這些垃圾由合資格的垃圾公司負責日常清運，以實現日產日清，並有效減少其氣味對周圍環境的影響。生活垃圾則由保潔人員負責收集和清運，同樣實行日產日清的政策。對於其他類型的垃圾，本集團進行分類收集，並在達到一定數量後聯繫合資格的清運公司進行處理。

減少廢物產生方面，本集團要求物業管理公司於各項目的垃圾收集處設置廢舊電池收集盒，以收集僱員和客戶的廢舊電池，減低廢棄電池對土地的污染。本集團亦要求為垃圾桶分類，在各項目明顯位置貼出海報鼓勵商戶、僱員及客戶對廢物進行分類，方便回收。

另一方面，在針對購物中心的餐飲商戶油煙排放、污水處理方面，本集團亦訂立了相應的控制措施。在商戶提出裝修申請時，本集團即要求商戶在舖內安裝兩級油煙淨化設備、三級隔油隔渣池等處理油煙及污水。而在日常經營中，本集團亦要求商戶每日清洗廚房排煙罩、清撈隔油池、定期清洗排煙煙道、抽油煙風機等。此外，本集團要求各項目的物業管理公司委託合資格的環保公司為公共隔油池進行清理和清撈處理，以確保這些裝置能夠有效地運作。

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Waste recycling bins in projects 項目內的廢物回收箱



Waste reduction measures within the Group

The Group also requires property management companies to use electronic records for their routine inspection work, and reduce the use of paper record forms. When it is necessary to use paper record forms, the quantity used shall be checked carefully and the forms shall be printed in batches so as to reduce the use of paper.

本集團內部減廢措施

另一方面，本集團也要求物業管理日常巡查工作採用電子方式記錄，減少使用紙張紀錄表。對必須使用的紙張記錄表格，需認真核對用量，批量印刷，減少紙張的使用。

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In addition, the Group has implemented eco-office measures, including the allocation of designated usage quota to employees through the analysis of printer usage data, and the application for approval is required for excessive use so as to control the usage, and promote the printing of informal documents with recycled paper. Employees are required to select single-sided used paper as the default printing option, and set up single-sided used paper/waste paper recycling bins next to the printer to strengthen the centralised collection and disposal of waste paper, old newspapers and magazines. Employees are also encouraged to communicate with each other via email and reduce the use of paper as much as possible. Paperless office is implemented by handling paperwork electronically, and reducing paper waste from administrative work. The Group also requires employees to raise the environmental protection awareness by posting labels such as "Save Disposable Tableware" and "Do Not Waste Paper" in the pantries and restrooms, to constantly remind employees of energy conservation and emission reduction. To further advocate environmental protection, Shenzhen Weixin office uses white porcelain cups instead of disposable paper cups in customer reception.

During the Reporting Period, the majority of waste (*Note*) generated by the Group was disposable paper products, such as used paper from administrative work, paper cups for customer reception and plastic water bottles. The total amount of related waste generated is as follows:

Year 年度	Amount of paper product waste generated (kg) 紙製品廢棄物產生量 (公斤)	Intensity (kg/per employee) 密度 (公斤／每位僱員)	Amount of plastic water bottle waste generated (kg) 塑料水瓶廢棄物產生量 (公斤)	Intensity (kg/per employee) 密度 (公斤／每位僱員)
2024	749.00	0.31	37.00	0.02
2023	1,321.00	0.48	76.10	0.03

Note: Only includes waste directly controlled and generated by the Group and excludes waste generated by other third parties (i.e. tenants, owners and third-party service providers).

此外，本集團辦公室實行了環保辦公的措施，包括通過打印機使用數據分析，給員工分配指定使用額度，超額使用的需要申請報批，以此管控使用量；提倡非正式文件用再生紙打印；要求僱員打印用紙首選單面已印紙，於打印機處設置單面已印紙／廢紙回收箱，加強廢紙、舊報紙雜誌的統一收集和處理；在對外聯繫中建立電郵通訊的習慣，盡可能減少紙張的使用；在辦公室實行無紙化，盡量把文書工作計算機化，減少行政工作所廢棄的紙張。本集團亦要求僱員提高個人環保意識，在辦公室茶水間及衛生間等張貼「節約即棄餐具」、「節約用紙」等標示，時刻提醒僱員節能減排。為進一步提倡環保，深圳威新辦公室更不使用一次性紙杯，在客戶接待過程中統一使用白瓷杯。

本集團於報告期間內產生的主要廢棄物（註）為行政辦公的紙張、接待用的紙杯等一次性紙製品，以及塑料水瓶，相關廢棄物量共產生量如下：

註：只包括本集團直接管控及產生的廢棄物，並不包括其他第三方（例如租客、業戶、第三方服務商等）所產生的廢棄物。

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The Group did not directly generate a large quantity of hazardous waste. The waste generation intensity of paper products and plastic water bottles for the year was dropped as compared with that of last year, which demonstrated that the environmental protection measures implemented by the Group are continuing to be effective in reducing waste.

The Group has prepared a range of environmental protection solutions related to the property management process as well as environmental protection guidelines related to the work of employees, for the employees of the Group and property management companies to follow. The Group also promotes the concept of environmental protection among merchants and customers, and encourages them to implement relevant measures. The above measures have been duly implemented during the Reporting Period and have led to successful results.

Greenhouse gas emissions of the Group mainly come from the use of energy in daily office work and property management with relevant emissions as follows (Note):

本集團並無直接產生大量有害廢棄物。本年度紙製品和塑料水瓶廢棄物產生量密度較去年下降。這表明本集團實施的環保措施在持續有效地減少廢棄物。

本集團編製了一系列與物業管理過程相關的環保方案以及與僱員工作相關的環保規範，讓本集團和物業管理公司的僱員依隨實行，並向各商戶、顧客等宣揚環保理念及鼓勵推行環保措施。而於報告期間上述各項措施均有切實執行，且成效顯著。

本集團的溫室氣體排放主要來自於日常辦公及物業管理工作之能源使用，相關排放量如下(註)：

Year 年度	Scope 1 (tonnes CO ₂ e) 範圍一 (噸二氧化碳當量)	Scope 2 (tonnes CO ₂ e) 範圍二 (噸二氧化碳當量)	Intensity (tonnes CO ₂ e/per employee) 密度 (噸二氧化碳當量／每位僱員)
2024	66.31	701.22	0.31
2023	93.28	686.63	0.28

Note: Carbon footprint data covers scope 1 and scope 2 emissions of the Group, calculations of which are based on the Reporting Guide on Environmental KPIs issued by HKEX, the Average Emission Factors for National Power Grids in China issued by the Ministry of Ecology and Environment of the People's Republic of China in response to climate change and the Greenhouse Gas Emission Factors issued by the UK Government's Department for Environment, Food and Rural Affairs (DEFRA).

註：碳排放數據涵蓋本集團範圍1及範圍2排放，計算參照香港交易所《環境關鍵績效指標匯報指引》、中國生態環境部應對氣候變化制定之《中國全國電網平均排放因子》及英國環境食品與鄉村事務部(DEFRA)發佈之溫室氣體排放因子。

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During the Reporting Period, the amount of scope 1 CO₂e generated by the Group decreased compared to last year, which was mainly due to lower gasoline usage resulting from reduced transportation, and that of scope 2 CO₂e and intensity generated by the Group increased compared to last year, which were mainly due to the inclusion of the two new projects in East China region in the reporting scope while the relative increase in emissions per employee was resulting from the decrease in the number of employees in 2024. The Group has implemented various energy conservation plans to reduce the Group's carbon footprint. For details, please refer to the following section headed "Use of Resources".

3.4. Use of Resources

The Group is committed to implementing an environment-friendly resource utilisation system, and achieving green business with the goal of sustainable development. In order to protect the natural environment and prevent waste of resources, the Group has formulated different energy-saving and water-saving policies covering the subject areas of business operation and property management. The Group did not use any packaging materials during the Reporting Period.

於報告期內，本集團產生的範圍一的二氧化碳當量相較去年下降，主要是由於出行量減少導致汽油使用量降低，而範圍二的二氧化碳當量及密度則相較去年上升，主要是由於華東地區兩個新項目納入報告範圍而導致以及2024年僱員人數減少導致僱員密度的排放量相對增加。本集團實行了不同的節能計劃以減低本集團的碳足跡，請參閱下文的「資源使用」部分。

3.4. 資源使用

本集團致力執行環保的資源使用制度，以可持續發展為目標，實現綠色商業。為保護自然環境及避免浪費資源，本集團訂立了不同的節能及減少用水政策，覆蓋商業營運及物業管理各範疇。本集團於報告期間內並無使用包裝材料。

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Energy utilisation

Major types of energy utilised by the Group are electricity and petrol (*Note*), and their usage is as follows:

Year	Electricity consumption (kWh) 電力使用量 (千瓦時)	Intensity of the electricity (kWh/per employee) 電力密度 (千瓦時／每位僱員)	Petrol usage (litre) 汽油使用量 (升)	Intensity (litre/per employee) 密度 (升／每位僱員)
2024	1,229,560	501.04	24,930	10.16
2023	1,203,980	439.57	35,070	12.80

Note: Only includes energy consumption directly controlled and utilised by the Group and excludes energy consumption generated by other third parties (i.e. tenants, owners and contractors). As petrol consumption was low, the exhaust emissions generated can be omitted.

During the Reporting Period, the Group's electricity consumption increased slightly due to a relative increase in energy consumption resulting from the inclusion of the two new projects in East China region in the reporting scope, while the increase in the relative intensity generated per unit of employees was mainly due to the decrease in the number of employees in 2024, and the petrol usage has actually decreased due to the decrease in travel volume.

能源使用

本集團使用之能源主要為市電及汽油（註），相關使用量如下：

註：只包括由本集團直接管控及使用的能耗，其他第三方（例如租客、業戶、外判商等）所產生的能耗除外。由於汽油消耗量低，所產生的廢氣排放可以忽略。

於報告期內，由於華東地區兩個新項目納入報告範圍而導致能源消耗相對增加，本集團的電力使用量略有上升，而每單位員工產生的使用量相對主要是由於2024年僱員人數減少，而汽油使用量則因出行減少而實際下降。

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The Group understands that reducing energy consumption not only cuts greenhouse gas emissions but also reduces unnecessary expense for the Group. Therefore, the Group implements a number of energy conservation plans during the Reporting Period in order to enhance energy efficiency. First, the Group has formulated energy utilisation plan for property projects. Based on an intact system, the plans cover different aspects from equipment design to user awareness raising, and aims to improve energy utilisation efficiency comprehensively. The plan requires drafting of a central air conditioner operating scheme and public utilities energy-saving solution for each operational project, which shall be implemented and enforced strictly upon approval by the Headquarters. The employees shall utilise electricity according to the energy-saving solution, so as to enhance the efficiency. The Headquarters will perform regular reviews to ensure an effective implementation of the energy-saving solution.

The Group requires each operational project to keep the public energy consumption records, collect relevant statistics, and conduct analysis and improvement on a monthly basis. Such records will be submitted to the Headquarters for review, thus ensuring management's regular supervision and inspection of energy consumption of each project. The Headquarters will establish energy consumption indicators according to industry standards. Actual consumption by each project will be evaluated against the indicators, and the Group will strengthen management and drive improvements of projects that are not meeting the standards. Furthermore, the Group will carry out maintenance and even energy-saving retrofits on high energy-consuming equipment, such as air conditioner and lighting system, on a regular basis according to energy consumption records, so as to enhance the efficiency of routine high energy-consuming equipment. The Group also has the air conditioning equipment in public areas of certain projects changed from dispersed control to concentrated control in order to reduce operation time and power consumption. The Group also prefers repairs over purchasing new equipment to reduce wastes and save costs.

本集團明白減少能源消耗不但能降低溫室氣體的排放，更能夠為本集團省去非必要開支。因此，本集團於報告期間實行了多項節能計劃以增加能源效益。首先，本集團為各房地產項目制定能源使用計劃。該計劃涵蓋從設備設計至使用者意識建設等各個層面，以完善的體系全方位提高能源使用效益，包括要求各營運項目編製中央空調運作方案、公共設備節能方案等，經總部審批後落實並嚴格執行，讓僱員按節能方案用電，提高能效。總部亦會定期進行檢查確保節能方案有效地執行。

本集團要求各營運項目編製公共耗能紀錄，每月對公共耗能進行統計、分析及改善，並交由總部覆核，確保各項目的能源消耗得到管理層的定期監管。總部會按照行業標準建立能源消耗指標，並與各項目的實質消耗對比，對不達標項目進行改善和加強管理。另外，本集團會定期根據耗能紀錄對高耗能的設備，例如空調、照明等進行保養甚至節能改造，加強日常高耗能設備的效率。本集團亦將部分項目公共區域的空調設備由分散控制改為集中控制以減少運行時間及電能損耗，並以維修代替採購新設備以減少廢物數量和節約成本。

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LED lighting and signage systems are installed in the underground parking lots of operational projects of the Group. Intelligent lighting systems are applied in public stairs of the projects with the aim to provide sufficient lighting at minimum power consumption. Air-conditioning systems of the projects use the building automated energy saving control systems, while water pumps of the air-conditioning system and water supply system use frequency conversion energy saving control systems to reduce any unnecessary energy consumption.

Green management is also incorporated into the Group's internal operations. Relevant measures include reducing the use of energy-consuming office equipment, improving energy utilisation and operation efficiency and promoting energy-saving among employees. These measures allow the Group to utilise energy and other resources efficiently, and enhance energy saving and emission reduction awareness of employees.

Apart from the energy-saving plan implemented during daily operations, the Group also actively adopts more green techniques and elements in its property projects, with the aim to reduce energy consumption at the source. In terms of project planning and design, the Group considers increasing the ratio of green area, increasing the use of natural lighting to reduce the use of lighting equipment, adopting the "sponge city design" to collect and reuse rainwater, as well as improving building ventilation to reduce the use of air-conditioning system in the project whenever feasible. During the construction stage of projects, the Group requires the contractors to adopt green construction measures in order to reduce energy and raw materials consumption. In terms of raw materials, the Group endeavours to select renewable materials so as to reduce consumption of natural resources, and uses clean energy where feasible. For example, the Nanjing Nanbuxincheng Project has used LED spotlights, T5 fluorescent tubes, solar lighting flashlights and non-iodine tungsten floodlights for outdoor lighting to reduce electricity consumption.

本集團的營運項目於地下停車場安裝節能的LED照明和標識系統，而項目的公共樓梯照明採用智能照明系統，務求使用最少的電量提供足夠的照明。項目的空調系統使用樓宇自控節能控制，而空調系統水泵、供水系統水泵亦使用變頻節能控制，以減低不必要能耗。

本集團內部亦推行綠色管理，包括減少辦公室設備閒置耗電的情況，改善能源使用及運作效率，向僱員宣揚推廣節省能源的概念等。此舉有助於本集團有效地使用能源及各種其他資源，並提高僱員的節能減排意識。

除了從日常營運方面執行節能計劃外，本集團亦積極於房地產項目中採用更多綠色技術及元素，務求從源頭降低能源消耗。於項目規劃與設計時間，本集團於可行情況下考慮為項目加入更多綠空間，為物業引入更多自然光以減低照明需求，以及採用海綿城市設計收集回用雨水，以至改善樓層通風以減少空調裝置的使用等。於項目施工階段，本集團要求承建商使用綠色施工方案，減低能源及原材料的消耗。本集團盡量選用再生物料作為原料，減少消耗自然資源，並在可行的情況下使用清潔能源。例如，南京南部新城項目已使用LED射燈、T5燈管、太陽能燈和太陽能照明手電筒及非碘鎢泛光燈等用於室外照明，以減少電力消耗。

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Gemdale Weixin: Building a renewable energy and sustainable future

金地威新：構建可再生能源與可持續發展的未來

Gemdale Weixin actively responds to the national dual carbon goal and is committed to practicing the ESG concept. In the process of optimizing and transforming the energy structure of the industrial park, we will continue to explore new energy business to fulfil corporate social responsibility and provide clean and efficient renewable energy for customers in the park.

金地威新積極響應國家雙碳目標，致力於實踐ESG理念。在產業園區能源結構優化轉型的過程中，不斷探索新能源業務，以履行企業社會責任並為園區客戶提供清潔和高效的可再生能源。



In terms of the construction of low-carbon parks, Gemdale Weixin Industrial Park has made remarkable achievements in promoting the construction of distributed photovoltaics. As of December 2024, Gemdale Weixin has completed a total grid-connected photovoltaic capacity of 13MW, generating about 12 million kWh of renewable energy throughout the year. It has reduced CO₂ emissions by more than 17,000 tonnes, or reducing the usage of about 6,100 tonnes of standard coal, and equivalent to planting 1.16 million trees.

在低碳園區建設方面，金地威新產業園區在推動分布式光伏建設方面取得顯著成就。截至2024年12月，金地威新完成併網光伏總容量達到13MW，全年產生約1,200萬kWh的可再生能源，實現CO₂減排超過1.7萬噸、相等於標準煤約6,100噸、等效植樹量約116萬棵。

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In addition, Gemdale Weixin also made significant progress in the field of energy storage. Gemdale Weixin successfully implemented its first energy storage project in Chengdu Wuhou Science and Technology Park, establishing two sets of lithium iron phosphate battery energy storage systems with an operating capacity of 200kW/430kWh. The project will be charged in the trough hours and discharged in the peak/sharp hours, which will effectively realise the grid's ability by peak load shifting, and improve the quality of energy consumption.



此外，金地威新在儲能領域也取得顯著進展。金地威新成功在成都武侯科創園項目中實施首個儲能項目，建立兩套磷酸鐵鋰電池儲能系統，運行容量為200kW/430kWh。項目利用低谷時段充電，尖／高峰時段放電，有效實現電網削峰填谷，提升用能質量。



Gemdale Weixin plans to build a low-carbon, near-zero-carbon park in Shanghai Minhang Data AI Innovation Industrial Base in the future. The project will combine distributed PV, industrial and commercial energy storage equipment and curtain wall PV business with additional charging pile facilities for integrated motor vehicle that is featured of PV, storage and charging. Through the digital twin system, the park's energy data and carbon emission indicators will be monitored in real time in an effort to create a near-zero carbon park.

金地威新未來計劃在上海閔行達闢人工智能創新產業基地，尋求建設低碳、近零碳園區。項目將結合分佈式光伏、工商業儲能設備及幕牆光伏業務，並增設光儲充一體化機動車充電樁設施。通過數字孿生系統，將實時監控園區能源數據和碳排放指標，努力打造近零碳園區。

Gemdale Weixin's efforts in sustainable development not only reflect its commitment to environmental protection, but also provide more green services to onsite enterprises. Through the synergistic development of renewable energy, green logistics, intelligent energy management and other areas, Gemdale Weixin is leading the park to realise a green and low-carbon transformation, demonstrating its green development potential as the core of an industrial park.

金地威新在可持續發展方面的努力不僅體現了其對環境保護的承諾，也為入園企業提供了更多綠色服務。通過可再生能源、綠色物流、智慧能源管理等多領域協同發展，金地威新正引領園區實現綠色、低碳轉型，展現了其作為產業園區核心的綠色發展潛力。

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Water resources utilisation

In terms of water resources, the water consumption of the Group was largely attributed to the operation of property development and staff living, and the relevant consumption is as follows:

Year 年度	Water consumption (cubic metre) 用水量(立方米)	Intensity of water consumption (cubic metre/per employee) 用水量密度(立方米／每位僱員)
2024	70,914.00	28.90
2023	29,107.00	10.63

During the Reporting Period, the significant increase in water consumption was mainly due to development needs of the Xiamen Jinlianbao and Nanjing Lishui projects.

The Group fully understands how valuable water resources are and therefore implements water saving plans to reduce water consumption, and promote water saving awareness among employees. The Group posts labels of "Please Save Water" in offices, workplaces, pantries and restrooms to advocate resources saving and promote an eco-friendly working environment. Moreover, the Group also purchases advanced equipment and systems as much as possible to reduce water consumption. For example, Shenzhen Weixin and Nanjing Nanbuxincheng installed current-limiting devices/automatic sensing devices on faucets in the office to reduce water consumption. Concerning contractors such as property management (including cleaning and landscaping work) which consume a larger amount of water, the Group has also taken relevant measures to supervise the water consumption. Taking into account the actual work and previous records, the Group has established the water consumption indicators for contractors to follow and report monthly. Through these water consumption indicators, the Group can analyse the water consumption for property management work and timely supervise the contractors. The Group has also changed the landscape watering systems of certain projects into automatic sprinkling, significantly reducing water consumption.

水資源使用

在水資源方面，本集團的用水量主要為物業發展及員工生活用水，相關使用量如下：

於報告期內的用水量大幅上升主要因為廈門金聯保及南京溧水項目發展需要。

本集團深明水資源的寶貴，故落實節水計劃以降低用水量，透過宣傳方式提高僱員節約用水的意識。本集團於辦公室及工作場所、茶水間、衛生間等地方張貼「節約用水」宣傳標示，倡導節約資源和綠色辦公。此外，本集團亦盡可能通過採購先進設備及系統以降低用水量，如深圳威新和南京南部新城通過對辦公室或其物業項目用水水龍頭安裝限流裝置／自動感應裝置以降低耗水。至於針對用水量較大之外判商如物業管理（包括清潔、綠化工作），本集團亦實行了相關監管措施。本集團參考外判商實際工作及過往紀錄訂立了用水指標，要求他們遵守並進行每月匯報。透過此用水指標管理，本集團得以分析物業管理工作的用水量，並對外判商進行及時管理。本集團亦將部分項目園區的綠化澆水改為自動噴灌，大大節省用水量。

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A.	ENVIRONMENTAL	
A.	環境	
A1: Emissions A1: 排放物	General Disclosure 一般披露	3.3 Emissions 3.3 排放物
	KPI A1.1 The types of emissions and respective emissions data KPI A1.1 排放物種類及相關排放數據	The Group does not directly produce any major emissions (such as exhaust fumes, sewage, etc.) 本集團並無大量的直接廢氣及污水等排放
	KPI A1.2 Total direct (scope 1) and indirect energy (scope 2) greenhouse gas emissions and intensity KPI A1.2 直接（範圍1）及能源間接（範圍2）溫室氣體總排放量及密度	3.3 Emissions – Waste reduction measures within the Group 3.3 排放物 – 本集團內部減廢措施
	KPI A1.3 Total hazardous waste produced and intensity KPI A1.3 所產生有害廢棄物總量及密度	The Group does not directly generate large amounts of hazardous waste 本集團並沒有直接產生大量的有害廢棄物
	KPI A1.4 Total non-hazardous waste produced and intensity KPI A1.4 所產生無害廢棄物總量及密度	3.3 Emissions – Waste reduction measures within the Group 3.3 排放物 – 本集團內部減廢措施
	KPI A1.5 Emissions targets and the steps taken to achieve such targets KPI A1.5 所訂立的排放量目標及為達到這些目標所採取的步驟	The Group does not directly produce any major emissions (such as exhaust fumes, sewage, etc.) 本集團並無大量的直接廢氣及污水等排放
	KPI A1.6 Description of how hazardous and non-hazardous wastes are handled, waste reduction targets and the steps taken to achieve such targets. KPI A1.6 處理有害及無害廢棄物的方法，及所訂立的減廢目標及為達到這些目標所採取的步驟。	3. Care for the environment 3. 愛護環境

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A2: Use of Resources A2: 資源使用	General Disclosure 一般披露	3.4 Use of Resources 3.4 資源使用
	KPI A2.1 Total energy consumption and intensity KPI A2.1 能源總耗量及密度	3.4 Use of Resources – Energy Utilisation 3.4 資源使用 – 能源使用
	KPI A2.2 Total water consumption and intensity KPI A2.2 總耗水量及密度	3.4 Use of Resources – Water Resources Utilisation 3.4 資源使用 – 水資源使用
	KPI A2.3 Description of energy utilisation efficiency targets and the steps taken to achieve such targets KPI A2.3 描述能源使用效益目標為達到這些目標所採取的步驟	3. Care for the environment 3. 愛護環境
	KPI A2.4 Description of whether there is any issue in sourcing water that fits this purpose, the water efficiency targets set and the steps taken to achieve them KPI A2.4 描述求取適用水源上可有任何問題，以及提升用水效益目標為達到這些目標所採取的步驟	3. Care for the environment 3. 愛護環境
	KPI A2.5 Total packaging material used for finished products, with reference to per unit produced KPI A2.5 製成品所用包裝材料的總量及每生產單位佔量	Due to the business nature of Gemdale Properties, this KPI is not applicable in this report. 由於金地商置業務性質的原因，此KPI並不適用於本報告。

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A3: Environment and Natural Resources A3: 環境及天然資源	General Disclosure 一般披露	3.1 Environment and Natural Resources 3.1 環境及天然資源
	KPI A3.1 Description of the significant impacts of business activities on the environment and natural resources and the actions taken to manage them	3.1 Environment and Natural Resources
	KPI A3.1 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	3.1 環境及天然資源
A4: Climate Change A4: 氣候變化	General Disclosure 一般披露	3.2 Climate Change 3.2 氣候變化
	KPI A4.1 Description of material climate related matters that have or may have impact on the issuer and the corresponding actions taken	3.2 Climate Change
	KPI A4.1 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	3.2 氣候變化

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B.	SOCIAL	
B.	社會	
B1: Employment B1:僱傭	General Disclosure 一般披露	2.1 Employment 2.1僱傭
	KPI B1.1 Total workforce by gender, employment type, age group and geographical region KPI B1.1按性別、僱傭類型、年齡組別及地區劃分的僱員總數	2.1 Employment 2.1僱傭
	KPI B1.2 Employee turnover rate by gender, age group and geographical region KPI B1.2按性別、年齡組別及地區劃分的僱員流失比率	2.1 Employment 2.1僱傭
B2: Health and Safety B2:健康與安全	General Disclosure 一般披露	2.2 Health and Safety 2.2健康與安全
	KPI B2.1 Number and rate of work-related fatalities over the past three years KPI B2.1過去三年因工作關係而死亡的人數及比率	2.2 Health and Safety 2.2健康與安全
	KPI B2.2 Lost days due to work injury KPI B2.2因工傷損失工作日數	2.2 Health and Safety 2.2健康與安全
	KPI B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored KPI B2.3描述所採納的職業健康與安全措施，以及相關執行及監察方法	2.2 Health and Safety 2.2健康與安全

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B3: Development and Training B3:發展及培訓	General Disclosure 一般披露	2.3 Development and Training 2.3發展及培訓
	KPI B3.1 The percentage of employees trained by gender and employee category KPI B3.1按性別及僱員類別劃分的受訓僱員百分比	2.3 Development and Training 2.3發展及培訓
	KPI B3.2 The average training hours completed per employee by gender and employee category KPI B3.2按性別及僱員類別劃分，每名僱員完成受訓的平均時數	2.3 Development and Training 2.3發展及培訓
B4: Labour Standards B4:勞工準則	General Disclosure 一般披露	2.4 Labour Standards 2.4勞工準則
	KPI B4.1 Description of measures to review employment practises to prevent child labour and forced labour KPI B4.1描述檢討招聘慣例的措施以避免童工及強制勞工	2.4 Labour Standards 2.4勞工準則
	KPI B4.2 Description of steps taken to eliminate such practises when discovered KPI B4.2描述在發現違規情況時消除有關情況所採取的步驟	2.4 Labour Standards 2.4勞工準則

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B5: Supply Chain Management B5:供應鏈管理	General Disclosure 一般披露	1.3 Supply Chain Management 1.3 供應鏈管理
	KPI B5.1 Number of suppliers by geographical region KPI B5.1 按地區劃分的供應商數目	1.3 Supply Chain Management 1.3 供應鏈管理
	KPI B5.2 Description of practises relating to engaging suppliers, number of suppliers where the practises are being implemented, and how they are implemented and monitored KPI B5.2 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	1.3 Supply Chain Management 1.3 供應鏈管理
	KPI B5.3 Description of practises relating to identifying the environmental and social risks along the supply chain, and how they are implemented and monitored. KPI B5.3 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。	1.3 Supply Chain Management 1.3 供應鏈管理
	KPI B5.4 Description of practises relating to promoting the use of environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. KPI B5.4 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。	1.3 Supply Chain Management 1.3 供應鏈管理

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B6: Product Responsibility B6:產品責任	General Disclosure 一般披露	1.1 Product Responsibility 1.1產品責任
	KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons KPI B6.1 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	Due to the business nature of Gemdale Properties, this KPI is not applicable in this report. 由於金地商置業務性質的原因，此KPI並不適用於本報告。
	KPI B6.2 Number of products and services related complaints received and how they are dealt with KPI B6.2 接獲關於產品及服務的投訴數目以及應對方法	1.1 Product Responsibility – Customer Service 1.1產品責任 – 客戶服務
	KPI B6.3 Description of practises relating to observing and protecting intellectual property rights KPI B6.3 描述與維護及保障知識產權有關的慣例	Due to the business nature of Gemdale Properties, this KPI is not applicable in this report. 由於金地商置業務性質的原因，此KPI並不適用於本報告。
	KPI B6.4 Description of quality assurance process and recall procedures KPI B6.4 描述質量檢定過程及產品回收程序	1.1 Product Responsibility – Customer Service 1.1產品責任 – 客戶服務
	KPI B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored KPI B6.5 描述消費者數據保障及私隱政策，以及相關執行及監察方法	1.1 Product Responsibility – Customer Privacy 1.1產品責任 – 客戶私隱

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B7: Anti-corruption B7:反貪污	General Disclosure 一般披露	1.2 Anti-corruption 1.2反貪污
	KPI B7.1 Number of concluded legal cases regarding corruption practises brought against the issuer or its employees during the Reporting Period and the outcomes of the cases	1.2 Anti-corruption
	KPI B7.1 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	1.2反貪污
	KPI B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	1.2 Anti-corruption
	KPI B7.2 描述防範措施及舉報程序，以及相關執行及監察方法	1.2反貪污
	KPI B7.3 Description of anti-corruption training provided to directors and employees	1.2 Anti-corruption
B8: Community Investment B8:社區投資	KPI B7.3 描述向董事及員工提供的反貪污培訓	1.2反貪污
	General Disclosure 一般披露	1.4 Community Investment 1.4社區投資
	KPI B8.1 Focus areas of contribution	1.4 Community Investment
	KPI B8.1 專注貢獻範疇	1.4社區投資
	KPI B8.2 Resources contributed to the focus area	1.4 Community Investment
	KPI B8.2 在專注範疇所動用資源	1.4社區投資

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