



CHINA SCE GROUP HOLDINGS LIMITED

中駿集團控股有限公司

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

Stock Code 股份代號 : 1966

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

2024



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ABOUT THE GROUP

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

As of 31 December 2024, the Group together with its joint ventures and associates owned a land bank with an aggregate planned gross floor area (“GFA”) of approximately 25.30 million square metres (“sq. m.”). The property projects are distributed in 56 cities, including Beijing, Shanghai, Tianjin, Chongqing, Chengdu, Suzhou, Hangzhou, Nanjing, Zhengzhou, Qingdao, Jinan, Xiamen, Nanchang and Kunming, etc. Its products cover a wide range of properties including high-rise residential buildings, offices, shopping malls and long-term rental apartments. Looking ahead, the Group will continue to consolidate its leading position in the region and become an outstanding leader in creating a better quality of life through a more proactive and stable development strategy.

關於本集團

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

於二零二四年十二月三十一日，本集團及其合營公司及聯營公司擁有總規劃建築面積合共約2,530萬平方米的土地儲備，物業項目分佈在北京、上海、天津、重慶、成都、蘇州、杭州、南京、鄭州、青島、濟南、廈門、南昌及昆明等56個城市，產品涵蓋高層住宅、辦公樓、購物中心及長租公寓等多種物業類型。展望未來，本集團將持續鞏固區域領先地位，以更積極穩健的發展策略成為卓越的美好生活引領者。



Customer-oriented

Strive for customers' satisfaction and trust

客戶至上

矢志追求客戶的滿意和信賴



Persistence

Devoted to create values

持續奮鬥

全力以赴，以價值創造者為本



Simplicity and Self-discipline

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

簡單自律

最簡單最智慧，最自律最自由



Embrace Change

Dare to change, self breakthrough, continuous iteration

擁抱變化

勇於謀變，突破自我，持續迭代

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This year, China SCE and its business units have received a number of key awards for their dedication and efforts in the field of brand building. The Group ranked 47th in the “2024 TOP 500 of Real Estate Developers”, which was awarded by the China Real Estate Association and Shanghai E-House Real Estate Research Institute. Additionally, China SCE also won the 2024 “Golden Bridge Award — Outstanding Social Responsibility Enterprise of the Year”, which was awarded by Thinking Finance and Investor.com.

ABOUT THIS REPORT

In addition to enhancing its hard power, China SCE also values the consolidation of its soft power and its commitment to social responsibility. Based on this, the Group recognises the importance of operating in a responsible manner towards the environment and the community with a view to achieving sustainable development. In order to share the efforts and performance of the Group’s sustainable development from 1 January 2024 to 31 December 2024 (the “Year”), the Company is pleased to present its ninth Environmental, Social and Governance Report (the “Report”).

This Report has been prepared in compliance with the “Environmental, Social and Governance Reporting Guide” as set out in Appendix C2 of the Main Board Listing Rules (the “Listing Rules”) of The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”). Through communication with stakeholders, the Group has assessed the importance of a number of environmental, social and governance (“ESG”) issues to the business and stakeholders, and has outlined the ESG policies, initiatives and performance of the Group’s core business — the property development business, in accordance with the principles of materiality, quantitative, balance and consistency in reporting. This Report is prepared in both Chinese and English and is published through the website of the Hong Kong Stock Exchange and the Company’s website (<https://www.sce-re.com>). The Group has established internal monitoring and review procedures to ensure that all information presented in this Report is accurate and reliable. The board of directors (the “Board”) of the Company has confirmed and approved the release of this Report on 28 March 2025. If there are any contradictions or inconsistencies between the Chinese and English versions, the Chinese version shall prevail.

本年度，中駿及其旗下各業務部門在建設品牌方面榮獲多項獎項。其中由中國房地產協會及上海易居房地產研究院頒發的「2024年房地產開發企業綜合實力TOP 500」的第47位。此外，中駿還獲得了由思維財經及投資者網頒發的二零二四年「年度傑出社會責任企業 — 金橋獎」的榮譽。

關於本報告

中駿在提升硬實力的同時，也看重企業軟實力的鞏固及對社會責任的承擔。建基於此，本集團確認對環境及社區以負責任方式營運的重要性，希冀達至可持續發展。為分享本集團於二零二四年一月一日至二零二四年十二月三十一日（「本年度」）在可持續發展工作上的努力及表現，本公司欣然提呈第九份《環境、社會及管治報告》（「本報告」）。

本報告乃遵照香港聯合交易所有限公司（「香港聯交所」）主板上市規則（「上市規則」）附錄C2《環境、社會及管治報告指引》所編製。透過與持份者溝通，本集團已評估多項環境、社會及管治事宜對業務及持份者的重要性，並按照重要性、量化、平衡及一致性的報告原則，概述本集團之核心業務 — 物業發展業務在環境、社會及管治方面的政策、措施及表現。本報告以中、英文編寫，透過香港聯交所網站及本公司網站（<https://www.sce-re.com>）發佈。本集團已成立內部監控及審查程序，竭力確保本報告所有呈現的資料均準確可靠。本報告已於二零二五年三月二十八日由本公司董事會（「董事會」）確認及批准發佈。如中、英文版本有任何抵觸或不相符之處，應以中文版本為準。

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

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

Feedback

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

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

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

意見反饋

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

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1 Four regional companies include the Southern regional company, the Southeast regional company, the Southwest regional company and the North China regional company.

2 SCE Intelligent Commercial Management Holdings Limited ("SCE CM", Stock code: 606)

1 四大區域公司，包括南方區域公司、東南區域公司、西南區域公司及華北區域公司。

2 中駿商管智慧服務控股有限公司（「中駿商管」，股份代號：606）。

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MESSAGE FROM THE CHAIRMAN

In 2024, the pressure on real estate companies remains unabated. Amid a rapidly evolving market environment, China SCE has remained resilient, dedicating its efforts to stabilising business fundamentals and ensuring the smooth execution of all initiatives. This year, the Group is poised to address emerging challenges by enhancing business acumen and management capabilities. As the real estate industry remains in the phase of stabilising, China SCE will continue to prioritise “Ensuring Delivery” as its core business strategy. By collaborating with top-tier teams and optimising resource allocation, the Group is committed to the successful delivery of residential projects. Simultaneously, China SCE has been refining its strategic framework, deepening its “Two Wings” strategy and strengthening synergies across diverse business lines. Looking ahead to 2025, China SCE will adjust its operational pace to ensure the timely progress of development projects and completely boost the pre-sale and sales of completed properties. Through these comprehensive measures, China SCE aims to navigate the challenging market environment with stability, creating greater value for shareholders, customers, and employees while achieving the Group’s sustainable development goals.

Governance Performance

In order to further strengthen and advance the Group’s sustainability-related management and practices, we have established a Sustainable Development Steering Committee (“the Committee”). Comprising heads of the relevant departments, the Committee regularly reports to the Board, assisting the Board in managing ESG matters. Additionally, the Board will allocate appropriate resources to support the Group’s sustainable development in line with its operational needs. To continuously improve sustainability performance, the Group will periodically review and refine its existing approaches and structures.

主席寄語

二零二四年，房地產企業壓力仍然不減。在風雲變幻的市場環境中，中駿堅韌不拔，全力以赴，努力保證經營基本面的穩定，確保各項工作平穩推進。今年，本集團準備應對各挑戰，把重心放在提高經營意識和管理能力。鑒於全國房地產行業現在仍處在築底階段，中駿將繼續以「保交付」作為核心經營策略，與頂尖團隊協力共謀資源分配，致力確保成功交付住宅。同時，中駿不斷完善戰略布局，深化「兩翼」戰略，強化各業務之間的合作。展望二零二五年，中駿將調整營運節奏並確保工程進度，全面推進預售及現房銷售。通過這些綜合措施，中駿將會在艱難的市場環境中穩步前行，為股東、客戶和員工創造更大的價值，實現本集團的可持續發展。

管治表現

為了進一步強化和優化本集團在可持續發展領域的管理與實踐，我們已成立了可持續發展督導委員會（「委員會」）。該委員會由相關部門主管擔任成員，並定期向董事會匯報，以輔助董事會管理環境、社會及管治的事宜。此外，董事會將根據本集團的營運需求，合理分配資源，支持可持續發展項目的推進，亦會定期審閱及改善現行方針和架構，不斷提升可持續發展水平。

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Environmental Performance

We are committed to integrating green building concepts into development projects and incorporating environmental protection into all stages of property development. This commitment enables us to deliver efficient, energy-saving and comfortable buildings. All new projects developed by China SCE have achieved full compliance with national green building standards, attaining 100% green building coverage.

In support of national climate policies and to further reduce our greenhouse gas emissions, the Group has engaged a third-party consultant to conduct climate-related risk assessment. This includes quantitative scenario analysis of physical risks to identify potential risks to the business brought by climate change. Based on the assessment results, we will formulate corresponding relevant climate change policies to proactively address the challenges and opportunities posed by climate change. Additionally, we will take effective measures to mitigate associated risks, ensuring long-term stability and sustainable development. Through these measures, China SCE continues to play a leading role in green building and environmental protection, contributing to the achievement of global sustainable development goals and creating greater social value.

Social Performance

The Group remains steadfast in our belief that contributing to society is integral to the steady development of our enterprise. While pursuing growth, we are committed to giving back to the society, dedicating ourselves to social welfare undertakings, and through practical actions to convey the positive impact of public welfare. These efforts demonstrate our corporate responsibility and commitment. Over the years, the Group donated a total of approximately RMB900 million, focusing on education, environmental protection and culture areas. We have established various charitable funds to support projects such as education, poverty alleviation and medical aid, benefiting communities across more than 30 provinces and cities across the country and reaching over 2,000 schools and positively impacted the lives of approximately 600,000 teachers and students. China SCE's social responsibility extends beyond charitable donations, we are also equally committed to improving the well-being and development of our customers, employees, suppliers, contractors and the broader community. We regard these as key elements to achieve our corporate mission and strategic goals, reflecting our philanthropic philosophy through practical actions.

環境表現

我們致力將綠色建築融入到項目發展中，將環境保護貫穿於地產開發的全過程，從而打造出高效、節能和舒適的建築。目前中駿所有新建項目已全面達到國家綠色建築標準，實現了100%的綠色建築覆蓋率。

為了響應國家的氣候政策，並進一步減少整體溫室氣體排放，本集團已委託第三方顧問進行氣候相關風險評估。這包括對物理風險進行量化的情境分析，以識別氣候變化對業務可能帶來的風險。基於評估結果，我們將制定相應的氣候變化政策，積極應對氣候變化帶來的挑戰和機遇。除此之外，我們採取有效措施降低相關風險，確保企業的長期穩定和可持續發展。通過這些措施，中駿將繼續在綠色建築和環境保護方面發揮領先作用，為實現全球可持續發展目標貢獻力量及創造更大的社會價值。

社會表現

本集團始終堅守奉獻社會的信念。在追求企業穩健發展的同時，我們始終不忘回饋社會，致力於社會公益事業，用實際行動傳遞公益正能量，展現企業的責任與擔當。多年來，本集團已累計捐贈近人民幣九億元，專注於教育、環保和文化領域。我們設立了多個慈善基金，涵蓋助學、扶貧和醫療救助等等項目，足跡遍及全國三十多個省市，惠及超過兩千所學校及約六十萬名師生。中駿的社會責任不僅限於公益捐贈，我們還致力於提升客戶、員工、供應商、承辦商以及更廣泛社區大眾的福祉和發展，將這些視為實現企業使命和戰略目標的關鍵要素，以實際行動踐行我們的公益理念。

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In 2024, Kunshan Huaqiao SCE Funworld and Fuzhou SCE Funworld officially opened, establishing new benchmarks for urban commercial models. Looking forward to 2025, we are confident in the future of the real estate industry and are optimistic about its return to the path of stable and healthy development. Guided by our “Refine and Optimise” development strategy, the Group will uphold high standards of corporate governance and actively advance environmental protection measures. Through upholding the principle of shared prosperity, we will collaborate sincerely with all stakeholders to collectively revitalise and advance a prosperous future. China SCE will continue to fulfill its social responsibility through concrete actions, contributing to the construction of a harmonious society and the promotion of sustainable development, joining hands with all sectors of society to work together to create a better future.

Wong Chiu Yeung

Chairman

28 March 2025

二零二四年，昆山花橋中駿世界城和福州中駿世界城正式隆重開業，成為了城市的新商業典範。展望二零二五年，我們對房地產行業的未來充滿信心，期待其能夠重回平穩健康發展的軌道。本集團將以「做精做優」的發展戰略，堅守良好的企業治理標準，積極推進環境保護舉措。我們將秉持共用利益的原則，與所有持份者真誠合作，共同推動社會的振興和前行。中駿將繼續以實際行動踐行社會責任，為構建和諧社會、促進可持續發展貢獻力量，與社會各界攜手共進，開創更加美好的未來。

主席

黃朝陽

二零二五年三月二十八日

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE APPROACH

The Group believes that a sound and robust ESG management structure and system will enhance the overall value of the Group and deliver long-term, stable returns to stakeholders. Aside from continuously optimising our practices, we highly value stakeholders feedback. Based on this feedback, we regularly review and improve our existing approaches and structures to elevate the performance of sustainable development.

Corporate Governance

Good corporate governance is not only vital for protecting the interests of both the Group and its shareholders, but also a key driver of operational efficiency. Therefore, we are always committed to achieving excellence in corporate governance. The Group and its Board strictly comply with applicable laws and regulations, including the “Hong Kong Companies Ordinance” (Cap. 622 of Hong Kong legislation), and comply with the “Corporate Governance Code” set out in Appendix C1 of the Listing Rules of the Hong Kong Stock Exchange. In response to growing societal and international attention on corporate ESG performance, the Board takes a leading role in overseeing China SCE’s ESG development, and fostering a positive governance culture. The Board’s responsibilities include guiding departments in formulating, approving and implementing ESG-related policies and measures. Regular meetings are held with management to review the progress and effectiveness of work, facilitating the evaluation of the existing approach and structure and to monitor compliance progress, reflecting a top-down governance model. Moreover, department heads are responsible for identifying, reporting, discussing and analysing material ESG risks and opportunities relevant to their respective functions, enabling the formulation and implementation of relevant targeted countermeasures. To further strengthen governance standards, the Board has established the Audit Committee, the Remuneration Committee, the Nomination Committee and the Corporate Governance Committee. The establishment of these committees aims to strengthen the governance structure and ensures the Group maintains exemplary corporate governance standards. For detailed responsibilities of the Board and each committee, please refer to the “Corporate Governance Report” section of the Group’s 2024 Annual Report.

環境、社會及管治方針

本集團相信，完善和健全的環境、社會及管治管理架構及制度，將提升本集團的整體價值，並為持份者帶來更長遠穩定的回報。在持續優化業務的同時，我們高度重視持份者提出的意見，並會根據意見定期審閱及改善現行方針和架構，不斷提升可持續發展表現。

企業管治

良好的企業管治不僅能維護公司和股東利益，也是提升業務運作效率的關鍵。因此，我們始終致力於追求卓越的企業管治標準。本公司及董事會嚴格遵守包括香港《公司條例》（香港法例第622章）在內的適用法律法規，按照香港聯交所上市規則附錄C1所載之《企業管治守則》進行公司治理。隨著社會及國際對企業的環境、社會及管治表現關注度上升，董事會全面領導及監督中駿的環境、社會及管治發展，致力建立良好的管治文化。董事會工作內容包括指導各部門制定、審批和執行環境、社會及管治相關政策與措施，並定期與管理層進行會議，檢討工作進度及成效，以此評估現行方針和架構的有效性及監察相關達標進度，體現由上而下的管治模式。此外，各部門管理人員亦會負責識別、報告、討論及分析不同部門面臨的重大環境、社會及管治風險及機會，以助制定及執行相關應對措施。為提升企業管治水準，董事會下設審核委員會、薪酬委員會、提名委員會以及企業管治委員會，旨在加強管治結構，確保本集團能持續實現卓越的企業管治標準。有關董事會及各委員會職責可參閱本集團二零二四年年報「企業管治報告」章節。

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Board diversity is crucial to improving decision-making quality and enhancing corporate competitiveness, thus the Group has formulated the “Board Diversity Policy” to build a comprehensive board structure. In the selection process of directors, the Group considers a series of factors including skills, industry knowledge and experience, expertise, educational background, independence, gender and age. These factors ensure that the Board meets high standard in these areas and enables the Board contribute to the Group’s business development when needed. Additionally, the Company and the Nomination Committee conduct an annual review of the Board’s structure, size and composition, and provide recommendations to the Board regarding director nominations based on the review results and the “Board Diversity Policy”. For details of the core duties of the Board and its members, please refer to the “Nomination Committee” section of the Group’s 2024 Annual Report.

Risk Management

Risk management is a cornerstone of the Group’s daily business operations, and we consistently approach it with rigor and diligence. The Group strictly complies with the requirements of laws and regulations such as the “Company Law of the People’s Republic of China” and the Listing Rules of the Hong Kong Stock Exchange, to ensure compliance across all operations. To strengthen oversight, the Group has established an Audit Committee responsible for monitoring the Group’s financial reporting system, risk management, and internal control systems and evaluating the effectiveness of the Group’s internal audit functions. Under the guidance of the Board, the Business Department is responsible for overseeing the risk management and internal control for the identification and analysis of risks that may impact the achievement of our business objectives, and developing appropriate management and mitigation measures accordingly. We firmly believe that a comprehensive and multi-faceted risk assessment not only ensures the smooth operation of the Group’s business, but also creates long-term value for all stakeholders supporting the Group’s sustainable development. To further implement risk management, the Group has formulated the “Risk Management Handbook”, which outlines on the risk management structure, responsibilities of relevant personnel, objectives and principles of risk management, and specific procedures and processes of risk management and serves as a clear guidance for employees, who are expected to familiarise themselves with its contents and integrate risk management concepts and methods into the Group’s culture. Through these initiatives, the Group is committed to building a robust and efficient risk management system and supporting the Group’s healthy and steady long-term development.

董事會多元化對提升決策質量、增強企業競爭力至關重要，因此本集團制定了「董事會多元化政策」，從而構建一個全面的董事會架構。在董事甄選過程中，本集團考慮了技能、行業知識及經驗、專業資質、教育背景、獨立性、性別、年齡等一系列因素，以確保董事會的素質在上述方面達致相當水平，使其在切合所需之時能夠為業務發展作出相應貢獻。此外，本公司及提名委員會每年均會檢討董事會的架構、人數、組成成員等，並會基於檢討結果及「董事會多元化政策」等因素，就出任董事的提名向董事會提出意見。有關董事會及各委員的主要職責，請參閱二零二四年本集團年報「提名委員會」章節。

風險管理

風險管理作為本集團日常業務營運中的核心環節，我們始終秉持嚴謹的態度，嚴格遵循《中華人民共和國公司法》及香港聯交所《上市規則》等法律法規的要求，確保集團營運的合規性。本集團已設立審核委員會，負責監管本集團財務報告制度，風險管理及內部監控系統，並檢討本集團內部審計職能的有效性。業務部門則在董事會的指導下，負責進行風險管理和內部監控，以識別和分析為達成公司業務目標而出現的風險概況，並制定相應的管理和緩解措施。我們堅信全方位、多角度的風險評估，不僅能夠保障本集團業務的平穩運行，還能夠為所有利益相關者創造長期價值，實現本集團的可持續發展。為進一步落實風險管理工作，本集團制定了《風險管理手冊》，其詳細闡述了風險管理架構、相關人員的職責、風險管理的目標、原則以及風險管理的具體程序和流程，為員工提供了清晰的操作指南。所有員工需熟悉並遵循手冊內容，確保風險管理理念和方法融入本集團文化。通過這一系列的舉措，本集團致力於構建一個穩健且高效的風險管理體系，支撐本集團在長遠發展的道路上健康、穩步向前。

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To effectively promote risk management among various departments and ensure the efficient implementation of risk management measures, the Group continues to strengthen the “Three Lines of Defence” model. The model clearly standardises the risk management reporting mechanism and appropriately assigns internal risk oversight responsibilities within the Group.

- Each subsidiaries and business units forms the first line of defence in managing the Group’s risks. They are responsible for managing risks in daily business operations, assisting the senior management team in advancing the risk management process, implementing risk policies and regularly collecting and summarising risk events to ensure timely and accurate reporting to senior management.
- Each management department forms the second line of defence in the Group’s risk management. Aiming to provide the Group’s management with a clear understanding of significant risks faced by the Group and associated risk control measures, each department compiles an annual risk management report based on the annual risk assessment and supervision results, and submit to the Board for review.
- The Board is the third line of defence for the Group’s risk management. The Board independently oversees the overall risk management and internal control system of the Group, providing guidance and recommendations to the management based on real-time information to support the next phase of work, and continuously enhancing the Group’s effective risk management. During the Year, the Board evaluated the Group’s risk management and internal control systems and their effectiveness.

為在各部門間有效推動風險管理，同時高效實施風險管理措施，本集團持續加強「三道防線」的風險管理模型。該模型明確規範了風險管理的匯報機制，並合理劃分本集團內部的風險監督責任。

- 各附屬公司及各業務部門為本集團風險管理的第一道防線，全面責任負責應對日常業務活動的風險，包括協助高層管理團隊加強風險管理流程、實施風險政策，並定期加強收集、匯總日常風險事件，以確保信息能夠迅速、準確地上報高級管理層。
- 各管理部門為本集團風險管理的第二道防線。為確保本集團管理層能夠迅速了解本集團面臨的重大風險及相關風險控制措施，各部門每年應根據年度的風險評估與監控結果，提交年度風險管理工作報告，並由董事會進行審閱。
- 董事會為本集團風險管理的第三道防線。董事會負責對本集團整體的風險管理及內部監控系統進行獨立的監督，並根據實時信息為管理層提供指導及建議以支持下一階段工作，從而持續加強本集團對風險的有效管理。於本年度內，董事會已檢討本集團風險管理及內部監控系統及其有效性。

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Materiality Analysis

Communication with Stakeholders

The Group attaches great emphasis on the effective participation of stakeholders to understand their key concerns and gather feedback on our sustainability approaches, strategies and objectives, and drive the steady progress of China SCE on the path of sustainable development. To achieve this, we adopt a comprehensive approach, maintaining consistent and timely communication with various stakeholder groups through multiple channels. Through engaging stakeholders regularly, we are able to identify potential risks and opportunities in our business operations, while gathering diverse perspectives and expectations related to our operations and development. We integrated these insights into our daily operations to respond to rapid societal changes and support the Group's initiatives in advancing sustainable development. Major stakeholders of the Group identified include employees, investors and shareholders, property owners and customers, contractors and suppliers, and the community.

重要性分析

持份者溝通

本集團高度重視持份者的有效參與，以了解持份者的主要關注事項，並為我們的可持續發展方針、策略和目標提供建議，共同推動中駿在可持續發展道路上的穩健前行。為此，我們採取全面性方針，透過不同的溝通渠道，與各持份者群組進行一致與及時的溝通。通過與各持份者定期接觸，我們能夠識別業務營運的潛在風險和機遇，同時收集與我們的營運和發展相關的不同意見和期望。我們納入這些見解於日常營運中，以應對社會的快速變化以及支持本集團在推進可持續發展中的各項舉措。本集團已識別的主要持份者包括員工、投資者及股東、業主及客戶、承包商及供應商、社區。

Stakeholder Group 持份者類別	Importance of Communication 溝通的重要性	Stakeholder Expectations 持份者期望	Principal Communication Channel 主要溝通渠道
Employees 員工	<ul style="list-style-type: none"> Our employees are the Group's most valuable asset. We are dedicated to providing a safe working environment to encourage active participation from the employees, and to ensure the Group's strong competitiveness. 員工是本集團最核心的資產，我們致力於提供一個安全的工作環境，以激發員工的積極參與，為本集團提供強大的競爭力。 	<ul style="list-style-type: none"> Rights protection Good working environment Career development opportunities 權益保障 良好工作環境 事業發展機會 	<ul style="list-style-type: none"> Employee meetings Employee complaint channels Internal mail Daily meetings Notice board Intranet Training & workshops Questionnaires and satisfaction survey 員工大會 員工申訴渠道 內部郵件 日常會議 通告板 內聯網 培訓及工作坊 問卷調查及滿意度調查

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Stakeholder Group 持份者類別	Importance of Communication 溝通的重要性	Stakeholder Expectations 持份者期望	Principal Communication Channel 主要溝通渠道
Investors and shareholders 投資者及股東	<ul style="list-style-type: none"> Disclosure of financial performance and sustainable development progress. Ensure that the Group's business development strategies align with the interests of investors and shareholders. 	<ul style="list-style-type: none"> Risk management Investment returns Information transparency 	<ul style="list-style-type: none"> General meeting The Company's website The Group's information released on the Hong Kong Stock Exchange
Property owners and customers 業主及客戶	<ul style="list-style-type: none"> The Group works closely with property owners and customers, striving to create value that exceeds expectations while meeting their needs. 	<ul style="list-style-type: none"> Quality products and services Ethics and Integrity Information transparency 	<ul style="list-style-type: none"> "SCE Club" platform Customer service centre and hotline Satisfaction surveys Customer visits Questionnaires 「中駿會」平台 客戶服務中心及熱線 滿意度調查 客戶拜訪 問卷調查
Contractors and suppliers 承包商及供應商	<ul style="list-style-type: none"> Ensuring the stability and sustainability of our supply chain. Monitoring our contractors and suppliers for compliance with the Group's standards on health, safety, sustainable development and procurement standards. 	<ul style="list-style-type: none"> Stable partnership Fair and open Resources support 	<ul style="list-style-type: none"> Project meetings Screening and evaluating suppliers Questionnaires Sharing seminars and training courses for contractors and suppliers

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Stakeholder Group 持份者類別	Importance of Communication 溝通的重要性	Stakeholder Expectations 持份者期望	Principal Communication Channel 主要溝通渠道
Community 社區	<ul style="list-style-type: none"> The Group is committed to bringing a long-lasting and positive impact to the communities where our properties are located, working together to resolve challenges and improving the quality of life of the community. 本集團致力為物業所在社區帶來長久且正面的影響，共同解決當地社區問題，提升社區的生活質量。 	<ul style="list-style-type: none"> Environmental and social responsibility 環境及社會責任 	<ul style="list-style-type: none"> The Company's website Community activities 本公司網站 社區活動

Materiality Assessment

In 2022, the Group engaged internal and external stakeholders through questionnaires, interviews, and focus group discussions. In 2023, we reviewed material ESG issues and updated the materiality matrix by benchmarking against industry sustainability trends. In 2024, we revisited these issues, benchmarked them against the sustainability trends of our peers, and adjusted the issue of "Greenhouse Gas and Air Pollutants" and "Climate Change" to moderate importance. During the Year, the list of material issues has been reviewed and confirmed by the Board.

重要性評估

本集團於二零二二年邀請內部和外部利益相關者進行問卷調查、訪談及焦點小組討論。在二零二三年，我們透過與同業可持續發展趨勢進行基準比較，檢討重大環境、社會及管治議題，並更新重要性矩陣。於二零二四年，我們再次檢討議題，並與同業可持續發展趨勢進行基準比較，將「溫室氣體及空氣污染物」及「氣候變化」議題調整至中度重要議題。於本年度，重要議題清單已獲董事會審查及確認。

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Issues of High Importance 高度重要議題	<ul style="list-style-type: none">• Customer Satisfaction 客戶滿意度• Protection of Legitimate Rights and Interests of Employees 保障員工合法權益• Product Responsibility/Product Safety 產品責任／產品安全• Supply Chain Management 供應鏈管理• Occupational Health and Safety 職業健康及安全• Employee Welfare and Care 員工福利與關懷• Employment Equality and Diversity/Anti-discrimination 平等僱傭及多元化／反歧視
Issues of Moderate Importance 中度重要議題	<ul style="list-style-type: none">• Anti-corruption 反貪污• Training and Development 培訓及發展• Green Building 綠色建築• Green Procurement 綠色採購• Waste 廢棄物• Greenhouse Gas and Air Pollutants 溫室氣體及空氣污染物• Climate Change 氣候變化
Issues of Low Importance 低度重要議題	<ul style="list-style-type: none">• Community Investment 社區投資• Raw Materials 原材料• Environment and Natural Resources 環境及天然資源• Water Resource 水資源• Energy 能源

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Issues of High Importance 高度重要議題	The Group's Response 本集團的回應
Protection of Legitimate Rights and Interests of Employees 保障員工合法權益	<p>The Group firmly complies with labour laws and regulations, protects the legitimate rights and interests of employees, including rights such as collective bargaining and participating in labour unions, and creates a fair and compliant working environment.</p> <p>本集團堅定遵守勞動法律法規，保障員工的合法權益，包括集體談判權和工會參與權，營造一個公正、合規的工作環境。</p>
Customer Satisfaction 客戶滿意度	<p>Customer satisfaction is the core focus of the Group. The Group has actively collected customer feedback through diversified channels, including conducting regular residential customer satisfaction surveys to gain a deeper understanding of customer needs. In the future, the Group will continue improving the quality of its projects and services to enhance customer satisfaction and loyalty.</p> <p>客戶滿意度是本集團的核心關注點，本集團已通過多元化渠道積極收集客戶意見，包括定期進行住宅客戶滿意度調查，以深入了解客戶需求。未來本集團將持續提升項目和服務品質，增強客戶滿意度和忠誠度。</p>
Product Responsibility/ Product Safety 產品責任／產品安全	<p>As a responsible property developer, the Group attaches great importance to the quality and safety of its projects and maintains close communication with suppliers to ensure the quality of its properties. Meanwhile, the Group actively responds to customer complaints and strictly protects the security and privacy of customer data to enhance customer trust.</p> <p>作為負責任的物業項目開發商，本集團高度重視項目品質和安全，與供應商保持密切溝通，確保物業品質。同時，本集團積極應對客戶投訴，嚴格保護客戶資料安全和隱私，以增強客戶信任。</p>
Occupational Health and Safety 職業健康與安全	<p>Protecting occupational health and safety is a top priority for the Group. The Group is committed to identifying and managing safety and health risks in the workplace, developing and implementing protective measures to ensure the health and safety of all employees, including subcontractors, and creating a safe working environment.</p> <p>保障職業健康與安全是本集團的首要任務。本集團致力於識別和管理工作場所的安全與健康風險，制定並執行保護措施，確保所有員工，包括分包商的健康與安全，營造一個安全的工作環境。</p>

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Issues of High Importance 高度重要議題	The Group's Response 本集團的回應
Employee Welfare and Care 員工福利與關懷	<p>The Group cares for its employees and values their fundamental rights, continuously improves the Group's welfare benefits and rigorously complies with the national social security and welfare systems and establishes guidelines on to manage working hours and holiday entitlements, such as statutory holidays, paid annual leave, marriage leave, maternity leave, and paternity leave. In addition to mandatory benefits, the Group provides extra benefits, including government housing subsidies for employees facing housing challenges and complimentary meals.</p> <p>本集團關懷員工及重視員工的基本權益，不斷完善本集團的福利保障，並嚴格遵守國家的社會保障及福利制度，訂明有關工作時數及假期制度的指引（如：法定假期、帶薪年假、婚假、產假、侍產假等）。除法定福利外，本集團為員工提供了多項額外福利，包括為存在住房困難的員工提供政府住房補貼、免費工作餐等。</p>
Employment Equality and Diversity/Anti-discrimination 平等僱傭與 多元化／反歧視	<p>The Group acknowledges the significance of a robust employment management system in safeguarding the legitimate rights and interests its employees including the implementation of system to ensure employees are well-informed about employment arrangements, such as recruitment and promotion processes, remuneration and dismissal policies, working hours, and leave entitlements to ensure workplace equality, and prevent discrimination and sexual harassment.</p> <p>本集團明白完善僱傭管理制度對於保護員工合法權益的重要性，包括建立制度使僱員瞭解僱傭安排（如：招聘和晉升過程、薪酬和解僱制度、工作時間和假期），並保證就業環境中的平等，防止職場歧視及性騷擾。</p>
Supply Chain Management 供應鏈管理	<p>The Group considers supplier ESG risks as a key factor in assessing supplier collaborations, implementing standardised management practices, conducting annual evaluations of strategic procurement suppliers and maintaining consistent communication with them to gain deeper understandings of the status of partnerships, effectively controlling and mitigating potential adverse impacts from the supply chain on the Group's operations, and ensuring the stability and long-term sustainability of the supply chain.</p> <p>本集團視供應商的环境、社會及管治風險為合作評估的重要因素，實施標準化管理，每年對戰略採購供應商進行評估，並定期與供應商保持密切聯繫，深入了解合作夥伴的狀況，以更有效地控制和減少供應鏈對本集團營運可能帶來的負面影響，確保供應鏈的穩定性與可持續性。</p>

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In the decision-making process, the Group pledges to consider meeting the needs of stakeholders as an important factor, committed to integrating the principles of sustainable development into four aspects: “Achieving Excellence in Talents”, “Optimising Operation Practices”, “Advocating for Green Development” and “Contribution to Community Development”, actively promoting the optimisation of the aggregate value in terms of economy, environment, society and employee welfare.

ACHIEVING EXCELLENCE IN TALENTS

On the journey towards becoming a century-old enterprise, China SCE always upholds the belief that “the Core of Corporate Management Lies in Building Organisational Capability”, integrating the characteristic concept of management “Human-Centric” into our corporate culture, safeguarding the rights and interests of employees and cultivating personal ability and professional development. To enhance our employment practices, China SCE has established a talent recruitment mechanism, fostering a workplace culture grounded in respect, equality, diversity, and health and safety for employees. Meanwhile, the Group places great emphasis on safeguarding the fundamental rights and benefits of our employees, offering comprehensive welfare benefits to attract and retain talents and cultivating a harmonious, inclusive, professional, and efficient team.

在決策過程中，本集團承諾將滿足持份者的需要視為重要考慮的因素，致力於將可持續發展理念融入「成就卓越人才」、「優化營運慣例」、「倡導綠色發展」及「貢獻社區建設」四個方面，積極推行以實現經濟、環境、社會和員工福利綜合價值最大化。

成就卓越人才

在邁向百年企業的道路上，中駿始終秉持著「企業管理的本質是組織能力構建」的理念，將「先人後事」的企業特色管理理念，貫穿於我們的企業文化中，以維護員工權益及培育個人能力和專業發展。為了致力完善僱傭制度，中駿建立了一套人才選拔機制，為員工打造一個倡導尊重、平等、多元化、健康安全的工作環境。同時，本集團重視員工的基本權益和福利，我們致力為他們提供全面的福利保障，以吸引和保留人才，並構建一個和諧共融、專業高效的團隊。

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Highlights of 2024 二零二四年工作亮點

Conducted marketing trainings with the themes
“Embrace Trends, Innovate Marketing” and
“New Media Marketing”

開展了主題為「擁抱趨勢，創新行銷」及
「新媒體行銷」的市場培訓

Awarded “Best Learning Organisation 2024”
from the Hundun Academy

榮獲混沌學院
「2024年度最佳學習型組織」



Employment and Labour Practices

Employees are the most valuable asset of the Group. To protect the rights and interests, the Group strictly adheres to all relevant employment laws. The Group's employees are fully protected by the “Labour Law of the People's Republic of China”, the “Labour Contract Law of the People's Republic of China”, the “Social Insurance Law of the People's Republic of China”, the “Law of the People's Republic of China on the Protection of Rights and Interests of Women”, the “Employment Ordinance” and the “Occupational Safety and Health Ordinance” in Hong Kong. To further enforce these provisions, the Group has established comprehensive internal regulations, such as the “Staff Handbook”, the “Recruitment Management Practice Guideline”, the “Compensation and Benefits Management Practice Guide”, and the “Employee Reward and Punishment Management System” to strictly regulate the management of talent recruitment and employment practices. To improve the operational quality and efficiency and prevent detrimental internal competition, Human Resources Department annually outlines a staffing plan for the upcoming year, ensuring human resources allocation aligns with market trends and the Group's development.

僱傭及勞工常規

員工是本集團最為寶貴的資產，為保障員工的權利及利益，本集團嚴格遵守與僱傭相關的法律。本集團的員工均受《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》、《中華人民共和國婦女權益保障法》及香港的《僱傭條例》和《職業安全及健康條例》等法律的保障。為了進一步落實上述規定，本集團制定了內部規章，如《員工手冊》、《招聘管理作業指導書》、《薪酬福利管理作業指導書》及《員工獎懲管理制度》等，以嚴格規範管理人才招聘及僱傭的制度。為了提升營運品質及效率及防止內部惡性競爭，行政人力資源部每年都會提前制定下年度的人員需求計劃，以確保人力資源配置與市場趨勢及本集團發展步伐相符。

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The Group adheres to strict rules and disciplines, upholding the principle of lawful employment and strictly prohibits the employment of child labour and any form of forced labour. To prevent such violations, the Group has developed and implemented relevant policies and measures. During the recruitment process, relevant departments must strictly follow the guidelines outlined in the Group's "Recruitment Management Practice Guideline" to manage the recruitment process, conduct background checks and verification on candidates. These checks cover identity, educational background, work history and other relevant details to ensure compliance with all applicable laws and regulations, preventing the employment of child labour and forced labour. In the event that instances of child labour or forced labour are identified, the Group would terminate the employment relationship, report the matter to relevant authorities, and provide necessary assistance to affected individuals.

Furthermore, the Group has also formulated the "Labour Contract" in accordance with the relevant national labour laws and regulations, and the Group's management systems, ensuring that all labour contracts are signed, amended, renewed, terminated and concluded based on legality, fairness, equality, voluntariness, consensus, and sincerity principles. Within one month of employment, the Group and the employee are required to sign the labour contract that clearly outlines the rights, obligations, and agreed terms for both parties, ensuring that the employment is voluntary and fully compliant with legal requirements. We provide employees with open communication channels to report any suspected misconduct related to employment practices or labour standards. Report can be submitted in person, in written form, or anonymously through the internal supervisory hotline. The Group will conduct immediate and thorough investigation into any reported cases, suspending the relevant employees' duties during the process. Disciplinary action will be taken against individuals found to have violated labour laws and regulations. Thereafter, the Group will also review and enhance relevant systems to prevent recurrence of illegal incidents. During the Year, there were no violations of labour laws and regulations within the Group.

本集團遵規守紀，堅守合法僱傭的原則及嚴格禁止聘用童工及任何形式的強制勞工。為防止此類事件的發生，本集團已制定並實施相關政策及措施。在招聘過程中，相關部門必須嚴格按照本集團《招聘管理作業指導書》的指引管理招聘流程，對應徵者進行背景調查及核實。調查內容包括身份信息核實、教育背景核實、工作履歷核實等，以確保應徵者的選聘符合法律法規，防止僱用童工及強制勞工等情況的發生。當發現任何童工或強迫勞動的情況時，本集團將終止勞動關係，並向相關當局報告及安排必要的援助。

另外，本集團亦依照國家相關勞動法規及公司管理制度訂立了《勞動合同》，以確保按照合法、公平、平等、自願、共識及真誠的原則簽署、修訂、繼續、解除及終止勞動合同。在員工入職一個月內，本集團與員工須簽訂勞動合同，以明確告知合同雙方的權利與義務及約定事項，同時確保員工是在合法情況下自願受僱。我們致力為員工提供開放的溝通渠道，讓其在發現任何懷疑違反僱傭制度或勞工準則的行為時，及時向管理層以面談或書面形式反映，或致電內部監督熱線作匿名舉報。本集團亦會立刻對個案進行深入調查，並暫停相關員工的所有工作。一經發現違反勞動法規，相關人士將受到紀律處分。此後本集團亦會檢討及完善相關制度，避免再次發生違法事件。本年度內，本集團並無發生違反勞動法規事件。

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Recruitment, Retention and Promotion

Attracting and retaining top talent is a key factor of the Group's success. To promote continuous improvement, the Group has refined its recruitment criteria and established diverse recruitment channels to attract a wide range of talent. The Group advocates for fair and equitable recruitment and promotion standards and procedures, strictly adhering to and exceeding national standards, selecting and promoting outstanding talents with potential in a fair and open manner in accordance with the provisions of the "Recruitment Management Practice Guide" and the "Talent Development Practice Guideline", laying the foundation for cultivating the next generation of talent. The Group has established five major recruitment channels, including job advertisements, internal referrals, annual management trainee programmes, collaboration with local government employment agencies and campus recruitment enabling us to discover, attract, and nurture professional talent. When posting job advertisements, the Group strictly follows the guidelines outlined in the "Recruitment Management Practice Guide" to ensure that all advertisement content adheres to the principles of fairness and justice, providing equal opportunities for all applicants.

Based on respect and fairness for all employees, the Group maintains a zero-tolerance policy toward any form of workplace discrimination, including discrimination against race, gender, age, disability, marital status, sexual orientation, or religious beliefs, and is committed to creating a diverse, fair and inclusive work environment. Employees who experience discrimination or unfair treatment can report to their department head or the Human Resources Department. The Group ensures that the rights and interests of every employee are fully protected.

The Group conducts an internal promotion assessment at the end of each year, comprehensively and objectively assessing employee performance across five dimensions: cultural fit, length of service, performance, potential and capability. This evaluation enables us to identify outstanding employees, adjust compensation based on performance, provide development opportunities, and offer constructive feedback and recognition, ensuring that each employee's efforts and contributions are fairly rewarded.

招聘、留任及晉升

吸引和留住頂尖人才是本集團蓬勃發展的重要因素之一。為促進持續進步，本集團不斷完善招聘準則，並建立更多招聘渠道以吸納全方位的人才。本集團提倡公平公正的招聘及晉升標準和程序，嚴格按照高於國家規定的標準，並依照《招聘管理作業指導書》與《人才發展作業指導書》的規定，以公平、開放和公正的原則，甄選並提拔具備潛力的優秀人才，為培養下一代人才發展建立根基。本集團建立了五大招聘渠道，包括招聘廣告、內部推薦、年度管培生計劃、聯繫當地政府勞動派遣單位以及校園招聘，旨在發掘、吸引和培養專業人才。此外，刊登招聘廣告時，本集團嚴格遵守《招聘管理作業指導書》的相關規定，確保廣告內容體現公平公正原則，為所有應徵者提供平等的競爭機會。

以尊重和公平對待每位員工為基礎，本集團對職場任何形式的歧視秉持零容忍態度，包括種族、性別、年齡、殘疾、婚姻狀況、性取向或宗教信仰等，致力創造一個多元、公平、包容的工作環境。員工若遭遇任何歧視或不公待遇，均可向部門主管或人力資源部門反映。本集團確保每位員工的權益得到充分保障。

本集團於每年度末進行內部晉升評估，通過文化匹配度、任職時間、工作績效、潛力及能力等五個維度，對員工進行全面、客觀的綜合評估。通過評估，我們能夠識別出優秀員工，根據其表現調整薪酬，提供發展機會，並給予必要的反饋和肯定，確保每位員工的努力與貢獻得到公正回報。

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The Group continues to optimise and improve its employment systems and related policies and elaborates on compensation, dismissal policy, recruitment process, retention and promotion mechanism, working hours, leave arrangements, equal opportunities, diversity policy, anti-discrimination clauses, labour standards and various benefits in detail in the "Staff Handbook". We ensure all information is accessible and transparent, enabling employees to clearly understand their rights and responsibilities. Guided by the principles of internal fairness, external competitiveness, motivation and economic efficiency, the Group strives to provide employees with high-quality and comfortable work environment, and competitive compensation and benefits. Salary ranges are established based on employees' grade, taking into account factors such as job responsibilities, work skills, work experience and prevailing market salary levels, and adjust compensation timely. We review compensation package at least once a year to ensure it aligns with the competitiveness in the market, guarantee employees are fairly and equally rewarded, attract talent and motivate employees to strive towards achieving business objectives.

In today's highly competitive talent environment, attracting and retaining top talent is a top priority for businesses development. To foster continuous improvement, the Group actively attracts and retains talents through a solid organisational structure and management system. During the Year, the Group further developed its comprehensive talent development management plan, focusing on attracting talented young professionals. The talent development management trainee programme includes "Radiance Leader", "Enlightened Student" and "Brilliant Student". These initiatives aim to meticulously nurture talents with outstanding abilities, enabling them to grow into future leaders of the Group's "Two Wings" strategy, cultivating a steady talent pipeline, collaborating with the Group, and moving towards shared success.

本集團持續優化與完善僱傭體系及相關制度，並在《員工手冊》中詳細闡述了薪酬與辭退政策、招聘流程、留任與晉升機制、工作時數、假期安排、平等機會、多元化政策、反歧視條款、勞工準則及各項福利待遇等內容。我們確保所有信息公開透明，讓員工對自身權益與責任有明確的了解。基於對內公平性、對外競爭性、激勵性和經濟性的原則，本集團致力為員工提供良好舒適的工作環境以及具競爭力的薪酬福利。我們根據員工的職級設置相應的薪酬範圍，考慮職級所涵蓋的責任、技能、經驗及市場薪資水平等因素，並適時調整薪酬。我們每年至少對薪酬方案進行一次審核，以確保其符合市場競爭標準，並保障員工獲得公平和平等的獎勵，以吸引人才並激勵員工為實現業務目標而努力。

在現今人才競爭劇烈的環境下，吸引和留住頂尖人才是企業發展的重中之重。為促進持續進步，本集團積極透過完善的組織架構和管理制度以吸引和保留人才。本年度，本集團持續制定全方位的人才培養管理計劃，旨在吸引才華出眾的年輕人。該人才培養管理計劃包括涵蓋「千里馬」、「啟航生」及「駿耀生」體系，旨在精心培育出能力卓越的人才，使之逐步成長為本集團「兩翼」戰略的未來領軍人物，持續提供各種人才儲備，與本集團攜手並進，邁向共同成功。

Radiance Leader 千里馬

Non-marketing management trainees recruited through campus recruitment will undergo induction training, mentoring, job rotations, challenging tasks, and business practice exercises after joining the company to cultivate professional managers

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

Enlightened Student 啟航生

Marketing management trainees recruited through campus recruitment will undergo induction training, mentoring, frontline experience and specialised training after joining the company to cultivate senior marketing managers and top salespersons

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

Brilliant Student 駿耀生

Through campus recruitment, induction training, mentorship, job rotations, regular reviews and periodic training sessions to cultivate future cadres for the Group's operational businesses

通過校園招聘、入職集訓、導師帶教、輪崗、定期答辯以及定期集訓等環節，助力本集團經營性業務培養未來幹部

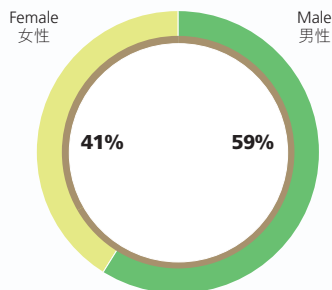
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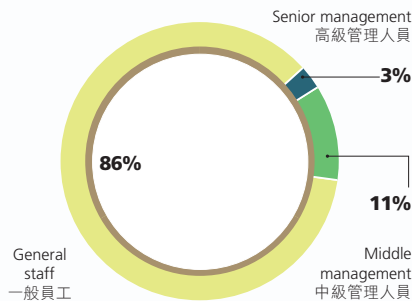
The breakdown of staff by gender, age group and grade within the scope of this report as at 31 December 2024 is as follows:

於二零二四年十二月三十一日，本報告範圍內按性別、年齡組別及職級劃分的員工明細如下：

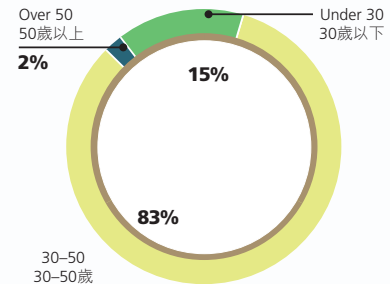
2024 Percentage of Employees by Gender
二零二四年按性別劃分的員工百分比



2024 Percentage of Employees by Grade
二零二四年按職級劃分的員工百分比



2024 Percentage of Employees by Age
二零二四年按年齡組別劃分的僱員百分比



Remuneration and Dismissal

In line with the “Employee Reward and Punishment Management System”, the Group distributes bonuses to recognise outstanding employee performance and contributions to the Group. In response to repeated violations, the Group will take strict disciplinary action, implementing an escalating penalty system where sanctions intensify with each subsequent offense, up to and including termination of employment. If an employee is found unsuitable for their role or breaches the Group’s policies or national regulations, the relevant department will seek to terminate the labour contract following the “Labour Contract Termination Approval Process”. Supervisors will directly inform employees of the reasons for dismissal during interviews. The Group will terminate employment and settle compensation in accordance with the law, ensuring that the Group is fully compliant and lawful. Additionally, the Group provides employees with a share option scheme designed to incentivise and reward them. (For details of the share option scheme, please refer to the paragraph headed “Share Option Scheme” under the “Report of the Directors” of the Group’s 2024 Annual Report.)

薪酬及解僱

根據《員工獎懲管理制度》，本集團對工作表現優秀的員工進行獎金分配，以表彰他們對本集團的貢獻和努力。面對重複的違紀行為，本集團定必嚴肅處理，並對處罰措施實行累計升級制，每次增強處罰，直至辭退。若發現員工無法勝任其工作崗位，或有違反本集團及國家相關法律法規的行為，相關部門將根據《勞動合同解除審批流程》提出提前解除該員工的勞動合同的申請，並由主管通過面談告知該員工解僱原因。本集團將依法解僱員工及結算薪酬，確保本集團全面合法合規。此外，本集團向員工提供購買股權計劃，旨在鼓勵及獎勵員工。有關購股權計劃的詳情，請參閱本集團二零二四年年報「董事會報告」中「購股權計劃」一段。

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Employee Benefits and Welfare

The Group highly values the basic rights and benefits of employees, fully recognising that employees are the cornerstone in the long-term enterprise development. To attract and retain talent, the Group consistently enhances the welfare and benefits while strictly enforcing the national social security and welfare systems. In terms of the basic well-being of employees, the Group extends comprehensive social security coverage for all eligible employees, including pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance and housing provident fund. In addition to statutory benefits, the Group also provides a variety of fringe benefits, such as complimentary meals, birthday gifts, and festival celebrations. Leave entitlements, as clearly outlined in the “Staff Handbook”, provides guidelines for working hours and holiday entitlements to uphold employees’ well-being. The Group provides employees with a variety of leave arrangements, including paid annual leave, sick leave, marriage leave, bereavement leave, work-related injury leave, maternity leave, maternity examination leave, paternity leave and nurturing leave, etc. These provisions cater the diverse needs of employees at different life stages, reflecting the Group’s commitment to caring for and respecting their well-being.

Since 2018, the Group has extended housing benefits to eligible permanent employees experiencing housing difficulties. These employees can seek government public rental housing through China SCE, addressing their housing problems, and demonstrating the Group’s commitment to supporting employees’ quality of life. Furthermore, the establishment of China SCE Nan’an charity fund in 2019 further protects the health and well-being of employees. The fund subsidises substantial medical expenses incurred by employees resulting from sudden accidents or severe illnesses unrelated to work during their employment, providing support to employees with financial difficulties and reduce their medical burden, showcasing our profound care and social responsibility towards our employees. Since its inception, the fund has supported 13 employees, with an accumulative amount of approximately RMB810,000. Not only does the fund provides vital support for employees during challenging periods, but it also exemplifies the Group’s compassionate and responsible enterprise image.

員工待遇及福利

本集團高度重視員工的基本權益和福利，深明員工是企業長遠發展的基石。因此本集團不斷完善員工的福利保障以吸引和保留人才，並嚴格執行國家的社會保障及福利制度。在保障員工基本生活方面，本集團會為所有達到資格條件的員工提供完備的社會保障，涵蓋養老保險、醫療保險、失業保險、工傷保險、生育保險以及住房公積金等社會保障。除了法定福利之外，本集團還為員工提供了多項額外福利，如免費餐飲、員工生日禮物、節日慶祝活動等福利。在休假福利方面，我們在《員工手冊》中明確規定了工作時數及假期制度，確保員工的休息權利得到充分保障。本集團為員工提供多種休假安排，包括帶薪年假、病假、婚假、喪假、工傷假、產假、產檢假、陪產假及哺乳假等，以滿足員工在不同生活階段的需求，體現對員工的關懷與尊重。

自二零一八年起，本集團開始為符合資格且面臨住房困難的長期員工提供住房福利。這些員工可以通過中駿申請政府提供的公租房，以解決他們的住房問題，體現了本集團對員工生活關懷的具體行動。此外，為了進一步保障員工的健康與福祉，中駿於二零一九年設立了中駿南安慈善基金，專門用於補貼員工在職期間因非工傷原因導致的突發意外或重大疾病而產生的高昂醫療費用，為有經濟困難的員工提供實質性的援助，減輕他們的醫療負擔，體現了企業對員工的深切關懷與社會責任感。自基金成立以來，已經成功資助了13名員工，累計援助金額達到約人民幣81萬元。這不僅為員工在困難時刻提供了強有力的支持，也彰顯了本集團作為一個有溫度、有責任感的企業形象。

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The Group promotes a healthy work-life balance by offering flexible working hours, enabling employees to pursue skills and interests outside of work. Tailored to the nature and needs of each role, the Group establishes appropriate and flexible working time arrangements to support a diversified work structure. To safeguard employees' labour rights and interests regarding working hours, the Group ensures that employees take at least one day off per week in adherence to local laws and regulations.

Employee Wellness

On the occasion of the "6.6 Happiness Festival" in 2024, the Group successfully organised a series of fitness activities for its employees and invited a team of professional fitness coaches to lead sessions, including strength rope training, balance skill exercise, kettlebell workout. These activities were designed to enhance employees' strength, endurance and flexibility while alleviating physical and mental stress, promote scientific fitness techniques and foster a greater awareness of health maintenance among employees.

本集團為員工提供彈性工作時間，旨在讓員工在工作和生活之間取得平衡，同時鼓勵員工在工餘時間發展其他範疇的專長及興趣。根據各崗位的性質和需求，本集團為員工制定適宜並靈活的工作時間安排方式，以實行差別化工作制。為保障員工在工作時數方面的勞工權利及利益，本集團按當地法律法規，確保員工每周至少休假一天。

員工身心健康

於二零二四年「6·6幸福節」之際，本集團成功組織全體員工參與健身活動，我們同時邀請專業健身教練團隊進行現場指導，包括健身力量繩訓練、技巧平衡訓練、壺鈴等簡單並高效的訓練方式，提升員工的力量、耐力和靈活性。此次活動旨在讓員工釋放身心壓力，推廣科學健身方法，增強了健康意識。



Employee Commendation

Despite the challenging market environment in 2024, employees at China SCE demonstrated resilience and achieved exceptional performances. To acknowledge their perseverance and breakthroughs throughout the year, the Group presented awards including the "Pillar of Strength Award", "Exemplary Performance Award", and the "Rising Star Award" at the 2024 annual work conference motivating employees to face future challenges with greater awareness and stronger unity, and contributing to China SCE's future development.

員工表彰

在二零二四年，中駿的員工們在市場環境艱難的情況下，謹守崗位，取得了卓越的業績。為了表彰他們在過去一年中的堅守與突破，激勵全體中駿人以更高的認知水平和更強大的凝聚力迎接未來的挑戰，本集團在二零二四年的工作會議上，向員工頒發了「中流砥柱獎」、「業務標兵獎」以及「明日之星獎」等多個獎項，共同為中駿的未來發展貢獻力量。

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Communication with Employees

Listening to Employees' Opinions

The Group places great emphasis on maintaining open, two-way and close communication with employees, aiming to gain a deep understanding of their expectations and concerns. To achieve this, the Group has launched various two-way online and offline communication mechanisms, including a national executive culture tour, "Hear Your Voice", engagement surveys, "The Power of Role Models" and employee forums. These initiatives aim to maintain an open dialogue to gather employees' feedback and offer timely responses. At the same time, the Group has established multiple feedback channels, including a dedicated email account, hotline and official WeChat account. Employees are encouraged to utilise these three channels to reach out to the company. Human Resources Department of each region is responsible for summarising and managing the received emails and feedback. They conduct one-on-one phone conversations upon employees' request to address their concerns and promptly relay feedback to the relevant business or project departments. These departments then evaluate the feasibility of the employee suggestions and take appropriate actions. The Group also provides updates on the progress of feedback to the employees in a timely manner. Our hotline and official WeChat account are centrally recorded and managed by the customer service centre at the headquarter. Throughout the Year, the Group also conducted quarterly employee satisfaction surveys to promptly understand employees' opinions and assist them in resolving the problems. The employee satisfaction surveys were conducted in the form of a questionnaire, covering areas such as materials, catering, working environment and administrative services, achieving a satisfaction score of 94.7 points. Moving forward, the Group remains committed to listening to the needs and opinions of employees with an open mind, making necessary improvements to provide the essential support they need.

員工溝通

聆聽員工意見

本集團重視與員工保持開放、雙向及密切溝通，希望深入了解員工對本集團的期望與關切。因此本集團開展了雙向線上、線下溝通機制，包括全國高管文化巡講、「聽見你的聲音」、敬業度調研、「榜樣的力量」和員工座談會，保持開放的態度收集員工的意見，並適時提供反饋。本集團同時設立多個反饋渠道，包括本集團郵箱、熱線及微信公眾號，員工可透過這三種渠道與公司反映任何問題或意見。各區域人力資源部會歸納及管理收到的郵件及員工意見，根據員工需要進行一對一電話溝通，並將員工意見及時反映到業務或項目部門，由業務或項目部門評估員工的建議是否可行並採取適當行動。本集團也會適時向員工交代意見反映進度。熱線及微信公眾號則由總部客服中心統一管理及記錄。本年度，本集團更開展了季度員工滿意度調查，適時瞭解員工的意見，協助員工解決問題。員工滿意度調查以問卷形式展開，調查內容涵蓋物資、餐飲、工作環境及行政服務等方面，滿意度得分為94.7分。本集團致力於以開放的態度繼續傾聽員工的需求和意見，並根據員工的建議作出適當改進，為員工提供所需的支援。

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Enhance Information Disclosure

The Group is dedicated to safeguarding employees' legitimate rights and interests, with particular emphasis on protecting their right to information. To ensure the openness and transparency of information, we continuously strengthen the completeness and transparency of our information disclosure. Company policies and systems are publicly shared through the Group's internal platform, enabling every employee with prompt access to relevant information. Moreover, a comprehensive introduction to legal knowledge is set up in the system to equip employees with basic legal knowledge and disseminate information about relevant laws and regulations. The Group's Human Resources Department has established a centralised sharing platform to streamline human resources systems and processes. This platform offers standardised interpretations of employment-related policies, ensuring that employees have a clear understanding of the Group's policies and receive timely responses to their inquiries. In the future, we plan to extend this platform across the entire Group to further enhance management transparency, standardise process, improve operational efficiency and create a fairer and more transparent working environment.

Training and Development

To ensure that our employees receive the development opportunities they deserve, we have provided a comprehensive and multi-dimensional training framework to support their career development, and encourage employees to leverage the company's resources to enhance their career development. The Group has established the "Talent Development Outline", outlining the main approaches and principles for guiding talent development at China SCE, committed to providing fair access to training and learning opportunities that support both career and personal growth, and also equipping employees to navigate business challenges and seize new opportunities. We believe that employees enhancing their own value contributes to improving the efficiency of business operations.

優化信息披露

本集團將維護員工的合法權利及利益視為己任，特別是對於員工知情權的保護。為了確保信息的公開透明，我們不斷提升信息披露的完整性和透明度。通過本集團系統公開披露公司政策和制度，讓每位員工都能及時獲取相關信息，並在系統中設置了全面的法律知識介紹專欄，提供員工基本法律知識，宣傳相關法律法規。此外，本集團的人力資源部門已建立了共享中心平台，以簡化人力資源制度和流程，並為員工提供標準化的僱傭政策解讀，確保每位員工都能清晰理解本集團的政策，並在遇到問題時能夠得到及時的解答。未來，我們計劃將這一平台推廣至整個本集團，進一步提高管理透明度，實現流程的標準化，從而提升整體的營運效率，營造一個更加公平、透明的工作環境。

培訓與發展

為確保員工得到應有的發展機會，我們為員工的職業發展提供全面且多維度的培訓架構及鼓勵員工善用公司資源提升個人事業發展。本集團制定了《人才發展綱要》，制定中駿的人才發展思路及策略的方針理念，致力為員工提供公平的培訓及學習的機會，支持其事業及個人發展，從而為未來的業務挑戰和機遇做好準備。我們相信，員工增長自身價值有助提升企業營運效率。

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Additionally, to clearly outline the training system, training procedures and instructor management, the Group has formulated the "Training Operations Manual", which standardises and enhances the employee training management system. In accordance with the Group's operational development and training needs, the Human Resources Departments of the headquarter and regional companies collaborate annually to discuss and formulate the "Annual Training Plan". This plan designs three core training programs tailored to employees at different levels, covering new employee adaptation management, professional training and skill enhancement training.

此外，為了明確訂立培訓體系、培訓程序、講師管理等事宜，本集團制定了《培訓業務手冊》，以便規範及改善員工培訓管理體系。根據本集團的經營發展及培訓需要，總部及各區域公司人力資源部於每年年末會商討及擬定《年度培訓計劃表》，為不同職級的員工策劃三大培訓課程與活動，其中包括新員工適職管理、專業類培訓及技能提升類培訓。

Training Management System

培訓管理體系



Training Description

培訓內容

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

每年年末，總部人力資源部皆會啟動年度培訓需求的剖析及調研工作，深入解析本集團的人力資源戰略規劃。

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

總部人力資源部依循本集團的經營發展需求，融合培訓需求的分析成果來草擬《年度培訓計劃表》，而各項目公司可依據自身實際需要予以補充完善。

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

培訓的具體實施共十個部份構成，其中包含(1)計劃分解、(2)培訓審批、(3)培訓合同、(4)培訓通知、(5)培訓項目創建、(6)培訓考勤、(7)培訓紀律、(8)培訓評估、(9)培訓報告及(10)培訓檔案組成。每次培訓需按照培訓實施步驟嚴格執行。

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

每年十二月，各項目公司均有必要開展全面的複盤工作，且需提交詳盡的年度培訓總結報告。內容主要包括培訓費用及效果分析、內部講師分析及外部培訓機構分析、課程設置分析、員工個人培訓情況分析等。

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This year, we continued to provide our employees with more flexible and easily accessible learning and development opportunities through a blend of online and offline training programmes. Regarding new employee training, the Group has continued to organise the “China SCE Orientation Camp” training programme for new hires. This programme serves as a quick guide to our foundational systems, such as the Group’s developmental history, business overview, job-related standards, etc. This helps them smoothly adapt to their jobs while fostering their connection to the corporate culture of the Group. For internal talent cultivation, the Group introduced a two-day “Potential Project Manager Training” programme aimed at enhancing the leadership and management skills of project managers, supporting their comprehensive and steady career development. The Group also introduced the “Marketing Team Training” programme tailored for different business departments, focusing on project positioning, harnessing the power of digital marketing, revitalising business profits while upholding integrity and self-discipline. In addition, following each training course, the Group collects employee feedback to review and evaluate the effectiveness of the content and activities, facilitating enhancements to the training plan for the upcoming year.

本年度，我們結合線上線下的培訓方式，繼續為員工提供更靈活、隨時隨地可得的學習和發展機會。在新員工培訓方面，本集團繼續舉辦「新駿營」培訓項目，輔助新入職的員工掌握各項基本制度，例如本集團的發展歷程、業務介紹、工作相關標準等，以助新入職的員工順利適應其工作崗位，同時讓他們融入到本集團的企業文化中。在內部人才培育方面，本集團為在職員工開展了兩天「儲備項目總培訓」，旨在提升項目經理在領導和管理方面的重要技能，進而推動其在職業道路上實現全面且穩健的發展。本集團亦開展了針對不同業務部門的「營銷大練兵」，培訓圍繞專案定位、探索數位化行銷、經營修復利潤、廉潔自律等方向開展。此外，在培訓課程完成後，本集團將收集員工們的意見，以檢討和評估每個培訓課程內容與活動的成效，進一步完善來年的培訓計劃。

Case Study — “New Media Marketing” Training 案例 — 「新媒體行銷」培訓

During the Year, the Group held a two-day training programme titled “New Media Marketing” at its headquarter, centred around the theme “Embracing Trends, Innovative Marketing”. This initiative was designed to enhance employees’ marketing skills, with a particular focus on enhancing employees’ familiarity with the rules and principles of new media marketing, and understanding how to attract customers through various marketing method. The programme delved into innovative approaches, exploring the logic and methodology of the underlying new media marketing. Practical exercises tailored for various business lines were incorporated to facilitate marketing transformation. To support this initiative, the Group and its city-level companies will establish “New Media Offices” to create a cohesive new media communication matrix, aimed at achieving global marketing impact. Following the training, China SCE will implement a “Horse Racing Model” through regular “Performance Tracking + Incentive”. This system incorporates regular performance assessments, achievement showcases, and incentivisation mechanisms such as monetary rewards and commendations. Data-driven feedback will be used to continuously optimise marketing strategies.

With the successful conclusion of this training, the Group’s marketing staff have gained a unified understanding of new media marketing, with a clearly defined direction for improvement based on practical exercises. Looking ahead, China SCE plans to standardise innovative marketing methods in response to market trends, ensuring that we meet the personalised needs of customers.

本年度，本集團於總部舉辦了主題為「擁抱趨勢，創新行銷」的「新媒體行銷」培訓，旨在提升員工的營銷技巧，尤其注重提升員工對於新媒體營銷規律和法則的熟知度，明白如何透過不同行銷方法來吸引顧客。培訓內容深入探討創新方法，涵蓋新媒體行銷的底層邏輯與方法論，並結合各業務線的實戰演練，助力營銷轉化。為此，中駿將在集團及城市公司建立「新媒體辦事處」，形成新媒體傳播矩陣，實現全域行銷。培訓過後，中駿也將透過定期「晾曬+激勵」的「賽馬模式」，即定期的績效評估報告、成果展示和適當的激勵措施，包括金錢獎勵、表彰制度等獎勵來複盤，結合數據回饋不斷優化。

隨著本次培訓的圓滿結束，本集團的營銷員工對新媒體營銷的認知得以達到統一，也經過實戰演練更加明確了提升的方向。未來，中駿將根據市場趨勢，建立和規範創新的營銷方式，以滿足購房者的個性化需求。



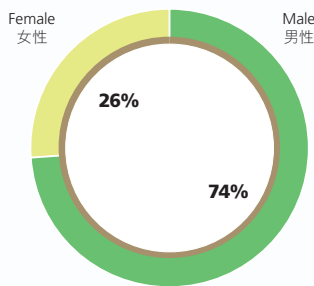
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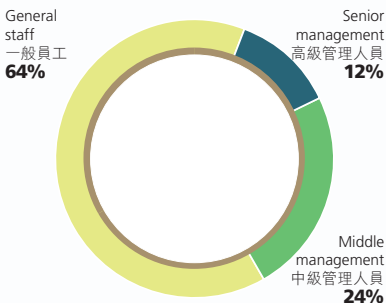
During the Year, a total of 185 employees of the Group participated in trainings. Development and training statistics by gender and grade are disclosed below:

本年度，本集團共有185位員工接受培訓。按性別及職級劃分的發展及培訓統計數字披露如下：

2024 Percentage of Trained Employees by Gender
二零二四年按性別劃分的受訓員工百分比



2024 Percentage of Trained Employees by Grade
二零二四年按職級類別劃分的受訓員工百分比



Total Employee Training Hours 員工總培訓小時數	Average Employee Training Hours 員工平均培訓小時數	Percentage of Employees Trained 培訓人數百分比
1,665	1.3	14%

Occupational Health and Safety

With the goal of prioritising the health and safety of its employees, the Group strictly adheres to the laws and regulations, including the "Production Safety Law of the People's Republic of China", "Administrative Regulations on the Work Safety of Construction Projects", "Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents", "Standards for Safety Inspection of Supervised Construction Works", "Labour Law of the People's Republic of China", "Regulation on the Implementation of the Employment Contract Law of the People's Republic of China", "Regulation on Work-Related Injury Insurances", "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases", the "Occupational Safety and Health Ordinance" of Hong Kong, and other relevant laws and regulations. To create a healthy and safe working environment, the Group has formulated and implemented a number of policies, including the "Guidance Notes on Safety Management in Workplace" and the "Safety and Civilisation Management System". The Group has also executed relevant risk control measures, providing education and training on equipment operation and occupational health and safety knowledge to ensure that employees fulfil their occupational health and safety obligations diligently within their roles. Additionally, employees are required to assess their surroundings to ensure they meet operational standards before engaging in high-risk activities. Meanwhile, they are also expected to take effective self-protection measures to manage and minimise accidents and occupational hazards, aiming to reduce associated risks and impacts.

職業健康與安全

本集團以保障員工的健康及安全為目標，嚴格遵守《中華人民共和國安全生產法》、《建築工程安全生產管理條例》、《生產安全事故報告和調查處理條例》、《監護施工安全檢查標準》、《中華人民共和國勞動法》、《中華人民共和國勞動合同實施條例》、《工傷保險條例》、《中華人民共和國職業病防治法》、香港《職業安全及健康條例》等法律法規。為建立一個健康及安全的工作環境，本集團制定並實施了多項專項政策，包括《辦公場所安全管理作業指導書》以及《安全文明管理制度》。本集團亦實施相關風險管控措施，包括進行設備操作和職業健康及安全知識的教育培訓，以確保員工認真履行其崗位上的職業健康及安全責任。此外，員工在進行高風險活動之前必須確認周邊環境是否符合操作要求，同時採取有效的自我防護措施，以控制和減少傷亡事故和職業危害的發生，並降低因職業活動所帶來的各類健康與安全風險。

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Maintaining a Safe Work Environment

We have established comprehensive internal guidelines and standards in place to ensure effective communication, understanding, and compliance with safety regulations and procedures effectively among all employees. To maintain a safe office environment, the Group has formulated the “Guidance Notes on Management in Workplace” detailing requirements including daily inspections of office power and facilities in common areas, regular assessments of office air quality, and quarterly comprehensive inspection to identify and eliminate safety hazards in a timely manner. Additionally, the Administration Department is responsible for adopting the 5S process (i.e. organising, tidying, cleaning, sanitising and disciplining) within the workplace to ensure the employees uphold safety compliance and create a safe and secure working environment.

Maintaining Safety and Civility at the Construction Site

The Group formulates and enforces policies and measures across different levels to promote a safety culture on construction sites. The “Safety and Civilisation Management System” establishes standards for product quality control and accountability system, detailing the mechanism for emergency handling, reporting and accountability of internal safety issues. Additionally, China SCE has established standardised guidelines for safety culture, setting standards for facility construction, safety protocols, and signages and slogans to ensure that the projects are conducted in compliance with safety standards. To reinforce this commitment, the Group regularly conducts inspections and assessments focused on safety to manage the risks. The details of the special inspection for the Year are as follows:

- The Group conducts an average of four safety inspection activities per month for projects and suppliers.
- Each regional company assesses and evaluates the safety specialists and project managers quarterly within their respective areas. The assessment results were then linked to the semi-annual performance evaluations.
- Safety risk identification and control measures were carried out, including safety accident risks identification in various projects, organise periodic thematic activities, and conduct three special security assurance campaigns.
- Dynamic risk identification and accident warning, and prevention-related notifications were disseminated four times through our intranet, email, and WeChat group.

維持安全的辦公環境的措施

我們設有完整的內部準則和標準，以確保所有員工都能有效地溝通、理解和遵守安全規定和程序。為維持安全辦公環境的相關要求，本集團制定了《辦公場所管理作業指導書》，詳細列明相關的要求，包括每日檢查辦公室公共區域的電源及設施、定期檢測辦公室空氣質量及進行季度整體安全檢查，以及時識別和消除安全隱憂。此外，行政部門肩負起運用五常法（即整理、整頓、清掃、清潔以及素養）管理辦公場所的重任，以確保員工遵守安全要求，打造安全可靠的工作環境。

維護施工現場的安全文明

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

- 本集團每月平均為項目內部及供應商開展四次安全巡查活動。
- 各區域公司每季度針對所轄地區的安全專職工作者以及專案工程經理展開考核評定，並將考核結果與半年度績效進行掛鉤。
- 進行安全風險識別與管控，內容包括識別各工程的安全事故風險、組織開展階段性主題活動及開展三次專項保障行動。
- 通過內聯網、電郵、安全工作微信群發佈動態風險識別及事故預警預控相關通知四次。

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To effectively prevent accidents and reduce the severity of accidents, the Group has established a “Work Injury Emergency Plan”, which clearly outlines the structure of the emergency response units and their respective responsibilities, along with detailed emergency procedures. In the event of an incident, on-site personnel are required to provide immediate emergency aid to the injured, while the Human Resources Department is responsible for liaising with the insurance company for compensation. The manager of the Human Resources Department must immediately report the details of the incident to the Group’s management to ensure timely communication and proper incident handling. Meanwhile, the Group has a safety leadership team to handle personnel casualty incidents that may occur during work processes. The Engineering Property Department conducts daily work inspections and implements corrections to prevent accidents. After handling an incident, the Group will conduct a comprehensive evaluation of the emergency response effectiveness, review the effectiveness of the incident handling procedures and involve relevant department in evaluating and reporting the incident’s causes. The Human Resources Department will subsequently establish or revise the emergency plan based on the incident, which will then be evaluated by our top management to enhance the accident emergency response plan.

為有效預防事故發生，並降低事故的嚴重性，本集團定立了《工傷事故應急預案》，清晰界定了應急小組的架構及其各自的職責範疇和應急處理程序。事故發生後，現場人員應立即對傷者進行緊急救護，人力資源部則負責聯絡保險公司，以商討理賠事宜。人力資源經理亦須立即向本集團管理層呈報事故詳情，以保障事故信息得以迅速傳遞和妥善處置。同時，本集團設安全領導小組，以應對工作過程可能造成的人員傷亡事故。工程物業部則做好日常工作的檢查及糾正，預防事故發行。在事故處理完畢後，本集團會針對應急響應效果予以全面評估，深入檢討事故處理流程的有效性，由事故所屬部門詳細剖析事故成因，撰寫評估報告。人力資源部將依據事故擬定或修訂應急預案，再由總負責人評價，以完善事故應急預案。

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Health & Safety Training

China SCE recognises that the health and safety of its employees is the foundation for the sustainable development of the enterprise. Therefore, the Group is committed to promoting safety awareness and skills among all employees through a series of comprehensive and systematic initiatives. Various formats of safety trainings are delivered, such as daily safety briefings before shifts, weekly safety inspections, informational safety talks, and night school for employees, ensuring that employees across different levels and different departments acquire the latest safety knowledge and practical skills. The focus on the safety training provided by the Group extends beyond internal employees to encompass external partners like suppliers and contractors, enhancing safety standards and awareness along the supply chain and fostering a safe and healthy workplace. In addition to standardise Group-wide and regional training programmes, the Group tailored safety training based on project-specific risk profiles. These sessions cover critical topics such as compliance with new national requirements and accident reporting procedures, equipping employees and relevant external personnel with a comprehensive understanding of health and safety knowledge and to respond to emergencies. The Group firmly believes that continual investment in safety training and education lay a solid foundation for the enterprise's long-term progress while safeguarding the personal growth and well-being of our employees.

健康與安全培訓

中駿深切洞悉，員工的健康及安全乃是企業得以持續發展的根基所在。因此本集團憑藉一系列完備且具系統性的舉措，致力於推動全體員工增強安全意識以及技能。安全培訓呈現多樣化形式，每日班前的安全交底、每周例行的安全檢查、周期性的安全宣講以及職工夜校等均涵括其中，旨在保障不同層級、不同業務部門的員工均可汲取到最前沿的安全知識以及切實可用的技能。本集團所開展的安全培訓不僅聚焦於內部員工，亦拓展至供應商、施工方等外部合作夥伴，以促使整個供應鏈的安全標準及意識得以同步提升。藉由此種途徑，營造安全及健康的工作氛圍。除集團及區域層面所施行的統一培訓外，本集團亦會依據各項目的具體風險情形，籌辦特定主題的安全培訓，諸如更新國家相關要求以及匯報安全事故的流程等，以保證員工及相關外部人員能全方位掌握健康及安全知識，提升應對突發事件的能力。本集團堅信，借助持續性的安全培訓與教育，可為企業的長遠進展夯實根基，亦能為員工的個人成長及福祉予以保障。

Health & Safety 健康與安全	Headquarter 總部	Regional Companies 區域公司	Consolidated Result 綜合結果
Number of work-related injuries 因工受傷人數	0	2	2
Lost days due to work injuries 因工傷損失工作日數	0	248	248

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OPTIMISING OPERATING PRACTICES

The Group regards corporate ethics and integrity as the foremost principles guiding its operations, adhering to a business model that prioritises ethics and self-discipline. We uphold strict standards for delivering high-quality products and services while fostering strong relationships with all stakeholders, establishing mutually beneficial and sustainable cooperative relationships.

優化營運慣例

本集團將企業道德與誠信視為營運首要原則，堅守商業道德和廉潔自律的業務營運模式。我們對提供高質素產品與服務有嚴格標準，與各持份者保持緊密聯繫，建立互惠互利、可持續的合作關係。

Highlights of 2024 二零二四年工作亮點

Committed to delivering quality and upholding our promises to customers, delivered of approximately **33,000** new homes in 2024

堅持品質交付，
持續兌現客戶承諾，
二零二四年新交付
住宅約 **33,000** 套

More than **5,800** new properties opened and the number of new contracts signed exceeded **10,000** in 2024

二零二四年新開業
超 **5,800** 間房源、
新增簽約突破 **10,000** 間

Stable operation, awarded “**2024 Top 500** of Real Estate Developers” and “2024 Outstanding Social Responsibility Enterprise of the Year in Golden Bridge Award”.

經營穩健，
榮獲「二零二四年房地產開發
企業綜合實力榜 **TOP 500**」
及二零二四年「年度傑出社會
責任企業 — 金橋獎」

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Anti-corruption

The Group operates its business with the highest integrity and ethical standards, maintaining a zero-tolerance policy towards any form of bribery, extortion, fraud, money laundering and other corrupt practices and upholding the principle of integrity through multiple measures. We strictly complied with all relevant laws and regulations, including the “Company Law of the People’s Republic of China”, the “Criminal Law of the People’s Republic of China”, the “Anti-Unfair Competition Law of the People’s Republic of China”, the “Prevention of Bribery Ordinance” of Hong Kong. Additionally, the Group has established internal policies such as the “Staff Handbook” and the “Integrity Monitoring Management Operation Guideline” to ensure that all employees clearly understand our integrity standards and behavioural norms. This fosters an ethical and honest working environment, safeguarding the Group’s reputation, supporting long-term business development and protecting the Group’s interests.

Anti-corruption Measures

To safeguard against corruption and protect the interests of the Company and its shareholders, the Group has incorporated anti-corruption into its risk assessment and formulated corresponding control systems and measures to provide employees with clear behavioural guidelines. Additionally, the Internal Audit and Compliance Department plays a pivotal role in conducting internal audits, overseeing compliance risk control, and investigating cases of corruption and fraud. This department is crucial for maintaining the stability and efficiency of the Group’s operations. The department is also responsible for overseeing compliance with the Group’s code of conduct, actively advocating for anti-corruption and integrity, and conducting thorough investigations into any suspected misconduct. The department strives to prevent any improper behaviour, such as fraud, bribery, or misconduct, while continuously enhancing the effectiveness of its risk control mechanisms. In cases of suspicious incidents or concerning employee behaviour, the Internal Audit and Compliance Department will conduct comprehensive and fair investigations. Any breaches of anti-corruption policies are addressed with stringent disciplinary actions by the Group, and violations of applicable laws are reported to the relevant judicial authorities.

反貪污

本集團秉持廉潔和道德標準營運業務，對任何形式的賄賂、勒索、欺詐、洗黑錢及其他貪污行為採取零容忍的態度，通過多項措施努力維護誠信為本的原則。我們嚴格遵循《中華人民共和國公司法》、《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》、香港《防止賄賂條例》等相關法律法規，本集團同時制定《員工手冊》和《廉政監察管理作業指導書》等內部政策，以確保所有員工都能明確了解我們的廉潔標準和行為規範，積極營造一個清正廉潔的工作環境，從而使本集團的聲譽及業務的長遠發展得到保障，維護集團利益。

反貪污舞弊措施

為了避免貪污舞弊事件的發生以及對本公司及其股東利益的損害，本集團已將反貪污納入到風險的評估工作中，並相應地制定了嚴格的制度與措施，為員工提供明確的行為規範指引。此外，審計監察部在其中肩負核心職能，不僅負責管理內部審計及合規風險管控，亦需負責查處貪腐舞弊的事件，對本集團的穩健經營與提高效能具有重要作用。該部門亦負責監察員工操守準則的遵守情況，通過調查與宣傳，積極開展反貪污和倡廉工作，避免任何可能涉嫌詐騙、賄賂或舞弊等的不當行為，並不斷提升相關風險管控措施的有效性。當遇到可疑事件或員工行為時，審計監察部將進行深入且公正的調查。一旦發現員工違反反貪污標準，本集團將實施相應的紀律處分，對於觸犯法律的行為，將依法將相關人員移交司法機關。

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Requirements for Stakeholders

The Group requires that every employee to sign the “Employee Integrity Commitment”, emphasising the importance of adhering to the Group’s anti-corruption regulations to uphold stringent business discipline. The commitment explicitly prohibits employees from accepting any forms of kickbacks, gifts, cash, securities, vouchers, or participating in extravagant entertainment, gym memberships, travel excursions, or lavish banquets offered by partners. Meanwhile, the Internal Audit and Compliance Department regularly monitors suppliers and contractors. Any incidents of illegal or non-compliant behaviour, such as bribery and acceptance of bribes, will result in immediate termination of the partnership, blacklisting and reserve the right to take legal action against the offending party where appropriate. Moreover, all employees are required to submit an “Employee Conflict of Interest Declaration Form” annually, disclosing any potential conflicts of interest to prevent the misuse of authority or other illegal means for personal gain, thereby protecting the Group’s legal and economic benefits. The Group also requires all suppliers and contractors to sign an “Integrity Management Agreement”, outlining integrity standards and scrutinising partners’ integrity to ensure both parties adhere to the highest ethical and legal standards in business dealings.

Whistleblowing Channels

To ensure transparency and impartiality, the Group has established multiple reporting channels, including its official website, official WeChat account, email, telephone hotlines, etc., allowing employees and the public to report any suspected misconduct or unlawful behaviour. Individuals have the option to report anonymously or disclose their identity when reporting to the management. Upon the receipt of a report or complaint, the Group promptly initiates an investigation process, assigning the Internal Audit and Compliance Department to conduct a thorough investigation to verify the authenticity of the reported information. If a violation is confirmed, the Group will take appropriate disciplinary action against the individuals involved. For severe cases, the matter will be escalated to judicial authorities in accordance with applicable laws. To further cultivate a culture of integrity, the Group offers material rewards to employees who report misconduct. This incentivisation scheme encourages active participation in anti-corruption efforts, reinforcing the Group’s ethical standards and fostering a healthy and transparent operating environment.

對利益相關方的要求

本集團與每位員工皆簽訂了《員工廉潔從業承諾書》，強調在執行職務時必須遵守本集團的反貪污政策，以維護商業紀律的嚴謹性。該承諾書明確禁止員工接受來自合作人士的任何形式的回扣、禮品、現金、證券、禮券或參與合作方所提供的高消費娛樂、健身、旅遊活動、高規格宴請等。同時，審計監察部定期對供應商及承包商進行監督，一旦發現任何違法違規行為，包括行賄、受賄等，本集團將立刻終止合作關係，將其列入禁止合作名單，並保留依法追究違規方相關責任的權利。此外，我們要求全體員工每年提交《員工利益衝突申報表》，主動披露任何可能涉及利益衝突的情況，以杜絕任何利用權職或其他違法手段謀取不正當利益的行為，從而有效保護本集團的合法權益和經濟利益不受損害。本集團也要求所有供應商及承包商簽《廉政管理協議書》，以明確廉潔守則並進行廉潔行為調查，確保雙方在業務往來中保持誠信，遵循最高道德和法律標準。

舉報渠道

為了確保透明度和公正性，本集團設立了多種舉報途徑，包括官網、微信公眾號、電子郵件和電話等，讓員工和公眾舉報任何疑似不當或違法行為。舉報人可選擇以實名或匿名方式向管理層反映或舉報問題。一旦接獲舉報或投訴，本集團將迅速啟動調查程序，委派審計監察部進行深入調查，以核實舉報內容的真實性。若調查結果證實存在違規行為，本集團將對相關員工實施相應的紀律處分。對於嚴重違法行為，我們將依法將其移交司法機關處理。為了進一步倡導廉潔文化，本集團對舉報不當行為的員工提供物質獎勵，以此激勵員工積極參與反貪倡廉工作，共同加強本集團的道德標準和促進健康營運環境。

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Anti-corruption Training

The Group conducts annual anti-corruption campaigns and trainings to raise employees' awareness of integrity. These trainings cover the directors and employees at all levels, including new hires, permanent staff, outsourced employees and interns. During the Year, all directors and employees have completed anti-corruption training, gaining a thorough understanding of the latest legal requirements, regulations, and internal policies. Through analysing corruption cases, employees improve their ability to recognise and remain vigilant against corrupt practices. Meanwhile, the Group also intensifies its efforts to promote a culture of integrity by fostering a self-disciplined work environment. For example, anti-corruption posters are displayed in key areas such as sales offices, serving as constant reminders for employees to uphold professional integrity standards and ensuring that integrity is integrated into daily operations.

In 2024, to the best of the directors' knowledge, the Group was not aware of any legal case regarding corrupt practices brought against the Group and its employees.

Product Responsibility and Service Quality

High-Quality Project Development

As a service-oriented enterprise, the Group is committed to meeting the needs and expectations of its customers by continuously improving its management system, enhancing service quality and safeguarding the health and safety of its customers. To this end, the Group has established a comprehensive quality monitoring system. Through regular inspections conducted by professional internal teams and independent third-party monitoring company, we ensure that each project phase complies with relevant regulations and the Group's standards, guaranteeing that we provide customers with safe and reliable buildings that safeguard their health and safety.

反貪污培訓

本集團每年定期進行反貪腐宣傳和培訓活動，以加強全體員工的廉潔意識。培訓對象涵蓋董事及全體員工，包括新進人員、正式員工、外包人員、實習生等。本年度，所有董事及所有員工均已完成反貪污培訓，深入學習了最新的法律法規及內部政策，並通過分析貪腐案例，進一步提升對貪腐行為的辨識能力及警覺性。同時，本集團不斷加強宣傳公司的廉潔文化，在日常辦公環境中積極營造廉潔自律的工作氛圍，例如在銷售案場等關鍵業務場所張貼廉政宣傳海報，時刻提醒員工恪守廉潔從業的職業操守，確保廉潔文化融入日常工作。

於二零二四年度，盡董事所知，本集團並不知悉有任何針對本集團及其員工的貪污訴訟案件發生。

產品責任及服務質素

發展優質項目

作為以提供優質服務為本的企業，本集團致力滿足客戶的需要與期望，不斷完善管理制度、提升服務質量，以及保障客戶健康與安全。為此，本集團建立了一套完善的質量監控體系。通過內部專業團隊與獨立第三方監察機構的定期檢查，我們確保每個項目階段均符合相關規例和本集團標準，為客戶建造安全可靠的建築，保障他們的健康與安全。

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Before the commencement of any project, the Engineering Department conducts a thorough review of the design plans to identify potential quality issues and establishes clear quality objectives to prevent accidents, in accordance with the “China SCE Handbook of Construction Project Management”. During the construction process, engineers supervise contractors’ procedures and conduct parallel inspections at each stage to promptly identify and address quality issues. The findings from these inspections are documented in the “Construction Diary Log Book” for future reference. Prior to property handover to buyers, the Customer Service Management Department, in collaboration with a quality supervision company to conduct final quality checks, ensuring adherence to established standards. This guarantees that customers enjoy a premium-quality and safe living environment within China SCE properties.

Furthermore, our contracts with contractors include compensation agreements that mandate their commitment to quality assurance and regulatory compliance, compelling them to fulfill their responsibilities to prevent defects or violations. Moreover, unannounced inspections are conducted during construction, assessing projects based on three dimensions: “Actual Measurements”, “Entity Quality”, and “Safety and Civility”. Specific improvement recommendations are provided to contractors to address any identified issues promptly, effectively mitigating quality risks and ensuring that the construction quality meets the highest standards.

於工程項目啟動前，我們根據《中駿工程項目管理手冊》的指導，由工程部對設計方案進行深入審查，識別可能存在的質量問題，並設定明確的質量目標，以避免意外發生。在工程項目施工過程中，工程師全程監督承包商的施工程序，並於各工程階段，採用平行檢驗方式進行質量檢查，及時糾正質量問題，並將質量巡視結果紀錄於《施工日記》中，以便日後查閱。在向客戶交付物業前，客戶服務管理部門與質量監督公司進行最終的質量檢查，從而確保物業質量達到既定標準，讓客戶能夠在中駿的物業中享受到高品質、安全的生活環境。

此外，我們與承包商簽訂的合同中明確約定了彌償條款，要求承包商對工程品質和遵守相關法規作出承諾，確保他們全面履行責任，以避免工程缺陷或不合規事件。此外，施工過程中也會進行突擊檢查，從「實測實量」、「實體質量」和「安全文明」三個維度評估項目，提出具體的改進建議，促使承包商及時糾正問題，以有效降低質量風險，確保工程質量達到最高標準。

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Prior to project handover, the Group conducts internal pre-handover assessments to comprehensively evaluate the quality and the safety of the project against established standards. After formal handover, the Group's Engineering Department and Design Department perform comprehensive internal inspections and assessments for all projects, implementing corrective measures based on their findings. Data and information regularly collected from various project stages are analysed to make necessary adjustments and optimisations, ensuring that each step is closely linked and fostering a closed-loop management system. Stringent quality control management and corrective measures are implemented at macro, regional, and project levels during the construction phase to meet the established targets and ensure successful property delivery to customers. Moreover, we have established a series of internal systems such as the "Project Company On-site Management Guide", which clearly defines rules and operational standards for the sales processes, including subscription, deposit collection, and contract signing. The Guide also refines the marketing workflow, standardises the behaviour of marketing personnel, and ensures professionalism and compliance throughout the entire sales process. These measures enable us to provide customers with high-quality service experience, enhancing customer satisfaction and corporate reputation.

The Group also actively promotes the informatisation of projects, achieving comprehensive visual management of the construction process through real-time collection and analysis of site data. This management approach enables timely monitoring of construction progress, effectively preventing and mitigating the risk of project delays, and ensures that the projects are executed smoothly according to schedule.

Protect customer privacy

The Group strictly complies with the "Data Security Law of the People's Republic of China", the "Personal Information Protection Law of the People's Republic of China", the "Personal Information Security Specification", the "Trademark Law of the People's Republic of China", the "Patent Law of the People's Republic of China", the "Copyright Law of the People's Republic of China" and all other relevant laws and regulations, committed to protect the personal privacy of customers. During the customer marketing and property handover stages, the Group places high priority on customer information protection to safeguard client privacy and fully uphold their legitimate rights and interests. The Group has implemented various of measures to strengthen the protection of customer privacy:

在項目即將交付前，本集團會進行內部的預交付評估，對項目進行全面的評估，確保所有工程均符合既定的質量和安全標準。在項目正式交付後，本集團的工程和設計等部門將對各項目進行內部的整體查驗和評估，並就查驗和評估的結果對項目進行整改。中駿也會定期收集和分析項目各階段的數據和信息，並根據這些反饋進行調整和優化，確保各個環節之間的緊密銜接，實現閉環管理。在品質控制方面，我們在項目施工階段從宏觀、區域和項目三個層次實施嚴格的管理及糾正措施，確保物業品質達到預定目標，並順利交付至客戶手中。此外，我們制定了《項目公司案場管理作業指導書》等一系列內部制度，明確規定了認購、收取定金、簽訂合同等銷售環節的工作規範和操作標準，細化了營銷工作流程，規範了營銷人員的行為，確保整個銷售過程的專業性和規範性，為客戶提供高品質的服務體驗，從而提升客戶滿意度和企業聲譽。

本集團亦積極推進工程信息化，通過實時收集和分析現場數據，實現對施工過程的全面可視化管理。這種管理方式能夠及時監督工程進度，有效預防和控制工程延誤，確保項目按預定計劃順利進行。

保護客戶私隱

本集團嚴格遵守《中華人民共和國資料安全法》、《中華人民共和國個人資訊保護法》、《個人資訊安全規範》、《中華人民共和國商標法》、《中華人民共和國專利法》、《中華人民共和國著作權法》等法律法規要求，致力保護客戶的個人私隱。在客戶營銷及交房階段，本集團高度重視客戶資料的保護，確保客戶隱私安全及權利和利益得到充分保障。本集團採取了一系列措施，以強化客戶隱私保護：

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

- Formulated the "Customer Service Guide" to clearly specify the purposes of use and storage procedures for customers' personal information. It mandates the customer service centre to encrypt and securely store customer information and implement protocols to eliminate the risk of data leakage.
- Employees are required to sign the "Confidentiality Agreement", and strictly adhere to confidentiality regulations. They are prohibited from engaging in the illegal acquisition, sale or disclosure of customer information to third parties during their employment to uphold customer privacy and security.
- Organised regular training sessions on personal privacy protection for employees to raise their awareness of privacy protection and professional ethics, thereby further securing customer information.
- Implemented various confidentiality management measures as outlined in the "Employee Information Security Handbook", including conducting regular security inspections and generating security operation reports. Additionally, strict access controls are in place to restrict customer data access to authorised personnel only. Network security is strengthened through the utilisation of security software, virtual private networks, and corporate intranets, ensuring protection of customer information.
- 已制定《客戶服務作業指導書》，在收集客戶個人資料時，明確說明資料的使用目的和保存方式，並要求客戶服務中心對客戶資料進行加密保管和處理，杜絕資料外洩風險。
- 員工需簽署《員工保密協議》，嚴格遵守保密規定，禁止在工作期間非法獲取或向第三方出售、洩漏客戶資料，確保客戶隱私安全。
- 定期組織員工參加個人隱私保護培訓，提升員工的隱私保護意識和職業道德，進一步確保客戶資訊的安全。
- 通過《員工信息安全手冊》落實各項保密管理措施，包括定期進行安全檢測及生成安全營運報告；實施嚴格的存取控制，僅允許有權限的人員訪問客戶資料；使用安全防護軟體、虛擬專用網路和企業內網等技術手段，強化網路安全，全方位保護客戶資料。

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Intellectual Property Rights Protection

Throughout our operation, the Group attaches great importance on safeguarding and managing intellectual property rights to prevent any infringements during the project design and marketing phases. At the same time, all employees and contractors are required to strictly adhere to the terms outlined in the “Staff Handbook” and “Construction Contract” to ensure that suppliers to comply with intellectual property protection provisions outlined in the marketing contract.

保護知識產權

在營運過程中，本集團高度重視知識產權的保護和管理，確保在項目設計及營銷階段不侵犯任何知識產權。同時要求所有員工和承包商嚴格遵守《員工手冊》、《施工合同》中的條款，以確保供應商在營銷合同中遵循知識產權保護的規定。

China SCE's Efforts to Protect Intellectual Property Rights 中駿的知識產權保護工作

Throughout all stages of the construction project, the construction progress of contractors is regularly monitored to ensure that construction activities do not infringe upon intellectual property rights in areas such as architectural design, equipment technology, construction technology, and ensure compliance with the contractual requirements

在建築工程的各個階段，定期檢查承包商的施工情況，確保施工活動不會侵犯建築設計、設備技術、施工工藝等領域的知識產權，符合合同要求

The responsibilities of China SCE and the contractor regarding intellectual property protection are clearly stipulated, ensuring that both parties refrain from infringing any construction patent

明確規定中駿和承包商在知識產權保護方面的責任，雙方不得侵犯任何建築工程專利

The marketing contract explicitly stipulates that the promotional materials must not infringe intellectual property rights, including copyrights, portrait rights, etc., to ensure the legality and legitimacy of marketing activities

在營銷合同中，明確規定宣傳作品不得侵犯知識產權，包括著作權、肖像權等，確保營銷活動的合法性和正當性

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Compliant Promotion

China SCE strictly follows the guidelines outlined in the “Brand Management Guide” to regulate standards for advertising, and strengthen the monitoring of publicity content, ensuring the authenticity and accuracy of all information released. All employees are required to comply with relevant national laws and regulations, including the “Advertising Law of the People’s Republic of China”, the “Anti-Unfair Competition Law of the People’s Republic of China”, as well as the guidelines set by social media platforms regarding the information published on public or private media platforms, including the use of corporate or and accounts. At the same time, these contents must comply with the Group’s information disclosure requirements to uphold legality and compliance of all information released. These measures safeguard the Group’s reputation and maintain public trust.

Enhanced Customer Experience

The Group adheres to a customer-centric service philosophy, continuously optimising customer service management systems to improve service quality and enhance customer satisfaction. Through utilising various channels and measures, such as regular customer communication and project quality inspections, the Group ensures that project quality meets the highest standards. At the same time, customer feedback and suggestions are actively monitored and they serve as critical inputs for refining and enhancing products and services, enabling the Group to effectively meet the diverse needs of its customers.

Inspection system

China SCE’s “Handbook for Marketing Inspection Management Business” establishes a variety of inspection mechanisms, including mystery customer inspections, special inspections, pre-sales inspections and monthly city self-inspections. These mechanisms aim to ensure that the service and product quality at different marketing stages maintained at a high standard, and comprehensively improve the subscription experience of owners.

合規宣傳

中駿嚴格執行《集團品牌管理作業指導書》的規定，明確規範廣告宣傳的標準，加強對宣傳內容的監控，以進一步確保信息發佈的真實性和精確性。所有員工在公眾媒體及自媒體平台，包括使用機構賬號和個人賬號，所發佈的信息內容，都必須嚴格遵守國家相關法律法規，包括《中華人民共和國廣告法》、《中華人民共和國反不正當競爭法》，以及各社交媒體平台的管理規定。同時，這些內容必須符合本集團的信息披露要求，確保所有信息發佈的合法性和規範性，維護本集團的聲譽和公眾信任。

提升客戶體驗

本集團秉持以客戶為中心的服務理念，不斷優化客戶服務管理制度，並提升服務質量，提升客戶滿意度。本集團通過多種途徑和措施，如定期的客戶溝通、項目品質檢查等，確保項目品質達到最高標準。同時，本集團持續關注客戶對項目的意見和建議，並將其作為我們改進和優化產品和服務的重要參考，以滿足客戶的多元化需求。

巡檢體系

中駿的《營銷巡檢管理業務手冊》制定了多種巡檢機制，包括神秘客戶巡檢、專項巡檢、開售前巡檢及城市月度自檢等，旨在確保在不同營銷階段的服務和產品質量保持在高標準，全面提升業主的認購體驗。

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During the Year, the Group organised an open day at the construction site to strengthen customers' trust in China SCE. We open our construction sites and invite property owners to visit construction site before delivery, observe the construction quality and method of the project on the spot. We will also arrange on-site engineer to showcase the construction process and property quality to the property owners transparently. Through the open day, the Group effectively conveyed safety and professional information to the property owners, enabling them to participate in the project quality supervision. This experienced provided owners with deeper insight into the installation process, material selection and quality control of the works, thereby boosting their confidence in the products.

本年度，本集團舉辦了工地公開日活動，以進一步增強客戶對中駿的信任。我們開放工地，邀請業主在交付前親臨現場，實地觀察項目的施工情況和工藝工法，物業的施工過程和品質會公開透明地向業主展示。我們同時會安排現場工程師進行詳細的講解。藉著工地公開日，本集團得以向業主傳達安全性和專業性的信息，使他們實際參與到項目品質的監督中，讓業主對工程的安裝流程、材料選擇及質量控制有更深入的了解，從而增強他們對產品的信心。



"Neighbourhood Association"

In 2020, the Group established the "Neighbourhood Association" to strengthen the pre-handover communication with property owners. This initiative aims to optimise the "Waiting Period" between the contract signing and handover. This mechanism facilitates the direct interactions between senior management, including the Group's general manager, operating officer and project officer, and property owners representatives to address their questions. Furthermore, through cross-departmental collaboration among marketing, property management, design and engineering teams, timely and accurate information is provided to the property owners during the delivery process, ensuring a seamless process. During the Year, 136 projects under China SCE have successfully established "Neighbourhood Association", reflecting the Group's great emphasis on enhancing customer experience and unremitting pursuit of service quality.



「友鄰會」

為強化與業主之間在交付前的溝通，本集團自二零二零年創立了「友鄰會」計劃，力求不斷優化客戶從簽約到交付期間的「等待期」服務體驗。此機制促進了本集團總經理、營運總監、項目總監等高層管理人員與業主代表進行面對面交流，解答他們的疑問。此外，營銷、物業管理、設計及工程等多個部門將就項目合作，確保業主能夠在交付過程中及時獲取真實、準確的信息，從而讓交付過程能夠順利進行。本年度，中駿旗下已有 136 個項目成功組建了「友鄰會」，體現了本集團對客戶體驗的高度重視和服務品質的不懈追求。

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Customer Feedback

To continuously improve our services, the Group values the customer feedback to gain insights into customer experience and needs. Therefore, we have established a systematic process, aiming to promptly handle any inquiries, and effectively respond to customers' needs. The Group has also developed a comprehensive complaint handling procedure, which categorised customer complaints into various types such as housing quality, property management services, sales services, design planning and warranty services, formulating corresponding response measures to ensure that each customer's concerns can be properly resolved.

客戶反饋

為不斷完善我們的服務，本集團重視每一位客戶的反饋以更深入了解客戶體驗和需求。因此，我們設立了一套系統性的處理流程，務求能及時處理任何查詢，並有效地回應客戶的訴求。本集團亦已制定一套詳細的投訴處理程序，將客戶投訴細分為房屋質量、物業管理服務、銷售服務、設計規劃和保修服務等多個類型，制定合適的相應應對措施，確保每一個客戶的問題都能得到妥善解決。

Customer Complaint Handling Procedures

客戶投訴處理程序

Complaint Handling and Analysis

投訴受理及分析



1. Receive customer complaints through feedback channels such as WeChat, telephone, letter or in-person visits.
透過反饋渠道，如微信、電話、信函或親自到訪等方式收到客戶的投訴。
2. The Group will immediately assign dedicated personnel to handle the complaint, comprehensively evaluate the content of the complaint, justify the complaint, and formulate corresponding solutions, ensuring that the customer's problem is completely resolved.
本集團會立即指派專人負責處理，全面評估投訴的內容及確定其合理性，並制定相應的解決方案，確保客戶的問題得到徹底解決。
3. Further analyse the reasons for customer complaints and categorise them so that they can be forwarded to the appropriate responsible department for follow-up processing, ensuring that each complaint is handled professionally.
進一步分析客戶投訴的原因，並將投訴進行分類，以便將其轉交給相應的負責部門進行後續處理，確保每一個投訴都能得到專業的處理。

Solution Formulation

方案制定



1. Cooperate with relevant business departments, appoint dedicated personnel to conduct in-depth analysis of customer complaints, and jointly formulate solutions to complaints and customer communication.
與相關業務部門協同合作，委派專人對客戶投訴進行深入分析，共同制定解決投訴和客戶溝通的方案。
2. Clearly identify the department responsible for implementation to ensure that complaints are properly handled.
明確指定負責執行的部門，確保投訴得到妥善處理。
3. The Group has formulated corresponding response procedures for major emergencies or negative public opinion caused by customer complaints, so as to follow up in a timely and effective manner.
對於因客戶投訴引發的重大突發事件或負面輿情，本集團已制定相應的應對程序，以便及時、有效地進行跟進。

Customer Complaint Handling Procedures (Continued)

客戶投訴處理程序(續)

Customer Communication

客戶溝通



1. The dedicated person will negotiate and communicate with customers according to the dedicated problem handling plan, and record the details of customer communication in detail for follow-up analysis and response.
委派的專人將根據已制定的處理投訴及客戶溝通方案，與客戶進行協商與交流，並詳細記錄客戶溝通的細節，以便後續分析和應對。
2. If the customer agrees with the proposed solution, the relevant departments will promptly initiate the complaint handling procedure.
若客戶認可方案，相關部門將迅速啟動處理投訴的程序。
3. If the customer has any objection to the plan, the Group will review the content of the complaint to formulate a more comprehensive complaint handling and customer communication strategy as soon as possible.
若客戶對方案持有異議，本集團將重新審視投訴內容，以盡快制定更全面的處理投訴及客戶溝通策略。

Handling Complaints and Confirmation of Settlement

處理投訴及確認和解



1. Once the complaint handling and customer communication strategy has been determined, the execution department will be responsible for implementing and executing the plan, and the Group will arrange relevant personnel to follow up and monitor the implementation of the plan on a daily basis to ensure the progress and effectiveness of the plan.
當確定處理投訴及客戶溝通策略後，執行部門將負責實施及推進方案，本集團亦會安排專人每日跟進及監控該方案的執行，確保方案執行的進度和效果。
2. Executive personnel are required to maintain close communication with customers and provide updates and feedback to customers at least once every seven days to ensure that customers are kept informed of the progress of the process.
執行人員需與客戶保持密切聯繫，至少每七天向客戶更新進展以及回饋，確保客戶能夠及時了解處理進度。
3. Once the implementation of the plan is complete, the executive personnel need to obtain the customer's consent before the complaint be considered fully addressed.
當方案執行完畢，執行人員需獲得客戶的同意，方可結束該投訴。

During the Year, the Group did not receive any complaints that had a significant impact on the quality of projects or sales and services within the Group's reporting scope.

本年度，本集團報告範圍內未有接到對項目質量或銷售服務有重大影響的投訴。

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Customer Satisfaction

客戶滿意度

“FUN Heart” Service 「FUN 心」服務

In line with our business's core value of “We Build to Inspire”, the Group launched the “FUN Heart” customer service system in 2021 to improve our customer feedback network and enhance customer experience. By setting service standards based on customer needs and feedback, we aim to deliver a more professional and personalised experience for our customers.

To fulfill our commitment of “Putting Our Customers First”, the “FUN Heart” system extends the customer service official accounts of the Group's four regional companies, providing customers with exclusive and diverse mobile services and reflecting our holistic approach to customer satisfaction. Moreover, the system enables end-to-end monitoring and management, ensuring efficient handling of customer complaints and requests and actively incorporating feedback to improve our operations. At the same time, the system retains real-time data for in-depth analysis, enabling us to further optimise service quality and to ensure the stable development of corporate reputation and customer relationship.

Prior to each property handover, the Group also conducts a multi-disciplinary team of professionals to carry out full-cycle risk management from the client's perspective to ensure the quality of the delivery. A multi-disciplinary professional team collaborates to implement full-cycle risk management and control, ensuring the highest delivery standards. Moving forward, China SCE will continue to refine the “FUN Heart” system and enhance the customer experience, creating greater value for our customers.

配合我們業務「專築您的感動」核心價值，本集團於二零二一年推出了「FUN 心」客戶服務體系以完善我們的客戶反饋網絡並提升顧客體驗。藉此，我們得以針對客戶的需求及反饋設定相應的服務標準，並為客戶提供更專業、更貼心的體驗。

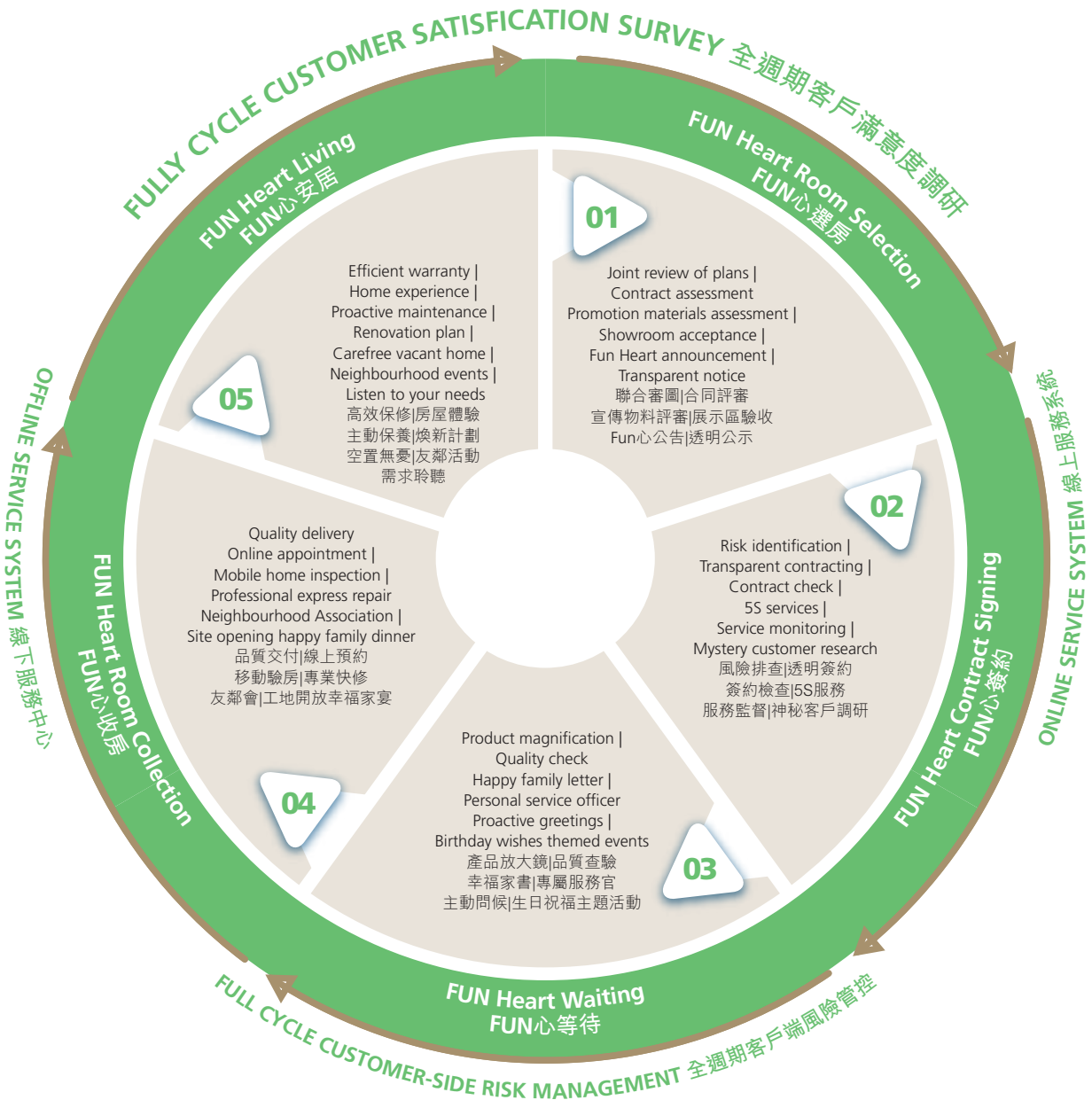
為了實現「以客為先」的承諾，「FUN 心」體系覆蓋了本集團的四大區域公司的客服公眾號，為客戶提供專屬的多樣化移動終端服務，體現了對客戶體驗的全面關注。此外，本集團全面地追蹤與管控顧客的投訴及訴求，確保投訴得到及時回覆及迅速解決相關個案，並積極參考客戶反饋改善集團的營運。同時，系統會保存即時資料，供我們進行後續詳細分析，以進一步優化各環節及提升服務品質，確保企業聲譽和客戶關係的穩定發展。

在每次交付前，本集團亦會從客戶的角度層層審核，由多領域專業團隊聯合進行全週期風險管控，確保交付品質。未來，中駿將持續完善「FUN 心」體系，不斷提升顧客體驗，為客戶創造更多產品價值。

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“FUN Heart” Service 「FUN心」服務



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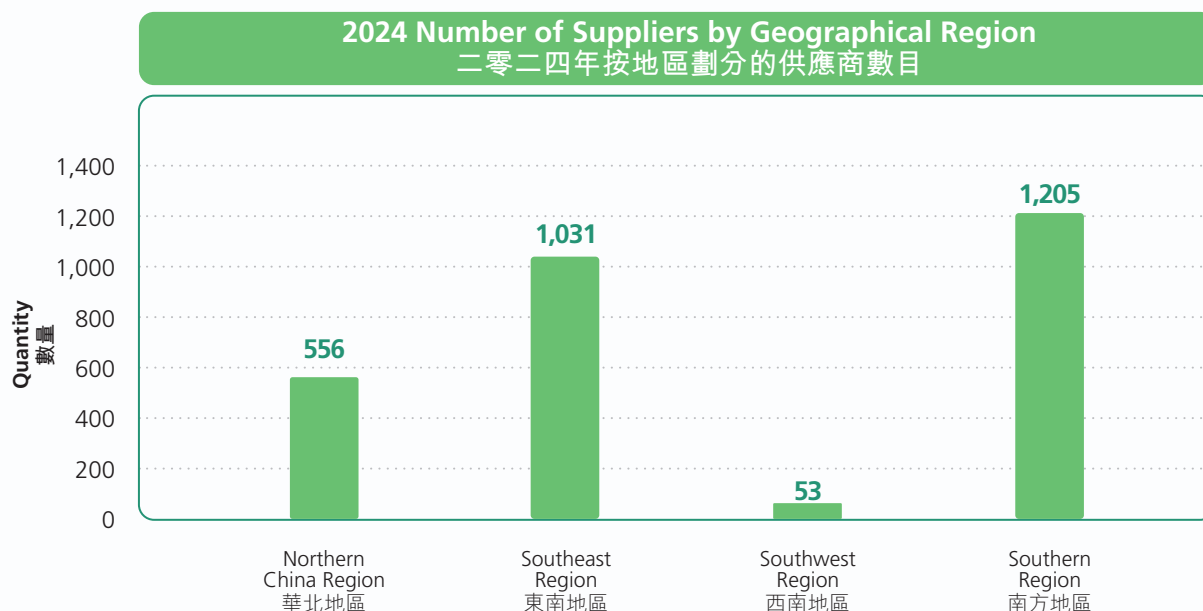
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Supply Chain Management

As a link in the supply chain, the performance of numerous suppliers and contractors is also closely related to the Group's operations. With the continuous expansion of the Group's business, the number of suppliers we collaborate with has also increased. During the Year, the Group had a total of 2,845 suppliers, with a geographical as follows:

供應鏈管理

作為供應鏈中其中一環，眾多供應商及承包商的表現也與本集團的經營息息相關。而隨著本集團業務持續擴展，與我們合作的供應商數目也不斷增加。本年度，本集團共有 2,845 名供應商，地區分佈如下：



To establish consistent standards and processes in suppliers and contractors selection and evaluation, the Group has formulated the "Planning, Procurement and Supplier Management Guide" to ensure that all partners meet high standards. During the suppliers and contractors selection process, we evaluate multiple dimensions, including environmental requirements, quality control systems, project performance capabilities, on-site cooperation, safe and civility, technology research and development, production capacity, financial status, after-sales service quality, and price competitiveness, exceeding the national standards. Moreover, the Group has established environmental procurement practices, integrating environmental requirements considerations into procurement agreements. Preference is given to suppliers demonstrating outstanding environmental performance and considering environmental factors to ensure adherence to environmental standards. The Purchasing Department collaborates with other departments to conduct quality management evaluations, and selects suppliers through public bidding, invitation to bid and price inquiries. To ensure continuous enhancement, the Group implements an annual supplier evaluation mechanism, eliminating underperforming suppliers from its network.

為了確立了篩選和評估供應商及承包商的統一標準和流程，本集團已制定《企劃招採及供應商管理作業指導書》，確保所有合作夥伴均符合高標準要求。我們會在選擇供應商和承包商時考量環境規定、品質管控體系、項目履約能力、現場配合度、安全文明施工、技術研發能力、生產能力、財務健康狀況、售後服務品質、價格競爭力等多個維度，這些標準均超越國家制定的基本要求。除此之外，本集團亦制定了一套環保採購規範，在採購協議中明確產品的環保要求，優先考慮在環保方面表現優秀、充分考慮環境因素的供應商，確保採購活動符合環保標準。此外，採購部會同其他部門共同負責質量管理評估，通過公開招標、邀請招標及詢比價等方式，精選供應商。本集團實行年度供應商評估機制，淘汰表現不佳的供應商，以持續完善供應商管理體系。

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To further standardise the supplier cooperation process, the Group has formulated the “Engineering Supplier Management Guide”. This guide ensures that suppliers are selected based on the principles of objectivity, fairness, impartiality and high transparency, which demonstrates China SCE’s systematic and compliance-driven supplier governance framework, its respect for fair competition and its commitment to environmental protection. These measures uphold and ensure the stable development of the Group’s reputation and customer relationships.

同時，為了進一步規範供應商合作流程，本集團制定了《工程類供應商管理作業指導書》，確保以客觀、公平、公正和高透明度的原則選取供應商，體現了中駿對供應商管理的嚴謹態度，以及對公平競爭的尊重和對環境保護的重視，確保了本集團的聲譽和客戶關係的穩定發展。

Supplier Sourcing

供應商資源收集



- The method of collecting supplier resources covers both internal and third-party referrals, but all referrals must be submitted in written form to ensure accuracy and traceability. We strictly prohibit sourcing suppliers from the government’s or well-known developers’ blacklists.

收集供應商資源的方式涵蓋內部推薦和第三方推薦，但所有推薦信息必須以書面形式提交，確保信息的準確性和可追溯性。我們嚴格禁止從政府或知名開發商的黑名單中尋找供應商。

Pre-qualification of Suppliers

供應商資格預審



- In evaluating suppliers, we will focus on key factors such as their qualification certification, business nature, major business scope, development history, resource allocation, market reputation, business performance, capability, and operation and business management model.

在評估供應商時，我們會重點審查其資質認證、企業性質、主要業務範疇、發展歷程、資源配置、市場信譽、業績表現、業務能力及經營管理體系等關鍵要素。

Supplier Inspection

供應商考察



- Depending on the type of supplier, key indicators such as its quality control system, project performance capability, on-site cooperation, safe and civilised construction, technical research and development capability, production capability, financial status, after-sales service quality and price competitiveness were assessed. At the company inspection stage, we focus on checking their business status, office operation and original qualification certificates to ensure their authenticity and validity. At the project inspection stage, suppliers are required to provide the originals of relevant contracts to further confirm their ability to fulfill contracts and the authenticity of their project experience.

根據供應商的類別，重點評估其品質管控體系、項目履約能力、現場配合度、安全文明施工、技術研發能力、生產能力、財務健康狀況、售後服務品質以及價格競爭力等關鍵指標。在公司考察階段，我們重點檢查其經營狀況、辦公營運情況以及資質證明的原件，確保其真實性和有效性。在項目考察階段，要求供應商提供相關合同的原件，進一步確認其履約能力和項目經驗的真實性。

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In response to market trends and meet the needs of business development for high-quality and efficient expansion, China SCE deeply understands that evolving the collaborations into long-term partnerships with suppliers is essential. A shared vision of development, especially the realm of sustainable development, forms the key foundation for building a trust-based and win-win cooperative relationship. The Group regularly evaluates the service quality of suppliers, with a focus on evaluating their ESG risks as a critical criterion, implementing standardised management to ensure the sustainability performance of supply chains. To ensure a stable and reliable supply chain, the Group conducts a comprehensive evaluation of strategic procurement suppliers annually according to the "Supplier Assess and Evaluation Approval Process," assessing their performance based on factors such as production capacity, delivery time, product quality, and service level. This not only allows for a deeper understanding of the partners' operations but also enables the Group to provide regular feedback or additional requirements to suppliers, effectively reducing the potential negative impacts of the supply chain on the Group's operations.

The Group actively encourages and supports partners in the transition towards sustainable operations. To better understand the challenges faced by suppliers during this transition, various business departments and regional management teams regularly conduct in-depth interviews with suppliers and gather feedback and evaluations while assisting suppliers in enhancing the implementation of environmentally sustainable products and services, aiming to reduce the environmental burden of business activities. Furthermore, the Group actively encourages suppliers and contractors to use more environmentally friendly equipment and facilities, adopting new green technologies to collaboratively prevent pollution during the construction phase, reduce resource consumption, and minimise environmental impact.

Furthermore, as the Group places significant emphasis on assessing whether its suppliers fulfill ESG responsibilities during their operations, we implemented regular self-assessments or commissioned third-party evaluations to review suppliers' social responsibility practices. These assessments help to identify and understand potential sources and types of risks at an early stage. The Group proactively communicates any problems identified with suppliers and provides necessary assistance in enhancing their performance within specified timeframes, ensuring alignment with the Group's ESG standards. This practice is fully implemented across all Group's suppliers, reflecting strong commitment to sustainability and social responsibility.

為了響應市場趨勢和滿足企業發展需求，實現高品質、高效率的業務擴張，中駿深刻理解與供應商的合作模式升級為長期的夥伴關係。共同的發展理念，特別是對可持續發展的共同追求，是構建信任與共贏合作關係的關鍵基石。本集團定期評估供應商的服務品質，將其環境、社會及管治風險作為合作評審的重要標準，進行標準化管理，確保合作夥伴的可持續性表現。為確保供應鏈穩定可靠，本集團根據《供應商准入及評估審批流程》每年對戰略採購供應商進行全面評估，綜合生產能力、交付時間、產品質量及服務水平等因素評估其表現。本集團不但能夠深入了解合作夥伴的狀況，更能定期向供應商提供反饋或額外要求，以有效降低供應鏈對本集團營運的潛在負面影響。

本集團亦一直積極鼓勵及協助合作夥伴趨向可持續的營運。為更了解供應商轉型期間面對的挑戰，各業務部門及區域管理人員會定期與供應商進行深度訪談，收集他們的反饋意見和評價，並協助他們提升環境可持續性產品和服務的應用，從而減少業務活動對環境的負擔。此外，本集團更積極鼓勵供應商及承包商使用更環保的設備和設施，採用環保新技術，務求能在施工階段共同防止污染，減少資源消耗，降低對環境的影響。

本集團高度重視供應商有否在營運過程中妥善履行其在環境、社會及管治方面的責任，我們採取了企業自檢或委託第三方顧問的方式，定期對供應商的社會責任履行情況進行評估和審查，以便及早識別和理解潛在的風險源頭和類型。一旦發現問題，我們會主動與供應商進行溝通，並提供必要的協助，幫助他們在規定的時限內改善表現，以確保供應商的環境、社會及管治表現符合本集團的高標準。此政策和常規已經在本集團的所有供應商中全面實施，體現了我們對可持續發展的堅定承諾和對社會責任的重視。

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ADVOCATING FOR GREEN DEVELOPMENT

We recognise the real estate industry's potential to lead in sustainability and acknowledge the importance of minimising the environmental impact of buildings development and operations. Therefore, the Group is committed to strictly complying with relevant environmental policies and regulations, including the "Environmental Protection Law of the People's Republic of China", "Law of the People's Republic of China on Environmental Impact Appraisal", the "Energy Conservation Law of the People's Republic of China", the "Water Pollution Prevention and Control Law of the People's Republic of China" and other laws and regulations. In alignment with the energy conservation and emission reduction goals outlined in the "14th Five-Year Plan" for national, regional, and industry sectors, the Group is dedicated to fostering a greener future. The Group has implemented comprehensive measures to enhance the management of water resources, energy, waste and greenhouse gas emissions, actively promoting the development of green buildings, improving energy and resource utilisation efficiency, and contributing to achieving carbon peak and carbon neutrality goals. The Group's "Environmental Protection Policy Statement" clearly sets out our management philosophy for addressing environmental challenges, covering aspects such as air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste, the development of green and intelligent buildings, the optimisation of resource use, and our commitment to promoting green development in the areas where we operate, as well as at the national and industry levels.

倡導綠色發展

我們深明房地產業對可持續發展的領導潛力，以及降低建築對環境影響的重要性。因此，本集團致力嚴格遵守相關的環境政策及要求，例如《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》、《中華人民共和國節約能源法》、《中華人民共和國水污染防治法》等法律法規。本集團亦響應國家、地區及行業的《十四五規劃綱要》節能減排規劃及目標，致力為綠色未來貢獻力量。本集團全面加强對水資源、能源、廢棄物和溫室氣體排放的管理，積極推進綠色建築的發展，提升能源和資源利用效率，為實現碳達峰和碳中和目標作出貢獻。本集團的《環境保護政策聲明》明確闡述了我們應對環境挑戰的管理理念，涵蓋溫室氣體排放、向水及土地的排汙、有害及無害廢棄物的產生、綠色智慧建築的發展、資源使用的優化等多個方面，務求從我們的業務著手，推動項目所在地甚或國家及行業裡的綠色發展。

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Highlights of 2024 二零二四年工作亮點



Energy use intensity:
Headquarter and regional
companies — **0.10**
Megawatt Hour
(MWh)/sq.m.

能源密度：總部及區域公司
0.10 兆瓦時／平方米



Greenhouse gas intensity:
Headquarter and regional
companies — **0.05** Tonnes of
Carbon Dioxide Equivalent
(tCO₂e)/sq.m.

溫室氣體密度：
總部及區域公司 **0.05**
公噸二氧化碳當量／平方米



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

新建項目
100% 達到
國家綠色建築標準

Green Operations

Green Building Planning and Certification

The Group consistently adheres to the national standard of “Assessment Standard for Green Building”, focusing on a wide range of details, including landscaping, energy efficiency, selection of environmentally friendly building materials and indoor environmental quality standards. Through these efforts, the Group aims to fully align with the highest standards of green building. We actively advocate for green building certifications related to these standards, striving to accelerate the adoption of sustainable building practices in the country. In terms of architectural design and subsequent operations, the Group also thoroughly considers the highest standards set by the certification system, as well as industry-leading practices proven effective through prior implementation cases.

綠色營運

綠色建築規劃及認證

本集團始終嚴格遵循《綠色建築評價標準》國家標準，從多個細微之處著手，對綠化、節能、環保建築材料的選用以及室內環境品質等方面予以精細把控。通過這一系列的努力，本集團全力向綠色建築的最高標準邁進。我們更積極推動與該標準相關的綠色建築認證工作，以力求加速國家的綠色建築趨勢發展。就建築設計及後續營運，本集團也會充分參考認證體系所設定的最高標準以及經過實踐檢驗的行業最佳做法。

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The Group has been actively expanding green building projects to promote the construction of sustainable cities while creating a stable and comfortable living environment in harmony with nature. Moving forward, we will continue enhancing the Group's green management system to ensure that each building project is environmentally friendly throughout all phases — from site selection and design to construction and operation phases, while harmonising with local climate conditions and surrounding environment. At the same time, we persist in driving innovation in design and enforcing stringent green construction practices, ensuring that sustainable concepts are incorporated into our actual projects.

In many project design processes, the Group fully integrates green concepts with the green development needs of local communities. Green building measures commonly used by the Group include:

- Actively use prefabricated components to significantly reduce all kinds of environmental pollution generated during construction work;
- The switchable glass curtain wall is selected to achieve natural ventilation and natural lighting in the room;
- Actively carry out greening work on rooftops and public areas to regulate indoor and outdoor temperatures, improve local climate, and increase the rate of green space;
- Incorporate renewable energy technology design, such as solar panels, where feasible, to effectively reduce the consumption of traditional energy;
- Set up a water-saving irrigation system, with soil moisture sensors and automatic switch devices in rainy days, to reduce the demand for irrigation water;
- Use the air quality sensing device with the automatic sensing function of the building to activate the ventilation system in a timely manner to ensure that the indoor air quality is maintained at all times;
- Adhere to the principle of prioritising the use of environmentally friendly building materials to reduce the adverse impact of buildings on the environment.

本集團一直積極地拓展綠色建築項目，務求在推動建設可持續城市的同時，為客戶打造與自然共融、安穩舒適的居住環境。將來，我們會不斷完善本集團的綠色管理體系，確保每個建築項目在選址、設計、施工乃至後續營運都能實現環境友好，與當地的氣候條件以及周邊環境達成和諧共融的狀態。同時，我們堅持在設計上持續創新並嚴格推行綠色施工，從而將綠色理念落實於實際工程。

在眾多的項目設計環節裡，本集團充分地將綠色理念與當地社區的綠色發展需求相融合。以下是本集團常用的一些綠色建築措施：

- 積極採用預制組件，大幅減少在建築工地現場進行施工操作時所產生的各類環境污染；
- 選用可開關的玻璃幕牆，實現室內的自然通風以及自然採光；
- 在屋頂以及公共區域積極開展綠化工作，得以調節室內外溫度、改善局部氣候、增加綠地率；
- 於可行情況下加入可再生能源技術設計，如：太陽能板，有效降低傳統能源的消耗；
- 設置節水灌溉系統，並搭配土壤濕度感測器和雨天自動關閉裝置，減少灌溉用水需求；
- 使用樓宇自動感知功能的空氣品質傳感裝置，適時啟動通風換氣系統以保障室內空氣始終維持良好的品質；
- 秉持優先選用環保建築材料的原則，降低建築對環境的不良影響。

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Green Management

The Group is dedicated to ensuring that the entire lifecycle of property projects is environmentally friendly, therefore, environmental impact has been integrated into project planning and decision-making processes. From initial design and construction, all projects must strictly comply with relevant requirements and obtain approval from local environmental regulatory authorities, along with essential documents including the "Construction Land Planning Permit" and the "Construction Engineering Planning Permit" must be acquired before the official commencement of the project. In the selection of sites for property development, the Group rigorously adheres to the principle of adapting to local conditions by assessing the current state of the local environmental ecosystem and thoroughly investigating the potential environmental impacts of each project. Minimising adverse environmental impacts has been one of the key criteria for site selection, aiming to protect the environment and reduce pollution. During the design phase, the Group conducts in-depth analysis of the site and the building functionality, refining designs to address any identified shortcomings to enhance the green and environmental performance of the building, achieving resource and energy efficiency while minimising adverse impacts on the surrounding ecosystem and preserving local biodiversity.

During construction, a critical stage in property development, the Group employs advanced construction technology and equipment, alongside effective dust prevention measures to minimise dust emissions at the construction site and safeguard air quality. To manage water resources efficiently, the Group has installed a rainwater harvesting system to utilise rainwater for construction purposes to reduce the consumption of groundwater resources. The Group will maintain its focus on addressing embodied carbon emissions of buildings to reduce overall carbon footprint. At the same time, we will promote the sustainable construction principles and encourage the use of high-efficiency equipment and technologies to reduce the carbon emissions of buildings at the source during the operational phase. The Group is also committed to fostering the development of green civilisation by adhering to high standards and stringent requirements. Our active participation in the ecological restoration work around the project, and effective utilisation of the ecological compensation mechanism ensures reliable protection for the surrounding biodiversity, thereby contributing to the creation of an ecologically harmonious environment.

綠色管理

本集團一直致力讓物業項目的整個生命週期都做到環境友好，為此已將環境影響納入項目規劃及相關決策的考量。在最初的設計與建設階段，所有的項目都要嚴格遵循相關要求，務必先取得當地環境監管部門的審核同意，同時還要取得《建設用地規劃許可證》以及《建設工程規劃許可證》等一系列必不可少的證明文件，才能正式啟動工程項目。而在挑選物業開發項目地址時，本集團會嚴格按照因地制宜的原則評估當地環境生態系統的現狀，深入探究項目對環境的潛在影響，並已將能讓負面環境影響最小化列作其中一項挑選地址因素，以此達到保護環境、降低污染的目的。在設計環節，本集團會對場地以及建築自身的功能、特徵展開細緻分析，並針對短處改善設計，從而能夠一方面提升建築物的綠色環保性能，實現節約資源、能源的目標，另一方面最大限度地減少對周圍生態造成的不良影響，保護當地的生物多樣性。

在施工這一重要階段，本集團將採取先進的施工技術和設備，設置有效的防塵措施，以減少施工現場的塵埃排放，確保空氣質量不受影響。在水資源管理方面，本集團設置了雨水收集系統，利用雨水進行施工用水，減少對地下水資源的消耗。本集團也將持續關注建築物的隱含碳排放問題，以降低整體碳排放。我們同時致力於推行可持續建築的原則，鼓勵使用高效能的設備和技術，從源頭上減少建築物在使用過程中的碳排放。本集團更會以高標準、嚴格要求來推進綠色文明的建設工作，積極參與項目周邊的生態修復工作，並且善用生態補償機制，為周圍生物多樣性提供可靠的保護，為打造生態和諧的環境貢獻力量。

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Energy and Greenhouse Gas Emissions

Energy

The Group is fully committed to supporting the national “dual-carbon” goals, consistently viewing the reduction of carbon footprints and the promotion of energy conservation as important mission. The aim is to achieve carbon peak by 2030 and strive for carbon neutrality by 2060. Simultaneously, the Group actively responds to the requirements of the “Energy Conservation Law of the People’s Republic of China”, focusing on strengthening energy usage management across all aspects of our operations. The Group aims to comprehensively enhance performance in resource utilisation to reduce energy consumption and greenhouse gas emissions, effectively preventing energy waste and ensuring that energy is used more efficiently and rationally.

Office Energy Management

Under the guidance of the “Notice Regarding Workplace Energy Saving Measures”, the Group continues to improve its office energy management and resources use across five aspects: air conditioning management, lighting management, equipment and electricity consumption management, water consumption management, and management of office supplies and office consumables management, achieving energy conservation and consumption reduction. Specific energy-saving measures include the following:

- Clear guidelines and temperature settings have been established to regulate the use of air conditioning, avoiding unnecessary energy waste;
- The Group regularly inspects all electrical appliances to ensure they are in good working condition. Outdated and energy-intensive products are promptly replaced with high-efficiency energy equipment, such as replacing non-energy-saving lights with highly efficient LED lighting, thereby improving energy utilisation efficiency;

能源及溫室氣體排放

能源

本集團全力以赴地響應國家所提出的「雙碳」目標，我們將減低碳足跡以及推動節約能源視作重要使命，在二零三零年前達到碳達峰，力爭在二零六零年實現碳中和。同時，本集團還積極主動地回應《中華人民共和國節約能源法》的要求，著力加強對企業營運全流程各個環節的能源使用管理工作。本集團全面提升在資源使用方面的績效水平，從而達到降低能源消耗、減少溫室氣體排放的目的，並且有效制止各種能源浪費行為，保證能源得以更為高效、合理地被運用。

辦公室能源管理

在《關於辦公環境節能管控通知》這一重要指引之下，本集團從空調管理、照明管理、設備用電管理、用水管理以及辦公用品、辦公耗材管理這五個方面著手，持續深化對辦公環境中能源及資源使用的管理工作，實現更高效的節能降耗目標。具體的節能措施涵蓋多個方面：

- 針對空調使用制定了明確的條件與溫度指引，以此規範空調的使用，避免不必要的能源浪費；
- 本集團還會定期對所有電器等設備進行逐一排查，確保這些設備處於良好的運行狀態。一旦發現存在落後、耗能高的產品，便會及時對其進行淘汰處理，轉而採購高效能源設備，例如將非節能燈替換為節能效果顯著的LED照明，以此提升能源利用效率；

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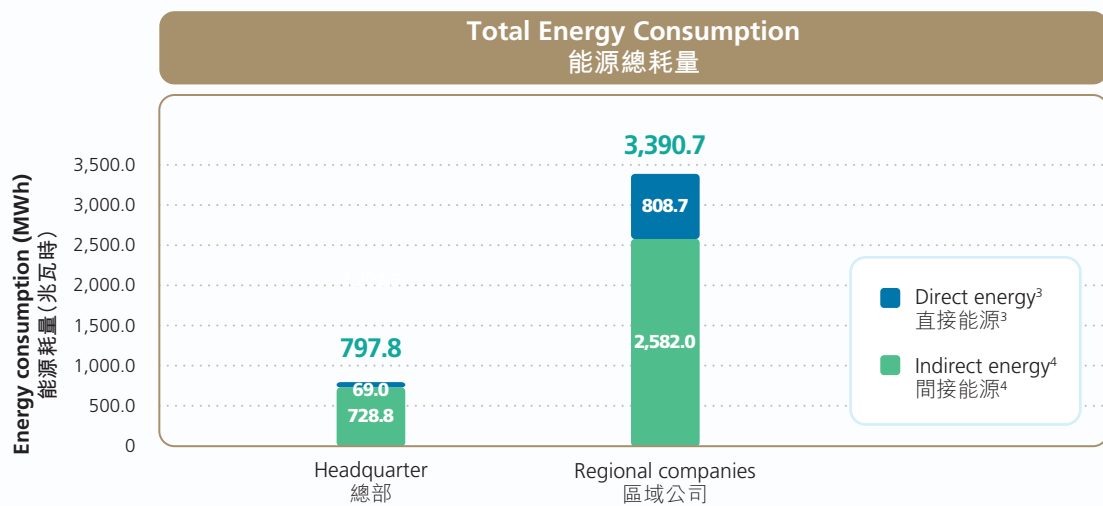
- The Group places high importance on energy conservation and has implemented clear and effective measures for improving energy efficiency of lighting systems. Employees are required to turn off office lights when leaving office after work, except the lights for security systems. In addition to lighting, we frequently remind employees to turn off computers, air conditioners, photocopiers, and other energy-consuming devices before leaving work. This requirement aims to help employees gradually develop good energy-saving habits, contributing to energy conservation through daily small actions;
- To further enhance employees' energy-saving awareness, the Group has published multiple energy-saving posters in prominent areas of the office. With engaging text and vivid imagery, we aim to constantly remind employees of the importance of saving energy, subtly embedding the concept of energy conservation into daily life; and
- The Group regularly conducts energy-saving trainings, detailing the significance of energy conservation, sharing energy-saving methods, and their impacts on the company, society, and the ecological environment. Through systematic training, every employee gains a deep understanding of the importance of energy conservation, and the principle of "Everyone is Responsible" is effectively integrated into daily work. This creates a positive atmosphere where all employees participate in and prioritise energy conservation, collectively helping the company achieve its energy-saving and consumption-reduction goals.
- 本集團高度重視節能工作，在照明方面採取了明確且有效的措施。除了部分出於安全防範系統正常運行需求而需長期開啟的電燈之外，嚴格要求所有員工在下班離開時，一定要將辦公室的燈光全部關閉。除了照明，我們亦時常提醒員工在下班之前，務必關掉電腦、空調、影印機等各類耗電設備。通過這樣的硬性要求，旨在讓每一位員工都能逐步養成良好的節能習慣，從日常的小細節入手，為節能減排出一份力；
- 為了進一步增強員工的節能意識，本集團還在辦公室區域的顯眼位置，張貼了多張節能宣傳海報。我們希望通過海報上趣味的文字搭配上生動形象的圖片形式呈現，從而時刻提醒著大家節約能源的重要性，讓節能理念潛移默化地深入人心；及
- 本集團還會定期舉辦節能培訓課程，在課程中詳細講解節能的意義、各種節能方法以及其對企業、對社會乃至對整個生態環境所產生的重要影響等內容。通過系統化的培訓，確保每一個員工都能深刻領會節能的重要性，並且將「人人負責」這一原則切實貫徹到日常工作，形成全員參與、全員重視節能的良好氛圍，共同助力企業實現節能降耗的目標。

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During the Year, the Group's total energy consumption was 4,188.5 MWh, with an energy intensity of 0.10 MWh/sq.m. Direct energy was mainly used for vehicles, with the consumption of gasoline being of 877.7 MWh, while indirect energy mainly refers to the consumption of purchased electricity.

本年度，本集團的總消耗能源為4,188.5兆瓦時，能源密度0.10兆瓦時／平方米。直接能源主要用於車輛，汽油的使用為877.7兆瓦時。間接能源則主要為購買電力的消耗。



In the upcoming year's work plan, the Group will continue to promote energy management and control. The Group will carefully review the existing data collection and statistical processes, and conduct in-depth analysis of possible problems and deficiencies to gain a understanding of the actual situation in aspects such as energy use.

在來年的工作規劃中，本集團會持續推進能源管控工作。本集團將對現有的數據收集以及統計流程予以仔細檢視，深入分析其中可能存在的問題與不足之處，以便能更精準地掌握能源使用等各方面的實際狀況。

- 3 Direct energy refers to fuels consumed on-site or in processes where the energy is used directly by the end user, such as diesel, petrol, liquefied petroleum gas (LPG), pipeline natural gas, compressed natural gas (CNG), and renewable fuels.
- 4 Indirect energy represents energy that is consumed and purchased by the Group, such as purchased electricity, steam, and hot water, which are produced from other energy sources.

- 3 直接能源是指終端用戶於現場直接消耗之燃料或製程能源，包括柴油、汽油、液化石油氣、管道天然氣、壓縮天然氣及可再生燃料等。
- 4 間接能源則指本集團消耗及外購之能源，如外購電力、蒸汽及熱水等。

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Greenhouse Gas Emissions

We attach great importance to the Group's greenhouse gas emissions and regard the reduction of greenhouse gas emissions as one of the key aspects of fulfilling environmental responsibility. In the daily operation and business process, we always adhere to relevant environment-related laws and regulations and corresponding standards, including the "Environmental Protection Law of the People's Republic of China", the "Law of the People's Republic of China on Environmental Impact Appraisal", and the "Regulations of the People's Republic of China on Nature Reserves", "Construction Law of the People's Republic of China". By strictly complying with these laws, regulations and standards, the Group actively fulfills its responsibility for environmental protection, striving to minimise the adverse impact of its own production and business activities on the environment, and contributing to the sustainable development.

In 2024, the Group engaged a third-party consultant to conduct the Scope 3 greenhouse gas emissions assessment. With their expertise and advanced tools available, we quantify the various types of emissions generated by the Group's operations.

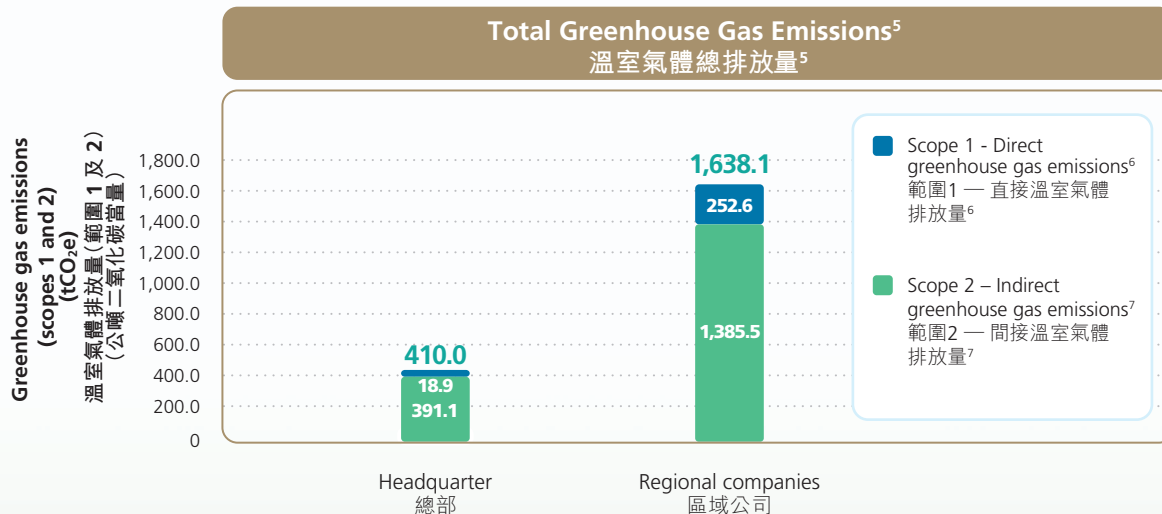
During the Year, the Group has generated a total of 2,048.1 tCO₂e greenhouse gas emissions, with a greenhouse gas density of 0.05 tCO₂e/sq.m.

溫室氣體排放

我們高度重視本集團的溫室氣體排放，並將減少溫室氣體排放視為履行環境保護責任的關鍵環節之一。在日常的營運及開展各項業務過程中，我們始終秉持依法行事的原則，嚴格遵循多部與環境相關的法律法規以及相應的標準要求，其中包括《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》、《中華人民共和國自然保護條例》、《中華人民共和國建築法》等相關法律法規。通過嚴格遵守這些法律法規和標準，本集團積極履行環境保護責任，努力將自身的生產、經營等活動對環境的不利影響降到最低限度，為生態環境的可持續發展貢獻力量。

於二零二四年，本集團聘請了第三方顧問以開展範圍三溫室氣體排放評估工作。我們借助第三方顧問的專業能力和先進技術，我們對本集團營運所產生的各類排放進行量化分析。

本年度，本集團共產生溫室氣體排放2,048.1公噸二氧化碳當量，溫室氣體密度為0.05公噸二氧化碳當量／平方米。



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

6 Scope 1 includes greenhouse gas emissions from the Group's controlled vehicles using petrol fuel and natural gas combustion.

7 Scope 2 covers emissions from the Group's purchased electricity and heating systems.

5 參考香港聯交所《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》計算；熱力排放系數採用0.11噸二氧化碳／吉焦。

6 範圍1包括本集團控制範圍內的車輛使用汽油燃料及天然氣燃燒所產生的溫室氣體排放。

7 範圍2包括本集團外購電力及供暖系統的排放。

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Water Resources

The Group recognises water is a precious resource of the Earth, therefore strictly adheres to the “Reuse of Urban Recycling Water — Water Quality Standard for Urban Miscellaneous Use” (GB/T18920), “Reuse of Urban Recycling Water — Water Quality Standard for Scenic Environment Use” (GB/T 18921), the “Water Law of the People’s Republic of China”, and the “Regulation on Urban Drainage and Sewage Treatment”. The Group implements various measures related to water resource utilisation, drainage, and sewage treatment, ensuring the legality and scientific management of water resource usage.

Office water management

In terms of office water management, the Group has implemented a number of effective measures aimed at minimising water consumption and eliminating water wastage.

- Friendly reminders promoting water-saving are displayed in high water usage areas, such as restrooms, shower rooms, and tea rooms to develop water-saving habits and raise their awareness of water conservation.
- Water-saving devices and sensor faucets have been installed. The water-saving devices regulate the amount of water flow to avoid excess water discharge and wastage. While the sensor faucets automatically control the water flow based on the usage, preventing long-running faucets due to employee negligence, thereby providing hardware support for water conservation and effectively monitoring water usage in various locations.
- The Group places great importance on the daily inspection, maintenance, and management of water equipment. Dedicated personnel conduct regular and comprehensive inspections of water equipment to ensure the equipment’s proper functioning, preventing hidden water wastage caused by aging or damaged equipment.

水資源

本集團深刻認識到水作為地球珍貴資源的重要性，因而嚴格遵循《城市污水再生利用城市雜用水水質》(GB/T18920)、《城市污水再生利用景觀環境用水水質》(GB/T 18921)、《中國人民共和國水法》、《城鎮排水與污水處理條例》等法律法規的要求。本集團依法開展涉及水資源利用、排水及污水處理等各類措施，確保水資源管理及使用的合法性、科學性。

辦公室用水管理

在辦公室用水管理方面，本集團採取了多項有效措施，旨在最大限度地降低水資源的消耗，杜絕浪費現象的發生。

- 在衛生間、淋浴間、茶水間等員工日常用水較為集中的位置，張貼了許多節約用水的溫馨提示，時刻提醒著每一位員工要養成節約用水，增強員工的節水觀念。
- 加裝節水裝置以及感應水龍頭。節水裝置能夠對水流進行合理的控制，避免出水過多造成浪費；感應水龍頭則可根據人員的使用情況自動控制水流的開啟與關閉，避免了因員工疏忽而導致水龍頭長流水的情況，以此從硬件設施上為節水提供保障，並且能有效監測各處的用水情況。
- 本集團十分重視用水設備的日常檢查、維護與管理工作。安排專人定期對用水設備進行全面排查，確保其始終處於良好的運行狀態，防止因設備老化、損壞等問題造成水資源的隱性浪費。

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- Employees prepare monthly water consumption reports for in-depth and comprehensive analysis of the Group's water usage. Through detailed analysis of water usage data, the Group can promptly detect abnormal water usages, such as sudden consumption increases or significant fluctuations, enabling immediate mitigation measures. The analysis also facilitates further identification of potential water-saving opportunities and time periods for water conservation, allowing for the formulation of more targeted water-saving strategies, thereby effectively improving the Group's overall water-saving efficiency.
- In case of any water equipment malfunctions or leaks, professional maintenance personnel are immediately dispatched by the Group for repairs, ensuring the efficient use of water resources.
- 員工會制定月度水能耗報告並利用相關數據，對本集團水資源的使用情況展開深入且全面的剖析。通過對用水數據的細緻分析，能夠及時察覺用水異常的情況，比如用水量突然增多或者用水量波動較大等問題，進而迅速採取措施進行處理。藉助分析還能進一步尋找並識別潛在節約用水機遇及節約用水時間，以便制定更具針對性的節水策略，從而切實提升本集團的整體節水效率。
- 一旦用水設備出現故障，或者發現有任何滲漏現象，本集團會在第一時間調動專業的維修人員趕赴現場進行維修工作，保障水資源的合理使用。

Project water management

The Group actively advocates for all major contractors to place a strong emphasis on the recycling and reuse of wastewater during the projects construction phases. Contractors are encouraged to establish corresponding wastewater recycling and reuse mechanisms. This includes ensuring that wastewater generated during construction is properly collected and treated through scientifically effective methods to meet reuse standards. This treated wastewater can then be repurposed for construction activities such as dust suppression and vehicle washing, which have relatively lower water quality requirements, thus reducing the use of fresh water and achieving the recycling of water resources.

On the other hand, we require construction sites to standardise the installation of three-stage sedimentation tanks. Wastewater containing impurities such as sediment generated during the construction process will first flow into the three-stage sedimentation tanks, where it undergoes our physical treatment process, allowing suspended solids and other impurities in the water to gradually settle to the bottom of the tank. This ensures that the discharged water meets the standards for discharge into the municipal pipeline network, preventing untreated or sub-standard wastewater from polluting the urban water environment, thereby ensuring the harmonious coexistence of construction activities and the surrounding environment.

項目用水管理

本集團積極倡導各主要承包商，在承擔的項目施工環節中，要高度重視對廢水的回收及再利用工作。鼓勵承包商建立起相應的廢水回收與重用機制，將施工過程中產生的廢水進行合理收集，並通過科學有效的技術手段進行處理，使其達到可再次利用的標準，進而將這些處理後的廢水重新用於諸如施工降塵、車輛沖洗等對水質要求相對較低的施工環節之中，從而減少新水的取用，實現水資源的循環利用。

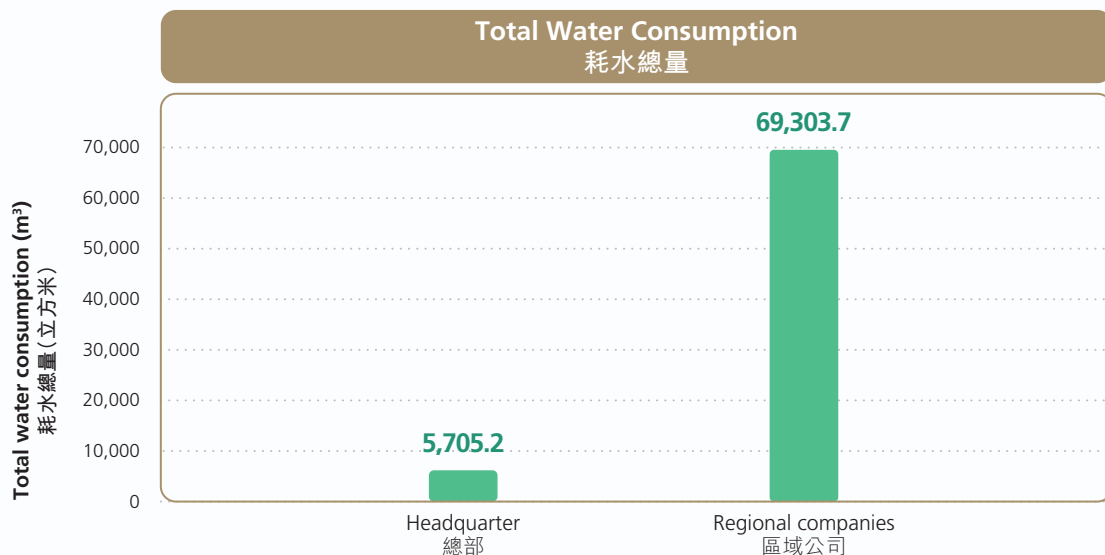
另一方面，我們要求施工現場必須規範地設置三級沉澱池。施工過程中產生的含有泥沙等雜質的污水，會先流入三級沉澱池，經過我們逐級沉澱的物理處理方式，讓水中的懸浮物等雜質逐步沉澱到池底，從而使排出的水達到排放至市政管網的標準要求，避免未經處理或處理不達標的污水直接排入市政管網，對城市的整體水環境造成污染，保障施工活動與周邊環境的和諧共融。

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During the Year, the Group's total water consumption was 75,008.9 m³, with a water consumption intensity of 1.75 m³/sq.m. Among them, the consumption of the headquarter office was 5,705.2 m³, and the density was 0.13 m³/sq.m.

本年度，本集團共消耗水資源75,008.9立方米，耗水密度為1.75立方米／平方米。其中，總部辦公室消耗量為5,705.2立方米，密度為0.13立方米／平方米。



Emissions management

The Group has consistently complied with a number of laws and regulations related to environmental protection, including the "Atmospheric Pollution Prevention and Control Law of the People's Republic of China", the "Law of the PRC on the Prevention and Control of Environmental Pollution Caused by Solid Wastes", the "National Hazardous Waste List", and the "Regulations on Administration of City Appearance and Environmental Sanitation". On this basis, the Group has established a series of management standards and procedures related to air pollutants, and hazardous and non-hazardous waste, aiming to regulate emissions and reduce their adverse effects on the atmospheric environment.

排放管理

本集團長期以來都恪守多項與環境保護密切相關的法律法規，其中包括《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《國家危險廢棄物名錄》、《城市市容和環境衛生管理條例》等環境保護相關法律法規。在此基礎上，本集團還訂立了一系列與空氣污染物、有害及無害廢棄物相關的管理標準及流程以此規範廢氣排放，降低其對大氣環境的不良影響。

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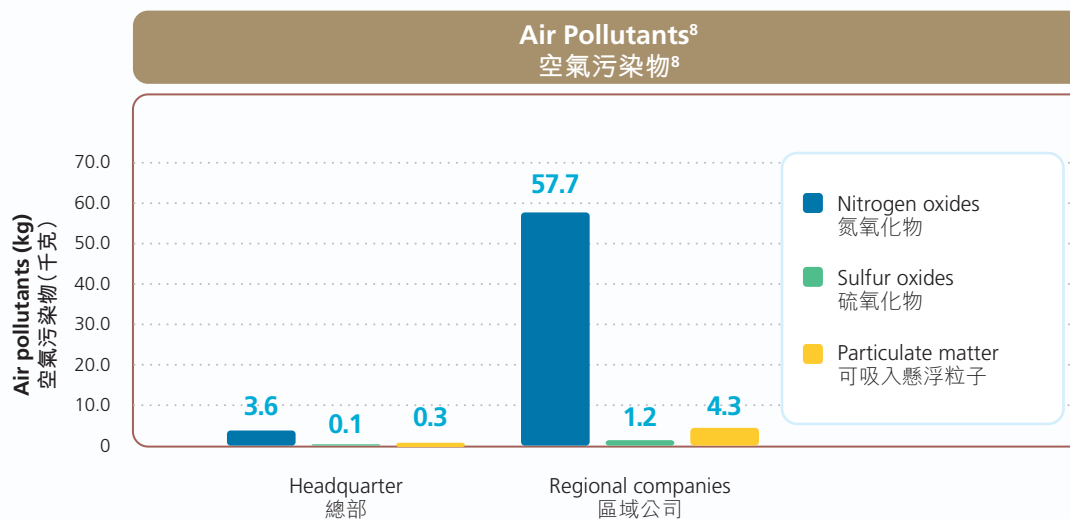
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Air pollutants

The use of fossil fuels generates air pollutants. During the Year, the Group's operations generated 61.3 kg of nitrogen oxides, 1.3 kg of sulfur oxides and 4.6 kg of particulate matter.

空氣污染物

化石燃料的使用帶來空氣污染物。本年度，本集團的日常營運產生61.3千克的氮氧化物、1.3千克的硫氧化物和4.6千克的吸入懸浮粒子。



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

8 排放因子參考香港聯交所《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》、中華人民共和國生態環境部《道路機動車大氣污染物排放清單編製技術指南》及《大氣可吸入顆粒物一次源排放清單編製技術指南(試行)》，以及美國國家環境保護局《AP-42：空氣污染物排放因子彙編》。

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Waste

The Group is deeply aware of the impact of waste on the environment and society, and strictly abides by the “Law of the PRC on the Prevention and Control of Environmental Pollution Caused by Solid Wastes”, the “National Hazardous Waste List”, and other relevant laws and regulations. The Group adheres to the principles of non-harmful disposal reduction and convert waste into resources, actively carrying out various waste management initiatives. The Group attaches great importance to controlling the amount of waste generated at source, and strives to reduce unnecessary waste generation by strengthening internal management, optimising business processes and advocating environmental protection. The Group has formulated and effectively implemented a series of management measures to achieve a more scientific and efficient management of solid waste. Within the scope of office and management operations, the Group actively promotes the classification and recycling system, clearly defining the standards for recycling various type of waste. Employees are guided to sort and dispose of recyclables, hazardous waste, and other waste, thereby improving the recycling rate of waste and facilitating the transformation of resources. Additionally, at all operational sites, the Group comprehensively implements policies and measures related to conservation, recycling, and reuse, actively encourages employees to reduce resource wastage in every aspect of daily operations, fostering a positive atmosphere where all staff participate in and prioritise environmental protection. This contributes to the efficient utilisation of resources and the effective protection of the environment.

For hazardous waste, the Group’s hazardous waste mainly comes from waste ink cartridges. For this type of waste, the Group carries out strict classification process and stores it separately from other waste to ensure its storage environment meets the relevant safety requirements. The waste is subsequently collected by qualified service providers to further handle them in a professional and legal manner in accordance with relevant regulations. Additionally, the Group keeps track to changes in relevant local laws and regulations, and those in the places where the Group operates, ensuring that the disposal of hazardous waste fully complies with local policy requirements avoiding environmental risks caused by improper disposal, and fulfilling its responsibility for environmental protection.

廢棄物

本集團深刻認識到廢棄物會給環境以及社會帶來不容小覷的影響，嚴格遵循《中華人民共和國固體廢物污染環境防治法》、《國家危險廢棄物名錄》等一系列重要的規章制度。本集團秉持無害化、減量化以及資源化的處置原則，積極開展各項廢棄物處理工作。本集團高度重視從源頭入手來控制廢物的產生量，通過加強內部管理、優化業務流程以及推廣環保理念等方式，盡力減少不必要的廢物生成。本集團已經制定並切實採取了多項管理措施，以實現對固體廢棄物更科學有效的管理。在辦公及管理範圍內，大力推行分類回收制度，明確各類垃圾的分類標準，引導員工按照可回收物、有害垃圾、其他垃圾等類別進行分類投放，以此提升垃圾的再利用率，促進資源的轉化。此外，在各個營運點，本集團均全面推行有關節約、回收以及再用的政策及措施，積極倡導員工在日常營運的各個環節中時刻注意減少資源浪費，形成全員參與、全員重視環保的良好氛圍，助力資源的高效利用和環境的有效保護。

就有害廢棄物而言，本集團的主要有害廢棄物為廢墨盒。針對這一類廢棄物，本集團會進行嚴格的分類操作，並將其與其他垃圾分開妥善儲存，確保其貯存環境符合相關安全要求。而後，委託有資質的服務供應商對其進行收集，這些供應商會依據相關法規的要求，採取專業且合法的方式作進一步的處理。此外，本集團會密切關注營運所在地的相關法例變化以及當地的環保計劃，確保對有害廢棄物的處理完全符合當地的政策要求，避免因處理不當而引發環境風險，切實履行好環境保護的責任。

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Office management

The Group actively promotes a paperless office by encouraging employees to utilise electronic documents instead of printed documents in their daily work. For example, employees are encouraged to store and transmit information using electronic files, communicate primarily through email, and directly edits and signs off via electronic platforms. By doing so, unnecessary printing of documents can be effectively reduced. In any instances where printing is necessary, employees are encouraged to use double-sided black-and-white printing or reuse printed paper. To support this, we have uniformly adjusted the printing settings in the office, automatically setting the printing mode to double-sided printing, ensuring that printing needs are met while reducing paper consumption and cultivating resource-saving habits among employees. Additionally, we encourage employees to reduce the use of disposable products such as paper cups and tissues in office.

Project Management

The Group has consistently encouraging major contractors to prioritise the use of local materials whenever feasible in the construction projects. Proximity between the procurement site and the construction site allows for shorter transportation distance, reducing air pollutants emitted by the transportation vehicles, and avoiding the loss and waste of materials in the process of transportation aligning with the requirements of low-carbon emissions and environmental protection, as well as effectively reducing transportation costs and improve construction efficiency. The Group also attaches great importance to the proper disposal of waste and encourages construction site workers to sort and label waste as required. At the same time, we strictly require the compliance with relevant rules to accurately report and record the disposed methods of construction waste, ensuring that each batch of waste is disposed of properly, avoiding resource waste and prevent pollutions to the surrounding environment.

辦公室管理

本集團積極鼓勵員工在日常工作中採用電子文件，大力推動無紙化辦公模式。例如，倡導員工運用電子檔案來儲存和傳遞信息，以電子郵件作為彼此溝通聯繫的主要方式，並且在電子媒介上直接進行文稿的修改以及簽字確認等操作。通過這樣的方式，能夠有效減少不必要的文件過度列印行為。如員工有需要列印，我們鼓勵員工進行雙面黑白打印或者循環使用打印紙張。為此，我們更將辦公室的打印設置進行了統一調整，將列印模式自動設定為雙面打印，在確保有列印需求的前提下，減少了紙張的消耗，也有助於培養員工良好的節約資源習慣。此外，在日常辦公生活中，我們鼓勵員工減少使用一次性紙杯、紙巾等即棄產品。

項目管理

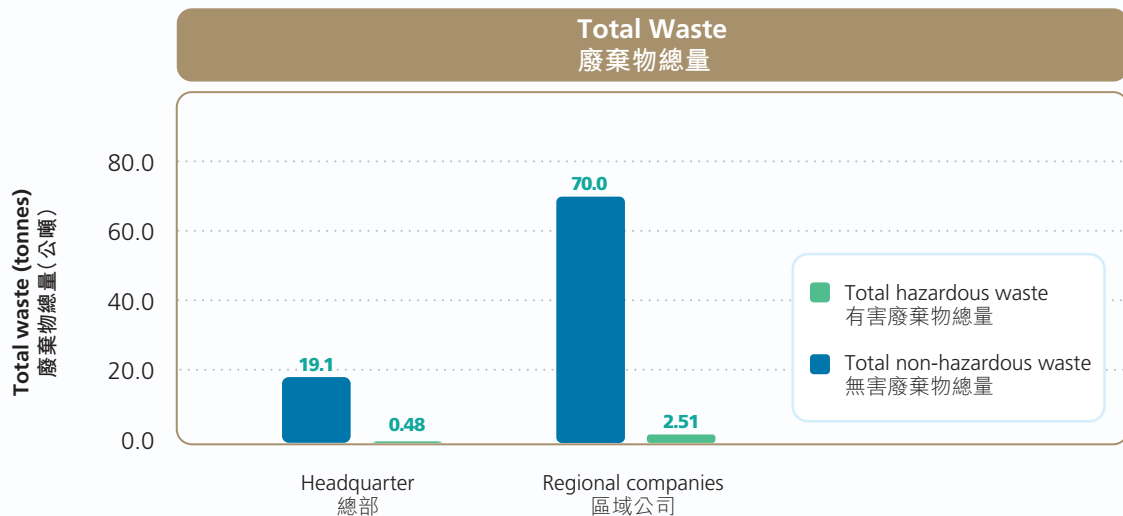
本集團長期以來持續鼓勵各主要承包商項目施工中，盡可能多使用屬地化材料。屬地化材料由於其採購地離施工場地較近，能大幅縮短運輸距離，減少運輸車輛排放的空氣污染物，同時避免材料在轉運過程中的流失和浪費，契合低碳環保的要求，又可以有效降低運輸成本，提高施工效率。本集團也十分重視對廢棄物的妥善處理，鼓勵施工現場的工作人員對廢棄物進行分類，並按照要求做好標籤存放工作。同時會嚴格要求按照相關規定，如實申報以及詳細記錄建築廢料的處置方式，確保妥當處置每一批廢棄物，避免因處置不當而造成資源浪費，也防止對周邊環境造成污染。

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During the Year, the Group generated a total of 2.99 tonnes of hazardous waste, and a total of 89.1 tonnes of non-hazardous waste. All types of waste are disposed of by the relevant qualified contractors.

本集團於本年度內總共產生了2.99公噸有害廢棄物，無害廢棄物共計89.1公噸。各類廢棄物均交由相關合資格承辦商處理。



Climate Change

In today's global landscape, the call for positive action to address climate change is growing. The Group has a clear and profound understanding of it, and climate change and recognises its undeniable responsibility to align with national climate policies — achieve carbon peak by 2030 and carbon neutrality by 2060. To reduce the overall greenhouse gas footprint, the Group has made significant efforts and achieved considerable progress. At the same time, the Group fully acknowledges that climate change not only impacts the natural environment but also brings significant changes to society and the daily operations of the company's businesses. To this end, the Group is formulating policies aimed at strengthening the management of climate risks and seizing the opportunities presented by climate change, thereby better adapting to the new landscape brought about by climate change and achieving sustainable development.

氣候變化

在當今全球範圍內，呼籲採取積極行動來解決氣候變化問題的聲音日益高漲。本集團對此有著清晰且深刻的認知，深知自身肩負著不容推卸的重要責任 — 以配合國家氣候政策，於二零三零年前實現碳達峰，二零六零年前實現碳中和。在減少整體溫室氣體足跡方面，本集團已經付出了諸多努力，並取得了可觀的進展。與此同時，本集團也充分意識到氣候變化並非只會對自然環境造成影響，它還會給整個社會以及企業自身的日常營運帶來深刻的轉變。為此，本集團正著手制定一系列相應的政策，旨在進一步加強對氣候風險的管控以及對氣候變化所蘊含機遇的把握，從而更好地適應氣候變化所帶來的新局面，實現企業的可持續發展。

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Responses to Climate Change

In order to fully understand and effectively respond to climate-related issues in where we operate, we have engaged a third-party consultant to help us identify and assess the physical and transition risks associated with climate change that we may face, thereby providing important support to our management strategy.

Furthermore, we are conducting a comprehensive scenario analysis considering different climate-related scenarios to gain insight into the impact of climate-related risks on the Group's operations in the short term (up to 2040), medium term (2041-2070) and long term (2071-2100). We use the Turquoise Scenario and the Brown Scenario, both of which are constructed using a combination of publicly available scenarios from well-known organisations, including the Intergovernmental Panel on Climate Change, the International Energy Agency, and the Network for Greening the Financial System.

In terms of climate-related risks, physical risks such as extreme weather events (such as riverine and coastal floods, extreme precipitation, cyclones and typhoons) and changes in long-term climate trends (such as extreme heat) may have a direct impact on the structural safety of buildings, thereby exposing the Group to financial and operational risks such as business interruption and operational disruptions.

氣候變化應對措施

為了全面掌握並有效應對我們營運地區的氣候相關問題，我們已經委託第三方顧問協助我們識別和評估可能面臨的與氣候變化相關的物理和轉型風險，從而為我們的管理策略提供重要支持。

此外，我們正在進行考慮不同氣候相關情境的綜合情境分析，以深入了解與氣候相關的風險對本集團營運在短期（直至二零四零年），中期（二零四一年至二零七零年）及長期（二零七一年至二一零零年）的潛在影響。我們採用綠松色情境及棕色情境，這兩個氣候情境均使用知名組織公開可用的情境所構建，包括聯合國政府間氣候變化專門委員會、國際能源署及央行與監管機構綠色金融網絡。

在氣候相關風險方面，極端天氣事件（如河岸和海岸洪水、極端降水、氣旋及颱風）以及長期氣候趨勢變化（如極端高溫）等物理風險，可能對建築物的結構安全造成直接影響，進而使本集團面臨業務中斷及營運障礙等財務及營運風險。

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Additionally, as the global economy transitions towards a low-carbon direction, the associated transition risks cannot be neglected. In response to transition risks, the Group may need to meet stricter green building targets and standards, adopt green building technologies and increase investment in green building technologies, such as the use of low-carbon building materials and renewable energy. If the properties do not meet the carbon emissions standard, the market value may decrease, resulting in a decrease in our portfolio's asset value. Furthermore, the sharp rise in raw material prices may lead to an increase in operating costs, compressing the profit margins of real estate companies. Customers' preferences for green and low-energy lifestyles may also have an impact on the sales revenue of some traditional businesses. Failure to incorporate changes in customer behaviour into business considerations in a timely manner will undermine the Group's market competitiveness. To meet the requirements of a low-carbon economy and enhance the climate resilience of existing buildings, significant resources may be required for retrofitting and upgrading existing buildings, further increasing the costs of low-carbon technology transitions.

To effectively mitigate the above risks, the Group is conducting a comprehensive risk level assessment of each property. Through a comprehensive and in-depth analysis of the climate-related risks faced by different properties, such as the impact of geographical location, building structure characteristics, surrounding environment and other factors on their ability to withstand extreme weather, more targeted response strategies can be developed. At the same time, the Group also plans to actively explore more innovative green construction technologies. These innovative technologies can achieve cost savings in the construction process, such as reducing material costs through the use of new materials, or using new processes to improve construction efficiency and save labour costs. On the other hand, it can also effectively promote scientific and technological innovation and promote the progress of industry technology.

除此之外，當環球經濟朝著更低碳的方向進行轉型時，所伴生的過渡風險也不容忽視。針對過渡風險，本集團可能需應對更嚴格的綠色建築目標和標準以及採用綠色建築技術，加大在綠色建築技術上的投入，例如採用低碳建築材料和可再生能源等。若物業資產不符合低碳環保標準，其市場價值或將下降，導致資產價值減少。此外，原材料價格大幅上漲導致經營成本增加，壓縮了房地產公司的利潤空間。客戶對綠色及低能耗生活方式的偏好亦可能對部分傳統業務的銷售收入產生影響。若未能及時將客戶行為轉變納入商業考量，將削弱集團的市場競爭力。為滿足低碳經濟的要求並提升現有建築的氣候抵禦能力，現有物業可能需要投入大量資源進行改造和升級，這將進一步增加低碳技術轉型的成本。

為了有效降低上述風險，本集團正在對各個物業開展風險等級的評估工作。通過全面且深入地分析不同物業所面臨的氣候相關風險，比如地理位置、建築結構特點、周邊環境等因素對其在極端天氣下的承受能力的影響，我們得以制定出更具針對性的應對策略。與此同時，本集團還計劃積極探索更多創新的綠色施工技術。這些創新技術一方面可以在施工環節節省成本，比如通過新材料的使用降低材料成本，或者利用新工藝提高施工效率進而節約人工成本等；另一方面，也能有力地促進科技創新，推動行業技術的進步。

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CONTRIBUTION TO COMMUNITY DEVELOPMENT

While actively building sustainable communities and providing residents with high quality green spaces in their living environments, the Group is committed to fulfilling its social responsibilities as a corporate, focusing on supporting vulnerable groups, promoting social equity, and putting our vision of “Sharing a Better Future” into practice.

To fulfill our social responsibilities in a more systematic and standardised manner, the Group has established the “Community Investment Policy Statement”. Guided by this policy, the Group strives to gain a deeper understanding of the actual needs of the communities in which we operate and integrate community investment into our overall daily management, planning giving back to local residents, enhancing community harmony, and contributing to long-term prosperity. Looking back on our years of charity efforts, the Group has actively supported various public welfare initiatives, with cumulative contributions of reaching approximately RMB900 million. Among these efforts, education remains a key focus for the Group, reflecting our commitment to nurturing the next generation. At the same time, the Group also prioritises environmental protection and cultural initiatives. The Group has established multiple charitable funds, including those for student aid, poverty alleviation, and medical assistance, supporting students from economically disadvantaged families, impoverished regions, disadvantaged populations, and individuals facing serious illnesses who cannot afford high medical costs. Through these public welfare initiatives, the Group continues to spread love and warmth, contributing to the harmonious development of society.

貢獻社區建設

在積極打造可持續社區，為居民提供配備優質綠色空間的居住環境的同時，本集團致力肩負社會責任，關注、幫助弱勢群體，竭力促進社會公平，努力將「共用美好未來」原則付諸實踐。

為了更有系統、更規範地履行社會責任，本集團制定了《社區投資政策聲明》。依據此政策，本集團將不遺餘力地去深入瞭解自身營運所在各個社區的實際需求，我們同時把社區投資納入到日常管理工作的整體規劃之中，回饋生活在當地的居民，增進社區的和諧與繁榮。回顧多年來的公益之路，本集團積極捐助各項公益事業，累計投入的金額達到約人民幣九億元。在眾多公益領域中，本集團重點關注教育領域，致力培養更多下一代。與此同時，本集團也同樣關注環保、文化領域。本集團先後設立了助學、扶貧、醫療救助等多類慈善基金，旨在幫助那些家庭經濟困難的學生、貧困地區、貧困人口及身患重病卻無力承擔高昂醫療費用的人。本集團通過這一系列公益舉措，持續傳遞著愛與溫暖，為社會的和諧發展貢獻著自己的力量。

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Highlights of 2024 二零二四年工作亮點



Cumulative contribution of approximately **RMB900 million** was invested in charity. The Group continued to carry out the “China SCE Student Aid”, “China SCE Scholarship” and “China SCE Teacher Incentives”, benefitting over a hundred middle and high school students as well as college talents

於公益事業累計投入約人民幣**九億**元，本集團持續開展「中駿助學金」、「中駿獎學金」及「中駿教學金」，超過百名初高中學子及高校人才受益



Mr. Wong Chiu Yeung, Chairman of the Board of China SCE, was awarded the “Quanzhou Philanthropist” at “Quanzhou Charity Award” commendation conference in recognition of his contribution to public welfare

中駿董事局主席黃朝陽先生在「泉州市慈善大會」中，被授予「泉州慈善家」，以表揚其在公益事業的貢獻



Organised the “6.6 Happiness Festival” event, which included activities such as the “6.6 Homebuying Festival”, “6.6 Happy Life Festival”, “6.6 Rental Festival”, handcrafts experiences, public adoption day, fitness activities, and a charity bazaar. These initiatives aimed to support schools in impoverished areas, give back to the community, and collectively build a better society.

舉辦「6.6幸福日」活動，內容包括：「6.6購房節」、「6.6幸福生活節」、「6.6搶租節」、花式動手體驗、公益領養日、健身活動及慈善義賣，支持貧困地區學校，以回饋並共築美好社區。



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Investing in Education

Charity Education Campaign

The Group firmly believes that education plays a pivotal role in shaping lives and is a fundamental pillar of social development. Through financial support, provision of teaching resources, and improvements to educational infrastructural, China SCE is committed to making meaningful contributions to nurturing future leaders.

聚力教育工作

教育公益

本集團深信教育對人生而言意義非凡，充分意識到教育是社會發展的根基。中駿在資金支持、教學資源援助以及教育基礎設施助力等方面，都致力為培育未來棟梁貢獻綿力。

- In December 2024, China SCE partnered with Fujian Nanan Huaqiao Middle School to recognise and reward outstanding teachers from both the junior and senior high school divisions for their exceptional teaching achievements. The teaching awards totalling approximately RMB708,200.
- Since the establishment of a RMB22 million education fund at Nanan Huaqiao Middle School in 2021 by the Group, it has further fostered a vibrant teaching atmosphere characterised by “learning, striving, and surpassing”. Over the past four years, the “Wong Chiu Yeung Education Fund” has cumulatively distributed teaching awards totalling approximately RMB2,623,000 to the school.
- 二零二四年十二月，中駿攜手福建南安華僑中學，頒發「黃朝陽教育基金」二零二四年度學年共約人民幣70.82萬元獎教金，表彰並獎勵南安僑中初中部、高中部優秀教師們在過去學年中的優異教學成績。
- 自二零二一年本集團於南安僑中設立人民幣2,200萬元教育基金以來，進一步營造和激發了學校「比學趕超」的教學氛圍。四年間，「黃朝陽教育基金」累計向華僑中學發放獎教金累計約人民幣262.3萬元。



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Rural Education Support

China SCE embraces the philosophy of continuous learning, transforming perspectives, and fostering long-term happiness. Through various forms of support, safeguarding children's aspiration for knowledge and their pursuit of a brighter future through various forms of support.

鄉村助學

中駿認同持續學習，改變認知，實現長遠幸福的理念，以多種形式的支持並守護孩童們對知識的渴望和對藝術的夢想。

China SCE Love Library 中駿愛心圖書館

In 2024, China SCE partnered with Siyuan — Yangfan Charity Foundation to establish a total of six "China SCE libraries" in 170 schools in Jiangxi, Shandong, Sichuan, Yunnan, Guizhou, Hunan, Gansu, Guangxi Zhuang Autonomous Region and Inner Mongolia Autonomous Region, donating approximately 20,000 high-quality books and benefiting over 70,000 teachers and students. During the 2024 "6.6 Happiness Festival", China SCE collaborated with Xinhong Sunshine Handicraft to launch a charity sale aimed at supporting students' future development.

二零二四年間，中駿攜手思源·揚帆向江西省、山東省、四川省、雲南省、貴州省、湖南省、甘肅省、廣西壯族自治區及內蒙古自治區等170所學校，共計落位六個「中駿圖書館」，捐贈優質圖書約二萬冊，七萬多名師生因此得以受益。於二零二四年「6.6幸福生活節」，中駿更聯合新虹陽光手作展開愛心義賣，協力共助學生未來發展。



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COMPLIANCE MANAGEMENT

The Group is in compliance with all applicable laws and regulations, and considers compliance a fundamental principle of our operations. The Group understands that violations of laws and regulations can have multifaceted impacts, including effects on business operations, reputation, penalties, and litigation. As national laws, regulations, and policies continue to be refined and implemented, the Group continues to regard ensuring compliance as a key objective and has established and implemented a series of internal policies and systems to strengthen compliance management. The Legal Department is responsible for overseeing the Group's policies and practices related to legal and regulatory compliance, while the Board reviews the Group's compliance status annually.

During the Year, the Group has no confirmed incidents of non-compliance with relevant laws and regulations.

Laws and Regulations that Have a Significant Impact and Related Aspects

合規管理

本集團遵守所有適用的法律及法規，遵紀守法亦是本集團於營運中的基本原則。本集團明白違反法律及規例將為本集團帶來不同層面的影響，如業務經營、信譽、刑罰及訴訟等。隨着各類國家法律法規政策不斷細化實施，本集團繼續視確保合規為重要目標，並已制定及實施一系列內部政策及制度，強化合規管理。法務部負責監督本集團有關遵守法律及監管要求的政策及常規，董事會則每年審閱本集團合規情況。

本年度，本集團並沒有違反相關的法例及規則。

有重大影響的法律及規例以及相關層面

Level 層面	Laws and regulations that have a significant impact and related aspects 有重大影響的法律及規例以及相關層面
Environment 環境	<p>"Environmental Protection Law of the People's Republic of China"</p> <p>"Environmental Impact Assessment Law of the People's Republic of China "</p> <p>"Atmospheric Pollution Prevention and Control Law of the People's Republic of China"</p> <p>"Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste"</p> <p>"Law of the People's Republic of China on the Prevention and Control of Water Pollution"</p> <p>"Energy Conservation Law of the People's Republic of China"</p> <p>"Law of the People's Republic of China on Prevention and Control of Soil Contamination"</p> <p>"United Nations Global Compact"</p> <p>《中華人民共和國環境保護法》</p> <p>《中華人民共和國環境影響評價法》</p> <p>《中華人民共和國大氣污染防治法》</p> <p>《中華人民共和國固體廢物污染環境防治法》</p> <p>《中華人民共和國水污染防治法》</p> <p>《中華人民共和國節約能源法》</p> <p>《中華人民共和國土壤污染防治法》</p> <p>《聯合國全球契約》</p>

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Level 層面	Laws and regulations that have a significant impact and related aspects 有重大影響的法律及規例以及相關層面
Employment and Labour 僱傭	<p> “Labour Law of the People’s Republic of China” “Labour Contract Law of the People’s Republic of China” “Company Law of the People’s Republic of China” “Social Insurance Law of the People’s Republic of China” “Provisions on the Prohibition of Using Child Labour” “Law of the People’s Republic of China on Protection of Minors” “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases” “Special Rules on the Labour Protection of Female Employees” “Law of the People’s Republic of China on the Protection of Rights and Interests of Women” “Employment Ordinance” (Cap. 57 of the Laws of Hong Kong) “Companies Ordinance” (Cap. 622 of the Laws of Hong Kong) “United Nations Global Compact” 《中華人民共和國勞動法》 《中華人民共和國勞動合同法》 《中華人民共和國公司法》 《中華人民共和國社會保險法》 《禁止使用童工規定》 《中華人民共和國未成年人保護法》 《中華人民共和國職業病防治法》 《女職工勞動保護特別規定》 《中華人民共和國婦女權益保障法》 《僱傭條例》(香港法例第57章) 《公司條例》(香港法例第622章) 《聯合國全球契約》 </p>
Health and Safety 健康與安全	<p> “Labour Law of the People’s Republic of China” “Occupational Safety and Health Ordinance” (Cap. 509 of the Laws of Hong Kong) 《中華人民共和國勞動法》 《職業安全及健康條例》(香港法例第509章) </p>

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Level 層面	Laws and regulations that have a significant impact and related aspects 有重大影響的法律及規例以及相關層面
Product Responsibility and Service Quality 產品責任及服務品質	<p>“Regulation on Realty Management”</p> <p>“Cybersecurity Law of the People’s Republic of China”</p> <p>“Administrative Measures for the Graded Protection of Information Security”</p> <p>“Law of the People’s Republic of China on the Protection of Consumer Rights and Interests”</p> <p>“Trademark Law of the People’s Republic of China”</p> <p>“Patent Law of the People’s Republic of China”</p> <p>“Copyright Law of the People’s Republic of China”</p> <p>“Urban Real Estate Administration Law of the People’s Republic of China”</p> <p>“Regulation on the Administration of Development and Operation of Urban Real Estate”</p> <p>“Advertising Law of the People’s Republic of China”</p> <p>“Data Security Law of the People’s Republic of China”</p> <p>“Personal Information Protection Law of the People’s Republic of China”</p> <p>“Personal Information Security Specification”</p> <p>“Measures for Data Cross-Border Transfer Security Assessment”</p> <p>“Regulations on the Administration of Commercial Encryption Code”</p> <p>“Cryptography Law of the People’s Republic of China”</p> <p>《物業管理條例》</p> <p>《中華人民共和國網路安全法》</p> <p>《信息安全登記保護管理辦法》</p> <p>《中華人民共和國消費者權益保護法》</p> <p>《中華人民共和國商標法》</p> <p>《中華人民共和國專利法》</p> <p>《中華人民共和國著作權法》</p> <p>《中華人民共和國城市房地產管理法》</p> <p>《城市房地產開發經營管理條例》</p> <p>《中華人民共和國廣告法》</p> <p>《中華人民共和國數據安全法》</p> <p>《中華人民共和國個人信息保護法》</p> <p>《個人信息安全規範》</p> <p>《數據出境安全評估辦法》</p> <p>《商用密碼管理條例》</p> <p>《中華人民共和國密碼法》</p>

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Level 層面	Laws and regulations that have a significant impact and related aspects 有重大影響的法律及規例以及相關層面
	<p>"Regulations on the Management of Online Data Security (Draft for Solicitation of Comments)"</p> <p>"Regulations on the Security Protection of Critical Information Infrastructure"</p> <p>"Cybersecurity Review Measures"</p> <p>"Product Quality Law of People's Republic of China"</p> <p>"National Security Law of the People's Republic of China"</p> <p>"Property Management Services Ordinance" (Cap. 626 of the Laws of Hong Kong)</p> <p>"Personal Data (Privacy) Ordinance" (Cap 486 of the Laws of Hong Kong)</p> <p>《網路資料安全管理條例(徵求意見稿)》</p> <p>《關鍵資訊基礎設施安全保護條例》</p> <p>《網路安全審查辦法》</p> <p>《中華人民共和國產品品質法》</p> <p>《中華人民共和國國家安全法》</p> <p>《物業管理服務條例》(香港法例第626條)</p> <p>《個人資料(私隱)條例》(香港法例第486條)</p>
Anti-corruption 反貪污	<p>"Criminal Law of the People's Republic of China"</p> <p>"Oversight Law of the People's Republic of China"</p> <p>"Company Law of the People's Republic of China"</p> <p>"Anti-Money Laundering Law of the People's Republic of China"</p> <p>"Anti-Unfair Competition Law of the People's Republic of China"</p> <p>"Interim Provisions on the Prohibition of Commercial Bribery"</p> <p>"Prevention of Bribery Ordinance" (Cap 201 of the Laws of Hong Kong)</p> <p>"United Nations Global Compact"</p> <p>《中華人民共和國刑法》</p> <p>《中華人民共和國監察法》</p> <p>《中華人民共和國公司法》</p> <p>《中華人民共和國反洗錢法》</p> <p>《中華人民共和國反不正當競爭法》</p> <p>《關於禁止商業賄賂行為的暫行規定》</p> <p>《防止賄賂條例》(香港法例第201章)</p> <p>《聯合國全球契約》</p>

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OVERVIEW OF KEY PERFORMANCE INDICATORS 關鍵績效指標總覽

Environmental Performance 環境表現

	Units 單位	2024 二零二四年		2023 ⁹ 二零二三年 ⁹	
		Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司
Air pollutants¹⁰					
空氣污染物¹⁰					
Nitrogen oxides 氮氧化物	kg 千克	3.6	57.7	4.0	53.9
Sulfur oxides 硫氧化物	kg 千克	0.1	1.2	0.1	1.1
Particulate matter 可吸入懸浮粒子	kg 千克	0.3	4.3	0.3	4.0
Total greenhouse gas emissions¹¹					
溫室氣體總排放量¹¹					
Scope 1 — Direct greenhouse gas emissions ¹² 範圍1 — 直接溫室氣體排放量 ¹²	tCO ₂ e 公噸二氧化碳當量	18.9	252.6	18.8	222.7
Scope 2 — Indirect greenhouse gas emissions ¹³ 範圍2 — 間接溫室氣體排放量 ¹³	tCO ₂ e 公噸二氧化碳當量	391.1 ¹⁴	1,385.5	685.1	735.0
Total greenhouse gas emissions 溫室氣體總排放量	tCO ₂ e 公噸二氧化碳當量	410.0	1,638.1	703.9	957.7
Greenhouse gas intensity (in terms of floor area) 溫室氣體密度（以面積計算）	tCO ₂ e/sq.m. 公噸二氧化碳 當量／平方米	0.05		0.08	

9

The 2023 figure is restated to reflect the actual situation.

10

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

11

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

12

Scope 1 includes greenhouse gas emissions from the Group’s controlled vehicles using petrol fuel and natural gas combustion.

13

Scope 2 covers emissions from the Group’s purchased electricity and heating systems.

14

The decrease in Scope 2 — indirect greenhouse gas emissions was due to reduction in Headquarter office floors and employees in 2024.

9

重列二零二三年數據，以反映實際情況。

10

排放因子參考香港聯交所《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》、中華人民共和國生態環境部《道路機動車大氣污染物排放清單編製技術指南》及《大氣可吸入顆粒物一次源排放清單編製技術指南(試行)》，以及美國國家環境保護局《AP-42：空氣污染物排放因子彙編》。

11

參考香港聯交所《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》計算；熱力排放系數採用0.11噸二氧化碳／吉焦。

12

範圍1包括本集團控制範圍內的車輛使用汽油燃料及天然氣燃燒所產生的溫室氣體排放。

13

範圍2包括本集團外購電力及供暖系統的排放。

14

範圍2 — 間接溫室氣體排放量的下降是因為2024年總部辦公樓層及人員有所減少。

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	Units 單位	2024 二零二四年		2023 ⁹ 二零二三年 ⁹	
		Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司
Hazardous waste¹⁵ 有害廢棄物¹⁵					
Total hazardous waste 有害廢棄物總量	kg 千克	480.0	2,508.0	480.0	2,586.8
Total hazardous waste intensity (in terms of floor area) 有害廢棄物密度（以面積計算）	kg/sq.m. 千克／平方米		0.070		0.151
Non-hazardous waste¹⁵ 無害廢棄物¹⁵					
Total non-hazardous waste 無害廢棄物總量	tonnes 公噸	19.1	70.0	19.1	49.4
Total non-hazardous waste intensity (in terms of floor area) 無害廢棄物密度（以面積計算）	tonnes/sq.m. 公噸／平方米		0.002		0.003
Energy 能源					
Direct energy ¹⁶ 直接能源 ¹⁶	MWh 兆瓦時	69.0	808.7	68.6	739.0
Indirect energy ¹⁷ 間接能源 ¹⁷	MWh 兆瓦時	728.8	2,582.0	1,201.3	1,288.8
Total energy consumption 能源總耗量	MWh 兆瓦時	797.8	3,390.7	1,269.9	2,027.8
Energy intensity (in terms of floor area) 能源密度（以面積計算）	MWh/sq.m. 兆瓦時／平方米		0.10		0.16
Water consumption 耗水					
Total water consumption 總耗水量	m ³ 立方米	5,705.2	69,303.7	9,746.0	26,635.7
Water consumption intensity (in terms of floor area) 耗水密度（以面積計算）	m ³ /sq.m. 立方米／平方米		1.75		1.79

- 15 All types of hazardous and non-hazardous waste are disposed of by the relevant qualified contractors.
- 16 Direct energy refers to fuels consumed on-site or in processes where the energy is used directly by the end user, such as diesel, petrol, liquefied petroleum gas (LPG), pipeline natural gas, compressed natural gas (CNG), and renewable fuels.
- 17 Indirect energy represents energy that is consumed and purchased by the Group, such as purchased electricity, purchased steam, and hot water, which are produced from other energy sources.

- 15 各類型有害及無害廢棄物均交由相關合資格承辦商處理。
- 16 直接能源是指終端用戶於現場直接消耗之燃料或製程能源，包括柴油、汽油、液化石油氣、管道天然氣、壓縮天然氣及可再生燃料等。
- 17 間接能源則指本集團消耗及外購之能源，如外購電力、外購蒸汽及熱水等。

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Social Performance

社會表現

		2024 二零二四年		2023 二零二三年	
		Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司
Number of employees^{18,19}					
員工人數^{18,19}					
Gender 性別	Male 男性	81	688	102	1,045
	Female 女性	52	486	56	764
Age 年齡	Under 30 30歲以下	12	182	13	392
	30–50 30–50歲	102	978	128	1,407
	Over 50 50歲以上	19	14	17	10
Grade 職級	General staff 一般員工	78	1,041	92	1,623
	Middle management 中級管理人員	34	115	44	163
	Senior management 高級管理人員	21	18	22	23
Total 總數		133	1,174	158	1,809

18 The employees in the performance data table are located in Mainland China and all are full-time employees. There are 7 additional employees located in Hong Kong.

19 The decrease in the number of employees due to (1) reduction of headcounts due to company policy; (2) natural attrition, which refers to employees who voluntarily left or retired, etc.

18 績效資料表中的所有員工均位於中國內地，且為全職員工。另有7名香港員工。

19 員工人數下降的原因是(1)由於公司人數調減，員工人數有所減少；(2)人員自然流失，指為自願離職、退休等的員工。

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		2024 二零二四年		2023 二零二三年	
		Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司
Employee turnover rate²⁰					
流失員工比率²⁰					
Gender 性別	Male 男性	28%	63%	29%	45%
	Female 女性	15%	85%	34%	45%
Age 年齡	Under 30 30歲以下	0%	143%	77%	73%
	30-50 30-50歲	27%	59%	30%	37%
	Over 50 50歲以上	16%	36%	6%	40%
	Total rate 總比率	23%	72%	31%	45%
Health and Safety of Employees					
員工健康與安全					
Number of work-related injuries 因工受傷人數		0	2	1	1
Lost days due to work injuries 因工傷損失工作日數		0	248 ²¹	5	51
Number of work-related fatalities²² 因工亡故人數 ²²		0	0	0	0

20 All of the employees in the performance data table are located in Mainland China, excluding employees who are transferred to operations outside the Group's reporting scope for business purposes. Additionally, the turnover rate of Hong Kong employees is 22%. Employee turnover rate = number of employees in the relevant category who left during the Year/number of employees in the relevant category.

21 The increase in lost days due to work injuries was caused by one injured employee in each of the Southern and Southeastern regional companies. Following the accident, the injured employee received proper medical care.

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

20 報告範圍內的所有員工均位於中國內地，不包括因業務需要調動至本集團報告範圍外之營運點的員工。另外香港員工的流失員工比率為22%。流失員工比率=相關類別全年流失的員工／相關類別員工人數。

21 因工傷損失工作日數的增加是由於南方區域公司和東南區域公司各有1位因工受傷的員工。事故發生後，受傷的員工已得到妥善的醫療護理。

22 過去三年，本集團均無因工死亡個案。

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		2024 二零二四年		2023 二零二三年	
		Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司
Percentage of employees trained^{23,24}					
受訓員工百分比^{23,24}					
Gender 性別	Male 男性	17%	18%	68%	21%
	Female 女性	10%	9%	57%	22%
Grade 職級	General staff 一般員工	3%	11%	92%	21%
	Middle management 中級管理人員	35%	28%	23%	27%
	Senior management 高級管理人員	24%	94%	27%	26%
Total 總數		14%	14%	64%	21%

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

24 The decrease in the percentage of employees trained at headquarter is due to change in the type of training.

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

24 總部受訓員工百分比下降的原因是由於培訓類型發生改變。

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		2024 二零二四年		2023 二零二三年	
		Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司
Average training hours for employees (hours)²⁵					
員工平均受訓時數 (小時)²⁵					
Gender 性別	Male 男性	2.8	1.4	16.4	2.4
	Female 女性	1.5	0.7	13.4	2.4
Grade 職級	General staff 一般員工	0.4	0.5	22.2	2.3
	Middle management 中級管理人員	5.6	5.3	6.5	4.0
	Senior management 高級管理人員	3.8	15.1	4.4	3.1
Total 總數		2.3	1.2	15.3	2.4

		2024 二零二四年	2023 二零二三年
Number of suppliers			
供應商數量			
Region 地區	Northern China Region 華北地區	556	556
	Southeast Region 東南地區	1,031	1,031
	Southwest Region 西南地區	53	53
	Southern Region 南方地區	1,205	1,205
Total 總數		2,845	2,845

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

25 員工平均培訓時數=相關類別受訓員工培訓時間總數/相關類別員工人數。

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ESG REPORTING GUIDE CONTENT INDEX

環境、社會及管治報告內容索引

Aspect 層面	Content 內容	Chapters/Remarks 頁碼索引／備註
A1. Emissions		
A1. 排放物		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Advocating for Green Development — Green Operations
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	倡導綠色發展 — 綠色營運
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Overview of Key Performance Indicators 關鍵績效指標總覽
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體排放量及密度。	Overview of Key Performance Indicators 關鍵績效指標總覽
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Overview of Key Performance Indicators 關鍵績效指標總覽
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Overview of Key Performance Indicators 關鍵績效指標總覽
A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Advocating for Green Development — Green Operations 倡導綠色發展 — 綠色營運
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Advocating for Green Development — Green Operations 倡導綠色發展 — 綠色營運

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Aspect 層面	Content 內容	Chapters/Remarks 頁碼索引／備註
A2. Use of Resources		
A2. 資源使用		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Advocating for Green Development — Green Operations
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	倡導綠色發展 — 綠色營運
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Overview of Key Performance Indicators 關鍵績效指標總覽
A2.2	Water consumption in total and intensity. 總耗水量及密度。	Overview of Key Performance Indicators 關鍵績效指標總覽
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Advocating for Green Development — Green Operations 倡導綠色發展 — 綠色營運
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	The Group had no problem in sourcing water that was fit for purpose. 本集團在求取適用水源上無任何問題。
A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位估量。	The business nature of the Group did not involve the use of packaging materials. 本集團的業務性質並不涉及包裝材料的使用。

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Aspect 層面	Content 內容	Chapters/Remarks 頁碼索引／備註
A3. The Environment and Natural Resources		
A3. 環境及天然資源		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Advocating for Green Development — Green Operations
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	倡導綠色發展 — 綠色營運
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Advocating for Green Development — Green Operations 倡導綠色發展 — 綠色營運
A4. Climate Change		
A4. 氣候變化		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Advocating for Green Development — Energy and Greenhouse Gas Emissions
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	倡導綠色發展 — 能源及溫室氣體排放
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Advocating for Green Development — Energy and Greenhouse Gas Emissions 倡導綠色發展 — 能源及溫室氣體排放

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Aspect 層面	Content 內容	Chapters/Remarks 頁碼索引／備註
B1. Employment		
B1. 僱傭		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Achieving Excellence in Talents
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	成就卓越人才
B1.1	Total workforce by gender, employment, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Overview of Key Performance Indicators 關鍵績效指標總覽
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Overview of Key Performance Indicators 關鍵績效指標總覽

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Aspect 層面	Content 內容	Chapters/Remarks 頁碼索引／備註
B2. Health and Safety		
B2. 健康與安全		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Achieving Excellence in Talents — Occupational Health and Safety
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	成就卓越人才 — 職業健康與安全
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Overview of Key Performance Indicators 關鍵績效指標總覽
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Overview of Key Performance Indicators 關鍵績效指標總覽
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Empowering Outstanding Talents — Occupational Health and Safety 成就卓越人才 — 職業健康與安全

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Aspect 層面	Content 內容	Chapters/Remarks 頁碼索引／備註
B3. Development and Training		
B3. 發展及培訓		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Achieving Excellence in Talents — Training and Development
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	成就卓越人才 — 培訓與發展
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Overview of Key Performance Indicators 關鍵績效指標總覽
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Overview of Key Performance Indicators 關鍵績效指標總覽
B4. Labour Standards		
B4. 勞工準則		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Achieving Excellence in Talents — Employment and Labour Practices
一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	成就卓越人才 — 僱傭及勞工常規
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Achieving Excellence in Talents — Employment and Labour Practices 成就卓越人才 — 僱傭及勞工常規
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Achieving Excellence in Talents — Employment and Labour Practices 成就卓越人才 — 僱傭及勞工常規

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Aspect 層面	Content 內容	Chapters/Remarks 頁碼索引／備註
B5. Supply Chain Management		
B5. 供應鏈管理		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Optimising Operating Practices — Supply Chain Management
一般披露	管理供應鏈的環境及社會風險政策。	優化營運慣例 — 供應鏈管理
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Overview of Key Performance Indicators 關鍵績效指標總覽
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Optimising Operating Practices — Supply Chain Management 優化營運慣例 — 供應鏈管理
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Optimising Operating Practices — Supply Chain Management 優化營運慣例 — 供應鏈管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Optimising Operating Practices — Supply Chain Management 優化營運慣例 — 供應鏈管理

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Aspect 層面	Content 內容	Chapters/Remarks 頁碼索引／備註
B6. Product Responsibility		
B6. 產品責任		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Optimising Operating Practices — Product Responsibility and Service Quality
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	優化營運慣例 — 產品責任與服務質素
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	The business nature of the Group did not involve the recall of products. 本集團的業務性質並不涉及產品回收。
B6.2	Number of products- and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Optimising Operating Practices — Product Responsibility and Service Quality; Overview of Key Performance Indicators 優化營運慣例 — 產品責任與服務質素； 關鍵績效指標總覽
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Optimising Operating Practices — Product Responsibility and Service Quality 優化營運慣例 — 產品責任與服務質素
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	The business nature of the Group did not involve the recall of products. 本集團的業務性質並不涉及產品回收。
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Optimising Operating Practices — Product Responsibility and Service Quality 優化營運慣例 — 產品責任與服務質素

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Aspect 層面	Content 內容	Chapters/Remarks 頁碼索引／備註
B7. Anti-corruption		
B7. 反貪污		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Optimising Operating Practices — Anti-corruption
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	優化營運慣例 — 反貪污
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	The Group and its employees were not involved in any legal cases regarding corrupt practices during the Year. 本年度，本集團及員工並沒有涉及任何貪污訴訟案件。
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Optimising Operating Practices — Anti-corruption 優化營運慣例 — 反貪污
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Optimising Operating Practices — Anti-corruption 優化營運慣例 — 反貪污

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Aspect 層面	Content 內容	Chapters/Remarks 頁碼索引／備註
B8. Community Investment		
B8. 社會投資		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Contribution to Community Development
一般披露	有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	貢獻社區建設
B8.1	Focus areas of contribution.	Contribution to Community Development — Investing in Education
	專注貢獻範疇。	貢獻社區建設 — 聚力教育工作
B8.2	Resources contributed to the focus area.	Contribution to Community Development — Investing in Education
	在專注範疇所動用資源。	貢獻社區建設 — 聚力教育工作



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

