



GLORY 國瑞

GLORY HEALTH INDUSTRY LIMITED
國瑞健康產業有限公司



2024

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

Glory Health Industry Limited (國瑞健康產業有限公司)
(於開曼群島註冊成立的有限公司)
(Incorporated in the Cayman Islands with limited liability)

香港聯合交易所股份代號 Stock Code : 2329.HK



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1. About this Report

Glory Health Industry Limited and its subsidiaries (“**Glory Health**”, “**the Group**” or “**we**”) outline our efforts, strategies and objectives in terms of environmental, social and governance (or “**ESG**”) for the period from 1 January 2024 to 31 December 2024 (the “**Reporting Period**” or the “**Year**”) through this Environmental, Social and Governance Report (the “**ESG Report**” or the “**Report**”), and demonstrate our vision and commitment to fulfill the concept of sustainable development and corporate social responsibilities.

1.1 REPORTING STANDARDS

The Report was prepared based on the “Environmental, Social and Governance Reporting Guide” (the “**Guide**”) under Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”), and in compliance with the requirements of “Comply or Explain” provisions under the Guide, and the four reporting principles (materiality, quantitative, balance and consistency). Readers may refer to the last section headed “Appendix 2: Content Index of Hong Kong Stock Exchange ESG Reporting Guide” for quick reference. For detailed information on corporate governance of the Group, please refer to the section headed “Corporate Governance Report” in the 2024 annual report and the official website of the Group (www.glorypty.com/).

Materiality	We have identified and disclosed the process and the criteria for identifying material ESG issues in the Report, as well as a description of material stakeholders and the process and results of stakeholder engagement.
Quantitative	We have disclosed the statistical standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of KPIs.
Balance	The Report provides an unbiased picture of our positive and negative information.
Consistency	The statistical approaches used to disclose data in the Report are consistent with those of last year. If there are any changes to the statistical methods or KPIs or any other relevant factors that affect meaningful comparison, we will make clear explanation in the Report.

1.2 REPORTING SCOPE

As the Group is engaged in property development business, we collected environmental KPIs of 19 offices and 11 site projects during the Year. Unless otherwise specified, the social KPIs disclose the Group’s performance.

1.3 REPORTING LANGUAGE

This Report is published in Traditional Chinese and English versions. In case of discrepancies, the Traditional Chinese version shall prevail.

1.4 APPROVAL OF THE REPORT

This Report was approved by the board of directors on 31 March 2025 after being confirmed by the management.

1.5 FEEDBACK ON THE REPORT

We value your views on this Report. If you have any inquiries or suggestions, please feel free to contact us by email: ir@glorypty.com

2. About Glory Health

In 2024, it marks the 10th anniversary of Glory Health (2329.HK) listing on the Main Board of the Stock Exchange. Over the past decade, the Group has shifted from rapid real estate development to actively planning and transforming into the medical and health industry, creating a collection of high quality, highly potential wellness assets.

Glory Health is dedicated to building a first-class medical and health industry resource platform in China, becoming an outstanding operator and service provider with market influence and good reputation. With the core goal of “creating a wonderful and healthy life for society”, it takes “wellness” as its business direction, driven by the model of “Class-A tertiary hospital + online health platform”. The Group actively expands upstream and downstream industries to build a wellness industry chain.

Since the transformation nearly three years ago, Glory Health has achieved initial results in the medical and health industry. By arranging business segments such as Class-A tertiary hospitals, online health platforms, and centralised procurement platforms for medical equipment, it optimises the industrial structure and promotes coordinated development. The Group has made progress in the construction of the health headquarters, online health projects for the elderly, elderly care communities, and rehabilitation hospitals.

In the future, Glory Health will continue to explore innovation in human settlement, developing industries such as healthy living communities and online healthy living services. On one side, it will upgrade the quality of residential products, introduce healthy living products, and completely reshape the group’s product forms and service models. On the other side, the Group will focus on providing online healthy living services. Through developing innovative businesses like Glory Hospitals and online-offline rehabilitation services, it aims to comprehensively improve its operation and service levels, realizing the group’s full-scale transformation into the health industry.



3. Sustainable Development Strategy

3.1 BOARD STATEMENT

The Group firmly believes that ESG management is an essential part of our responsibility and is committed to integrating ESG issues into our decision-making, so we've established a comprehensive ESG governance framework. The board of directors oversees the Group's ESG strategy and assumes ultimate responsibility, regularly reviewing aspects like the ESG strategy, risk management, materiality evaluation and priority ranking of ESG issues. We also review and set goals to ensure our operations have less environmental impact. While meeting the internal needs of enterprise development, we actively shoulder social responsibility. In the future, we'll keep finding ways to improve our ESG performance and contribute more to sustainable development.

3.2 STAKEHOLDER ENGAGEMENT

The Group recognises that building enduring relationships with stakeholders is essential for implementing our ESG strategies. We're dedicated to creating and maintaining diverse communication channels. These channels help us understand the expectations and concerns of both internal and external stakeholders regarding our ESG practices and business operations. This understanding enables us to better align our ESG efforts with stakeholder needs, fostering more sustainable and mutually beneficial relationships.

Stakeholders	Major Communication Channels	Issues of Concern
Customers	<ul style="list-style-type: none">• Customer Satisfaction Surveys• Customer Advisory Team• Customer Service Centre• Daily Operations/Interactions• Online Service Platforms• Phone Calls and Emails	<ul style="list-style-type: none">• Customer Information Security• Business Codes
Employees	<ul style="list-style-type: none">• Employee Surveys• Performance Assessments• Business Presentations• Seminars/Workshops/Talks• Publications (E.g. Employee Newsletter)• Employee Intranet	<ul style="list-style-type: none">• Remuneration Strategy• Occupational Safety

Stakeholders	Major Communication Channels	Issues of Concern
Shareholders/Investors	<ul style="list-style-type: none"> • Results Announcement • Senior Management Meetings, face-to-face Meetings • Annual General Meetings and Other General Meetings • Interim and Annual Reports • Corporate Newsletters, E.g. Letters/Circulars and Meeting Notices to Shareholders 	<ul style="list-style-type: none"> • Business Strategy and Sustainability • Financial Performance
Suppliers	<ul style="list-style-type: none"> • Supplier Management System • Assessment System of Suppliers/Contractors • Meetings • Site Visits 	<ul style="list-style-type: none"> • Fair Competition • Business Codes
Business Partners	<ul style="list-style-type: none"> • Reports • Meetings • Visits and Talks 	<ul style="list-style-type: none"> • Fair Competition • Business Codes
Peers	<ul style="list-style-type: none"> • Industry Forums and Interaction Activities 	<ul style="list-style-type: none"> • Technological Innovation
Community/ Non-Governmental Organizations	<ul style="list-style-type: none"> • Seminars/Talks/Workshops 	<ul style="list-style-type: none"> • Sustainable Development
Media	<ul style="list-style-type: none"> • Press Conferences • Press Releases • Senior Management Interviews • Results Announcements • Gathering with Media 	<ul style="list-style-type: none"> • Timely Disclosure of Information • Improvement of the Group's competitiveness
Regulatory Authorities	<ul style="list-style-type: none"> • Compliance Reports • Written Responses to Public Consultation and Meetings 	<ul style="list-style-type: none"> • Compliance with Laws and Regulations • Business Codes

3.3 MATERIALITY ASSESSMENT

Taking into account the mutual importance and impact of various ESG issues on stakeholders, we believe that the strategic direction and business development of the Group have not undergone significant changes during the Year, so we continue to use the 22 issues identified last year. Our Group has referred to a wide range of standards and guidelines, including the Guidelines of the Hong Kong Stock Exchange, the materiality map developed by Sustainability Accounting Standards Board (SASB), and peer movements, to accurately reflect the environmental and social issues that stakeholders are concerned about. The materiality issues have been finally confirmed by the board of directors and management, and are highlighted in this report for disclosure.

ESG Materiality Issues

Environmental	Social	Governance
<ul style="list-style-type: none">• Air Pollutant Emissions• Waste Management• Energy Management• Use of Natural Resources• Green Buildings	<ul style="list-style-type: none">• Talents Acquisition• Employee Welfare• Employee Health and Safety• Employee Training and Development• Employee Rights/Labour Standard• Procurement and Supply Chain Management• Green Procurement and Usage• Responsible Marketing and Promoting• Guarantee of Product/Service Health and Safety• Quality Control• Customers' Satisfaction and Handling of Complaints• Protection of Customers' Privacy• Community Charity	<ul style="list-style-type: none">• Anti-Corruption• Anti-Competitive• Responsible Governance• Compliance Operations

4. Employment Responsibilities

The Group believes that employees are our most important assets. The Group strictly abides by employment related laws and regulations, and continuously improves internal policies and systems to ensure that talent can be attracted and retained as our business grows. During the Year, the Group had 448 employees. The breakdowns are as follows:

Indicator	Unit	2024
Total Employees by Gender		
Female Employees	No. of People	192
Male Employees	No. of People	256
Total Employees by Employment Type		
Full Time Junior Employees	No. of People	242
Full Time Intermediate Management	No. of People	176
Full Time Senior Management	No. of People	30
Total Employees by Age Group		
Employees Below 30	No. of People	54
Employees of 30-50	No. of People	301
Employees Above 50	No. of People	93
Total Employees by Geographical Region		
Employees in Northern China	No. of People	59
Employees in Northeastern China	No. of People	61
Employees in Eastern China	No. of People	7
Employees in Central China	No. of People	34
Employees in Northwestern China	No. of People	43
Employees in Southern China	No. of People	242
Other Employees (Including Hong Kong, Macao and Taiwan)	No. of People	2

The turnover rate of the Group for the Year are as follows:

Indicator	Unit	2024
Total Turnover Rate ⁽¹⁾	%	29.91
Turnover Rate by Gender		
Female Employees	%	33.85
Male Employees	%	27.34
Turnover Rate by Age Group		
Employees Below 30	%	27.78
Employees of 30-50	%	32.23
Employees Above 50	%	24.73
Turnover Rate by Geographical Region		
Employees in Northern China	%	57.63
Employees in Northeastern China	%	32.79
Employees in Eastern China	%	28.57
Employees in Central China	%	26.47
Employees in Northwestern China	%	25.58
Employees in Southern China	%	24.38
Other Employees (Including Hong Kong, Macao and Taiwan)	%	0.00

1. Calculation method of turnover rate:

(Number of employees lost in the category ÷ total number of employees in the category) × 100%

4.1 EMPLOYEE RIGHTS

The Group is dedicated to fostering a fair and just work environment where employees can fully display their individual talents. We strictly adhere to the “labour Law of the People’s Republic of China” (《中華人民共和國勞動法》) and the “labour Contract Law of the People’s Republic of China”(《中華人民共和國勞動合同法》). These laws are crucial for safeguarding employees’ legitimate rights and interests, ensuring that employees can fully utilise their capabilities and potential. Internally, we have developed the “Employee Handbook” (《員工手冊》) and “Vertical Management Manual of Human Resource Management Centre” (《人力資源管理中心垂直管理手冊》). These documents clearly define employees’ entitlements, salary and benefits, and performance-related training arrangements. They also stipulate expected behaviors and codes of conduct, covering work discipline, anti-corruption, and internal information handling, ensuring work fairness and transparency and helping employees understand their rights and obligations.

We focus on cultivating a positive work atmosphere to support employees’ personal growth and career advancement. The Group values its employees as the Group’s invaluable assets and is committed to building a harmonious and progressive platform that meets employees’ needs. Each year, we organise various welfare activities during holidays and regularly hold social events such as employee gatherings. These initiatives encourage learning and communication among employees from different departments, allowing them to feel the Group’s warm care while realizing their self-worth.

Recruitment and Resignation

The Group upholds the principle of fair and equitable employment, adhering to a culture of equal opportunity, diversity, and inclusion. To ensure recruitment fairness and transparency, we’ve established the “Vertical Management Manual of Human Resource Management Centre” (《人力資源管理中心垂直管理手冊》), which clearly stipulates the recruitment principles for applicants. We take into account factors like candidates’ resumes, qualifications, work experience, and job-fit, conducting merit-based selections. Discrimination based on age, gender, race, religious beliefs, physical condition, or other factors is strictly prohibited.

When employees submit resignation applications, we actively seek to understand their reasons, facilitate the resignation process in line with laws and regulations, verify and resolve any issues raised by departing employees, safeguard their legitimate rights, and promote the sustainable development of the Group’s talent pool.

Prohibition of Child Labour and Forced Labour

The Group strictly complies with relevant laws and regulations, including the “Law on the Protection of Minors of the People’s Republic of China” (《中華人民共和國未成年人保護法》), which focuses on protecting minors’ overall well-being. We propose and comply with the “Provisions on the Prohibition of Using Child Labour” (《禁止使用童工規定》), which explicitly bans the use of child labour in all employment scenarios. In the event of any violations, we will fully cooperate with government investigations to jointly maintain a healthy employment environment.

We have issued “labour Contracts” (《勞動合同書》) to all employees and signed contracts with each of them, clearly specifying work hours, job responsibilities, vacation policies, salary, and benefits. During the Year, no violations regarding child labour or forced labour have been detected.

4.2 TALENT TRAINING

We are dedicated to talent cultivation, offering a diverse range of vocational training initiatives. These programs aim to assist employees in mapping out their career trajectories, setting clear career development goals, and receiving customised training that aligns with both business requirements and their individual strengths. By doing so, we empower our workforce to enhance their professional skills and stay competitive in the industry, ultimately driving the growth and success of both our employees and the Group.

The KPIs related to development and training during the Reporting Period are as follow:

Indicator	2024 Average Training Hours (Hour)	2024 Ratio of Employees Trained (%) ⁽²⁾
By Gender		
Female Employees	6	100
Male Employees	6	100
By Employee Category		
Full-Time Junior Employees	6	100
Full-Time Intermediate Management	6	100
Full-Time Senior Management	8	100

2. Calculation method of training ratio:

(Number of trained employees for such category ÷ number of employees for such category at the end of the Year) × 100%

4.3 OCCUPATIONAL HEALTH AND SAFETY

The occupational health and safety of our employees serve as the cornerstone of the Group. We are committed to strictly abiding by a series of relevant laws and regulations, such as the “Law on Prevention and Control of Occupational Diseases of the People’s Republic of China” (《中華人民共和國職業病防治法》), the “Law on Production Safety of the People’s Republic of China” (《中華人民共和國安全生產法》), the “Provisions on the Supervision and Administration of Occupational Health at Work Sites” (《工作場所職業衛生監督管理規定》), the “Regulation on Work - Related Injury Insurances” (《工傷保險條例》), and the “Fire Protection Law of the People’s Republic of China” (《中華人民共和國消防法》). We are actively promoting the establishment of a healthy and safe working environment.

To achieve this, we’ve formulated the “Occupational Safety and Health Management Plan” (《職業安全健康管理方案》). Through regular safety skill training, safety knowledge lectures, fire safety education, and other activities, this plan helps employees enhance their safety production awareness, master accident emergency response skills, and heighten their health and safety prevention awareness. Our goal is to prevent safety accidents caused by human error and keep employees vigilant in their daily work and lives.

Furthermore, our Group has founded a safety management team. This team is responsible for coordinating and overseeing all occupational health and safety matters within the Group. They develop preventive measures like safety risk prevention regulations, aiming to address potential risks at their source. We also require relevant departments and staff to conduct regular inspections and follow-up checks on identified security risks within a specified time limit, ensuring that all potential hazards are completely eradicated.

In the past three years (including 2024), there were no work-related fatalities, and no working days were lost due to work-related injuries. We remain dedicated to continuously improving our safety management system to offer employees a more secure and healthier working environment.

4.4 EMPLOYEE WELFARE

Our Group has always prioritised the well-being of our employees, striving to create a comprehensive and considerate welfare system. In terms of subsidies, the Group provides various practical subsidies to employees, covering multiple areas such as transportation, housing, and medical care, effectively reducing employees' living pressure. In daily work, the Group offers free, nutritionally balanced meals, a variety of beverages, and fresh fruits to ensure employees' dietary health and vitality. During traditional festivals, we also carefully prepares festival gifts, enabling employees to fully experience the festive atmosphere and the Group's warm care. These benefits not only reflect the Group's emphasis on employees but also enhance employees' sense of belonging and happiness.



5. Compliant Operations

We are dedicated to cultivating a corporate culture of integrity and ethics. This helps create a fair business environment and ensures our operations comply with relevant laws and regulations.

5.1 SERVICE QUALITY MANAGEMENT

We strive to offer customers an outstanding service experience, firmly committed to delivering high-quality properties and services. This is achieved through establishing comprehensive management regulations, stringently implementing acceptance procedures to ensure project quality, and taking measures to uphold the quality of our offerings. This reflects the Group's unwavering sense of responsibility and integrity in managing customer relationships. We are dedicated to enhancing our management level to provide even better services.

Project Quality Control

We strictly adhere to the Construction Law of the People's Republic of China (《中華人民共和國建築法》). For each project, we've formulated acceptance criteria and procedures as per "Project Engineering Management" (《項目工程管理》) and "Engineering Quality and Safety Control Requirements" (《工程質量和安全控制要求》). The "Guidelines for the Acceptance of Materials and Equipment" (《材料設備進場驗收指引》) standardise the inspection, storage, and utilisation of engineering materials, ensuring our project quality.

Our engineering department regularly inspects ongoing projects, overseeing project progress, checking quality, safety, and civilised construction, and providing evaluations and warnings. We've developed inspection and testing plans based on the material acceptance guidelines to ensure product quality and safety. Upon discovery of substandard materials, we reject them and require suppliers to rectify or replace within a set time. Regional companies are obligated to inspect properties prior to delivery. Construction projects are only approved for acceptance after passing inspections, with all projects meeting national and technical quality standards.

After project completion, in case of quality issues, we promptly dispatch personnel for investigation. For complaints regarding external factors, we conduct investigations and disclose the results. Once complaints are resolved, our customer service team contacts customers to explain the process and outcome. We never issue quality certificates for unqualified projects. Our material inspection team manages non-conforming products and decides on penalties according to supplier performance. During the Year, no products or services needed to be recycled for safety or health reasons.

Customer Service

We comply with the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》). We ensure product descriptions and promotional data are true and accurate, avoiding any misleading behavior. We train employees on information authenticity, ensure the sales team thoroughly understands projects before promotion, and check sales promotions for compliance.

To handle customer complaints promptly and effectively, we have created the "Customer Complaints Handling Guidelines" (《顧客投訴處理作業指導書》). These guidelines categorise common complaints, offer handling procedures, and enable tracking and statistical analysis. We accurately record complaints related to real estate management in the "Customer Compliant Handling Record" (《顧客投訴處理記錄表》) and forward them to the responsible department.

When a customer files a complaint, we immediately record and analyse it. The handling team then probes into the cause and tracks the resolution progress. After resolution, we document the outcome. During the Year, the Group did not violate any advertising or labeling regulations.

5.2 INFORMATION PRIVACY PROTECTION

Our Group places great emphasis on data security to ensure customers can use our services with confidence and peace of mind. Guided by the principle of “Prevention at Core, Integrated with System and Technological Prevention” (「預防為主、系統預防與技術預防相結合」), we have established the “Information Management System” (《信息化管理制度》) to streamline the management of Group and customer data. We’ve implemented a strict hierarchical information permission control system, where business departments manage shared data. Unauthorised access to confidential and crucial data files is prohibited; visitors must obtain proper authorisation.

In addition, we have stipulated the confidentiality obligations regarding customer information in contracts with suppliers and contractors, along with clear accountability measures. In daily operations, we regularly update and maintain the computer virus database. Employees are required to strictly adhere to security and confidentiality rules when handling customer information on computer systems. Unauthorised disclosure, theft, or modification of work - related important information is strictly forbidden.

When an employee leaves the company, the Group cancels their office account within a day. We also dispose of discarded electronic devices in line with national regulations, sealing off any potential information leakage channels.

5.3 INTELLECTUAL PROPERTY PROTECTION

In terms of intellectual property rights, our Group is committed to strict compliance. We adhere to laws like the “Patent Law of the People’s Republic of China” (《中華人民共和國專利法》), along with other relevant intellectual property regulations. To safeguard our intellectual property from infringement, we take several steps. Our legal and compliance teams regularly review our intellectual property assets, such as patents, trademarks, and copyrights, to ensure their protection. We also use advanced technology to monitor for potential infringements. Additionally, we provide legal education to employees to raise awareness about intellectual property rights.

Looking into the future, we will continuously enhance our intellectual property protection mechanisms to safeguard our innovations and intangible assets in the dynamic market environment.

5.4 ANTI-CORRUPTION

Our Group is highly committed to compliance, strictly abiding by laws such as the “Criminal Law of the People’s Republic of China” (《中華人民共和國刑法》) and the “Anti-Unfair Competition Law of the People’s Republic of China” (《中華人民共和國反不正當競爭法》). We place great emphasis on compliance risk management to uphold a fair, just, and transparent business environment.

Recognising the significance of anti-corruption, we aim to arrange training when circumstances allow. We’ve established clear behavioral standards for employees and partners regarding gifts, hospitality, transactions, and financial management. All employees are required to disclose relevant situations and follow company instructions to prevent corruption and fraud. The “Management Measures on the Group’s Litigation and Arbitration Cases” (《集團訴訟、仲裁案件管理辦法》) is in place. Any suspicious improper or illegal behavior can be reported confidentially, ensuring no retaliation against informants. We investigate and handle such reports, and take actions according to the violation’s severity, including reporting to law enforcement if necessary.

During the Year, the Group has neither faced corruption-related lawsuits nor violated any relevant laws and regulations that could significantly impact its operations.

5.5 SUPPLIER MANAGEMENT

We are constantly enhancing our supplier management model, and structure bidding and procurement into three steps based on the “Supplier Management and Operation Guidelines” (《供方管理操作指引》). Through the process of pre-qualification and inspection, supplier storage, and supplier performance evaluation, we review suppliers’ compliance in governance, labour, and environmental aspects. This collaborative approach with suppliers ensures the quality of our engineering and operations. To mitigate potential environmental and social risks in the supply chain, our Group gives priority to suppliers with strong environmental and social performance. We highly value supplier integrity and have signed the “Integrity and Responsibility Letter” (《廉政責任書》) with them, explicitly opposing illegal acts like corruption and bribery.

If a supplier fails to meet our Group’s standards, or if there are subcontractor issues, they are required to make corrections. Additionally, we update our supplier name database according to business requirements and supplier performance. This ensures that the chosen suppliers can offer products and services that align with our environmental and social criteria.

During the Year, our Group has 547 major suppliers in the engineering and construction field, slightly increased compared to the same period last year, and we have closely monitored their practices.

Regions	Beijing	Hainan	Suzhou	Shanghai	Shenyang	Xi'an	Zhengzhou	Tongren	Yongqing	Shenzhen	Foshan
Major Suppliers	108	81	62	58	50	42	41	38	25	22	20

6. Green Development

Our Group is dedicated to environmental protection. We strictly adhere to the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國污染防治法》), and the Regulations on the Administration of Construction Project Environmental Protection (《建設項目環境保護管理條例》). During the Reporting Period, our Group did not have any violations of environmental protection regulations that had a significant impact on us.

We actively take steps to cut down environmental pollution. Incorporating resource conservation and waste management into daily operations, we optimise real estate construction projects. Also, during project construction, we closely monitor air pollution emissions, waste disposal, sewage discharges, and noise levels. By doing so, we make our operations environmentally friendly, prevent pollution, and decrease resource consumption.

6.1 ENVIRONMENTAL TARGETS

Referring to measures for energy conservation, water conservation, and material conservation, our Group has set environmental goals as follows:

Environmental aspect	Target
Greenhouse Gas (GHG) Emissions	To maintain or gradually reduce the intensity of GHG emissions in the future under similar level of operation.
Energy Consumption Efficiency	To maintain or gradually reduce the intensity of electricity consumption in the future under similar level of operation.
Water Use Efficiency	To maintain or gradually reduce the intensity of water consumption in the future under similar level of operation.
Waste Reduction	To maintain or gradually reduce the intensity of waste generation in the future under similar level of operation.

6.2 GREENHOUSE GAS MANAGEMENT

Facing the challenges presented by climate change, our Group is firmly dedicated to fostering sustainable development. We rely on the Greenhouse Gas Inventory Protocol crafted by the World Resources Institute and the World Business Council for Sustainable Development, along with the ISO 14064-1 standard set by the International Organisation for Standardisation, to precisely calculate our greenhouse gas emissions. Our Group's GHG emissions mainly originate from three key areas: the fuel used by fixed equipment, the fuel consumed by our vehicles, and the electricity utilised in offices, project construction, and operations across diverse regions.

We actively encourage our workforce to opt for public transportation. By doing so, we seek to curtail the emissions generated from daily commuting, thus making a significant effort to reduce direct emissions. For our company owned vehicles, we implement strict maintenance schedules. Additionally, we mandate drivers to plan their routes meticulously to prevent fuel wastage. Furthermore, we are actively working towards increasing the use of environmentally friendly vehicles, such as electric or hybrid models, while gradually phasing out those with poor performance and high fuel consumption. These combined efforts are integral to our goal of reducing greenhouse gas emissions.

During the Year, the GHG emissions and GHG emission intensity of the Group have decreased compared to the same period last year. The specific data is as follows:

GHG Emission Performance	Unit	2024
GHG Emissions		
Direct GHG Emissions (Scope 1)	Tonne of CO ₂ equivalent (CO ₂ e)	536.17
GHG Offset (Scope 1)	Tonne of CO ₂ e	63.57
Indirect GHG Emissions (Scope 2)	Tonne of CO ₂ e	5,391.75
Total GHG Emissions (Scope 1 & 2)	Tonne of CO ₂ e	5,864.35
Intensity of GHG Emissions		
Intensity of GHG Emissions (Scope 1 & 2)	Tonne of CO ₂ e/1,000 m ²	2.02

6.3 AIR POLLUTANT MANAGEMENT

The air pollutant emissions of our Group mainly come from the operation of its fleet. We implement strict maintenance schedules on our company owned vehicles. Additionally, we mandate drivers to plan their routes meticulously to prevent unnecessary emissions. Furthermore, we are actively working towards increasing the use of environmentally friendly vehicles, such as electric or hybrid models, while gradually phasing out those with poor performance and high fuel consumption. These combined efforts are integral to our goal of reducing air pollutant.

During the Year, the Group's air pollutant emissions were similar to the same period last year, with specific data as follows:

Air Pollutant	Unit	2024
Nitrogen oxides (NOx)	kg	566.99
Sulphur oxides (SOx)	kg	4.79
Particulate Matter (PM)	kg	11.47

6.4 ENERGY AND RESOURCE MANAGEMENT

Our Group is fully dedicated to environmental protection, having set up a comprehensive green development management system. This system encompasses energy, water resources, waste management, and green building initiatives. We carry out diverse environmental protection measures in office areas and construction projects to cut down our environmental footprint.

For energy conservation, we're committed to reducing consumption and enhancing efficiency. Since most of our energy comes from office and construction project electricity, we take various steps. We monitor electricity use in offices and at construction sites, encourage employees to utilise natural light and switch off lights when not needed. Regular air-conditioning system maintenance is done, and pump and fan systems are adjusted according to actual requirements to boost energy efficiency. During the Year, the Group's electricity consumption and electricity consumption intensity have decreased compared to the same period last year.

In terms of water resources management, with water mainly used in offices and at construction sites and sourced from the municipal supply, we focus on conservation. We continuously monitor water usage, conduct regular pipeline leakage tests, and check water tanks and meter readings. Employee awareness of water-saving is raised through methods like placing reminders in bathrooms and tea rooms, and leaks are to be reported for prompt maintenance. During the Year, the Group's water consumption and water consumption intensity have decreased compared to the same period last year.

Regarding paper reduction, as paper is a significant office resource, we encourage employees to minimise its use and adopt online document-processing systems. We promote a green office by advocating practices such as reusing waste paper, double-sided printing, and using thinner fonts and less line spacing when printing. Thanks to these measures, the Group's paper usage and paper usage intensity this Year have significantly decreased compared to the same period last year.

The following table shows the data on the energy and resource consumption of our Group during the reporting period:

Indicator	Unit	2024
Electricity Consumption	MWh	9,683.46
Intensity of Electricity Consumption	MWh/1,000 m ²	3.34
Water Consumption	m ³	187,236.11
Intensity of Water Consumption	m ³ /1,000 m ²	64.63
Paper Usage	kg	13,305.68
Intensity of Paper Usage	kg/employee	29.70

6.5 WASTE MANAGEMENT

Our Group has pinpointed the primary sources of waste generation and put in place corresponding management strategies. We've actively worked on reducing waste during the Year, and significant progress has been made towards our waste-reduction target.

Regarding hazardous waste, such as toner cartridges/ink cartridges, batteries, and computers, our Group has established dedicated recycling routes. We ensure that all hazardous waste is thoroughly collected and then submitted to qualified recycling companies for disposal. This helps to safeguard the environment and prevent potential harm from hazardous substances. This Year, the amount and intensity of hazardous waste generated by the Group have increased compared to the same period last year, but overall remain at a relatively low level.

For non-hazardous waste, we implement strict regulatory measures. All projects are required to adhere to relevant regulations and standards. This type of waste is handed over to qualified recycling companies for proper disposal to minimise environmental pollution. In daily office operations, a “daily production and daily cleaning” approach is adopted for non-hazardous waste disposal. This Year, the amount and intensity of non-hazardous waste generated by the Group decreased compared to the same period last year.

The following table shows the amount of waste generated by our Group during the reporting period:

Indicator	Unit	2024
Total Hazardous Waste	kg	35.84
Intensity of Hazardous Waste	kg/employee	0.08
Total Non-Hazardous Waste	Tonne	687.84
Intensity of Non-Hazardous Waste	Tonne/employee	1.56

6.6 SUSTAINABLE BUILDINGS

In construction, we are committed to integrating green building concepts to achieve environmental sustainability.

From the project design stage, we focus on multiple environmental aspects. We carefully select locations with negligible environmental impact and ensure the project meets energy-efficiency standards. To maintain regulatory compliance, we engage a third-party to carry out an environmental impact assessment.

During construction, we implement a comprehensive set of measures to minimise environmental harm. Regular monitoring of environmental indicators allows us to adjust construction plans in real-time, ensuring that emissions align with local government standards. Strict management of air quality, noise, and sewage on the construction site is maintained to meet environmental norms.

After project completion, we create either the Environmental Acceptance and Monitoring Report on the Completion of Construction Project (《建設項目竣工環保驗收監測報告表》) or the Environmental Acceptance and Study Report on the Completion of Construction Project (《建設項目竣工環保驗收調查報告表》). Based on these reports, we take appropriate mitigation and compensation actions to further reduce the project's impact on the environment. Throughout the entire construction process, from planning to post-completion, we strive to incorporate green intelligent technology, aiming to establish sustainable green spaces and promote harmonious coexistence between humanity and nature.

6.7 RESPONDING TO CLIMATE CHANGE

We are committed to strengthening climate risk response strategies and embedding them into our daily operations and future business growth plans to boost our resilience against climate change. In the face of the risks and potential impacts of climate change, our Group has established a regular process of identifying, evaluating, managing, and monitoring climate-related risks. We keep a close eye on market trends regarding these risks to stay informed about the latest developments.

We have recognised the physical risks associated with climate change, including floods, typhoons, abnormal rainfall, and extreme high temperatures. These can result in temporary office closures, employee injuries, and disruptions to network services. To address this, we strictly adhere to government-issued extreme weather guidelines and implement flexible work arrangements.

Simultaneously, we have identified transformation risks within our business due to climate change. Based on the results of climate change risk assessments, we have developed corresponding response measures to mitigate the impact of these risks on our business operations. We make it a point to stay updated on policy and regulatory changes so that we can promptly adjust our strategies and business models. Additionally, we focus on building standardisation, capitalizing on opportunities in green buildings, implementing green building applications, and thus contributing to climate change mitigation efforts.

7. Practice Public Welfare

Our Group understands that the long-term success of our enterprise hinges on the support and involvement of all social sectors. As active participants and co-builders in creating a harmonious society, we are deeply concerned about social welfare and community development. With a sense of gratitude, we are committed to giving back to society. We actively encourage our employees to engage in volunteer services and charitable initiatives. By doing so, we aim to make a positive impact on the community and contribute to social progress.

Looking ahead, our Group will persist in its active participation in social welfare activities. We will strive to better serve the community and actively seek opportunities to be part of diverse community supporting efforts, further strengthening our connection with society and fulfilling our social responsibilities.

Appendix 1: Sustainability Data Statements

Environmental Aspects	Unit	2024
Emissions		
Nitrogen oxides (NOx)	kg	566.99
Sulphur oxides (SOx)	kg	4.79
Particulate Matter (PM)	kg	11.47
GHG Emissions		
Direct GHG Emissions (Scope 1)	Tonne of CO ₂ e	536.17
GHG Removal (Scope 1)	Tonne of CO ₂ e	63.57
Indirect GHG Emissions (Scope 2)	Tonne of CO ₂ e	5,391.75
Total GHG Emissions (Scope 1 and 2)	Tonne of CO ₂ e	5,864.35
Intensity of GHG Emissions (Scope 1 and 2)	Tonne of CO ₂ e/1,000m ²	2.02
Energy Consumption		
Total Electricity Consumption	MWh	9,683.46
Intensity of Electricity Consumption	MWh/1,000m ²	3.34
Natural Gas Consumption	m ³	7,035.31
Liquefied Petroleum Gas Consumption	Litre	8,970.42
Gasoline Consumption	Litre	185,685.38
Water Consumption		
Total Water Consumption	Tonne	187,236.11
Intensity of Water Consumption	Tonne/1,000 m ²	64.63
Hazardous Waste Produced		
Total Hazardous Waste Produced	kg	35.84
Intensity of Hazardous Waste Produced	kg/employee	0.08

Non-Hazardous Waste Produced

Total Non-Hazardous Waste Produced	Tonne	697.84
Intensity of Non-Hazardous Waste Produced (per employee)	Tonne/employee	1.56

Paper Usage

Total Paper Usage	kg	13,305.68
Intensity of Paper Usage	kg/employee	29.70

Social Aspects	Unit	2024
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Total Employees	No. of people	448
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Total Employees by Gender

Female Employees	No. of people	192
Male Employees	No. of people	256

Total Employees by Employment Type

Full-Time Junior Employees	No. of people	242
Full-Time Intermediate Management	No. of people	176
Full-Time Senior Management	No. of people	30

Total Employees by Age Group

Employees Below 30	No. of people	54
Employees of 30-50	No. of people	301
Employees Above 50	No. of people	93

Total Workforce by Geographical Region		
Employees in Northern China	No. of people	59
Employees in Northeastern China	No. of people	61
Employees in Eastern China	No. of people	7
Employees in Central China	No. of people	34
Employees in Northwestern China	No. of people	43
Employees in the Southern China	No. of people	242
Other Employees (Including Hong Kong, Macao and Taiwan)	No. of people	2
Employee Turnover Rate - Total Workforce	%	29.91
Employee Turnover Rate by Gender		
Female Employees	%	33.85
Male Employees	%	27.34
Employee Turnover Rate by Age Group		
Employees Below 30	%	27.78
Employees of 30-50	%	32.23
Employees Above 50	%	24.73
Employee Turnover Rate by Geographical Region		
Employees in Northern China	%	57.63
Employees in Northeastern China	%	32.79
Employees in Eastern China	%	28.57
Employees in Central China	%	26.47
Employees in Northwestern China	%	25.58
Employees in the Southern China	%	24.38
Other Employees (Including Hong Kong, Macao and Taiwan)	%	0.00

Percentage of Employees Trained		
Total Workforce	%	100.00
Percentage of Employees Trained by Gender		
Female Employees	%	100.00
Male Employees	%	100.00
Percentage of Employees Trained by Employee Category		
Full-Time Junior Employees	%	100.00
Full-Time Intermediate Management	%	100.00
Full-Time Senior Management	%	100.00
Average Training Hours Completed per Employee by Gender		
Female Employees	Hour	6
Male Employees	Hour	6
Average Training Hours Completed per Employee by Employee Category		
Full-Time Junior Employees	Hour	6
Full-Time Intermediate Management	Hour	6
Full-Time Senior Management	Hour	8
Occupational Health and Safety		
No. of People Number of Work-Related Fatalities Occurred In Each of the Past Three Years Including the Reporting Year	No. of people	0
Rate of Work-Related Fatalities Occurred in Each of the Past Three Years Including the Reporting Year	%	0
Lost Days Due to Work Injury	Day	0
Labour Standards		
Number of Child labours Found	Case	0
Number of Forced labours Found	Case	0

Appendix 2: Index of Hong Kong Stock Exchange ESG Reporting Guide

Indicator			Related Section
A. Environmental Aspect			
A1: Emissions	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.	6. Green Development
	A1.1	The types of emissions and respective emissions data.	6.2 Greenhouse Gas Management 6.3 Air Pollutant Management Appendix 1: Sustainability Data Statements
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6.2 Greenhouse Gas Management Appendix 1: Sustainability Data Statements
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6.5 Waste Management Appendix 1: Sustainability Data Statements
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6.5 Waste Management Appendix 1: Sustainability Data Statements
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	6. Green Development
	A1.6	Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	6.5 Waste Management

Indicator			Related Section
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	6.4 Energy and Resource Management
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kwh in'000s) and intensity (e.g. per unit of production volume, per facility).	6.4 Energy and Resource Management Appendix 1: Sustainability Data Statements
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	6.4 Energy and Resource Management Appendix 1: Sustainability Data Statements
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	6. Green Development 6.4 Energy and Resource Management
	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.	6.4 Energy and Resource Management
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable, our Group's business does not involve packaging materials
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	6.4 Energy and Resource Management 6.6 Sustainable Buildings
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	6.4 Energy and Resource Management 6.6 Sustainable Buildings
A4: Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	6.7 Responding to Climate Change
	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.	6.7 Responding to Climate Change

Indicator			Related Section
B. Social Aspect			
B1: Employment	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, antidiscrimination, and other benefits and welfare.	4.1 Employee Rights
	B1.1	Total workforce by gender, employment type (for example, full – or part – time), age group and geographical region.	4. Employment Responsibilities Appendix 1: Sustainability Data Statements
	B1.2	Employee turnover rate by gender, age group and geographical region.	4. Employment Responsibilities Appendix 1: Sustainability Data Statements
B2: Health and Safety	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.	4.3 Occupational Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.3 Occupational Health and Safety Appendix 1: Sustainability Data Statements
	B2.2	Lost days due to work injury.	4.3 Occupational Health and Safety Appendix 1: Sustainability Data Statements
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	4.3 Occupational Health and Safety

Indicator			Related Section
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4.2. Talent Training
	B3.1	The percentage of employees trained by gender and employee category (Such as senior management, middle management, etc.).	4.2. Talent Training Appendix 1: Sustainability Data Statements
	B3.2	The average training hours completed per employee, by gender and employee category.	4.2. Talent Training Appendix 1: Sustainability Data Statements
B4: Labour Standards	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.	4.1 Employee Rights
	B4.1	Description of measures to review employment practises to avoid child and forced labour.	4.1 Employee Rights
	B4.2	Description of steps taken to eliminate such practices when discovered.	4.1 Employee Rights
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.5 Supplier Management
	B5.1	Number of suppliers by geographical region.	5.5 Supplier Management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	5.5 Supplier Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	5.5 Supplier Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	5.5 Supplier Management

Indicator			Related Section
B6: Product Responsibility	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.	5.1 Service Quality Management
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	5.1 Service Quality Management Appendix 1: Sustainability Data Statements
	B6.2	Number of products and service related complaints received and how they are dealt with.	5.1 Service Quality Management
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	5.3 Intellectual Property Protection
	B6.4	Description of quality assurance process and recall procedures.	5.1 Service Quality Management
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	5.2 Information Privacy Protection
B7: Anti- Corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	5.4 Anti-Corruption
	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.	5.4 Anti-Corruption
	B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	5.4 Anti-Corruption
	B7.3	Description of anti-corruption training provided to directors and staff.	5.4 Anti-Corruption

Indicator			Related Section
B8: Community Investment	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.	7. Practice Public Welfare
	B8.1	Focus areas of contribution (Such as education, environment issues, labour needs, health, culture, sports, etc.).	7. Practice Public Welfare
	B8.2	Resources contributed to the focus area.	7. Practice Public Welfare



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GLORY HEALTH INDUSTRY LIMITED
國瑞健康產業有限公司