CHINLINK
普匯中金

CHINLINK INTERNATIONAL HOLDINGS LIMITED
普匯中金國際控股有限公司

(Incorporated in Bermuda with limited liability 於百慕達註冊成立之有限公司)
HKSE Stock Code 港交所股份代號: 0997



2025 Environmental, Social and Governance Report
環境、社會及管治報告

Contents
目錄

1 Company Overview 2
公司概況

2 Our Reporting Approach 2
我們的匯報方式

2.1 Reporting Standard, Period and Scope 2
報告標準、期間和範圍

2.2 Reporting Framework and Principles 3
報告框架及原則

3 Chairman's Statement 5
主席的話

4 Our Approach to Sustainability 6
我們的可持續發展方針

4.1 Our Core Values 6
我們的核心價值

4.2 Our Sustainability Pillars 6
我們的可持續發展支柱

4.3 ESG Governance Structure 7
環境、社會及管治治理架構

4.4 Stakeholder Engagement 7
持份者參與

4.5 Materiality Assessment 10
重要性評估

5 Responsible Business 11
盡責的企業

5.1 Board Statement on ESG Governance 11
董事會關於環境、社會及管治治理的聲明

6 Employment 14
僱傭

6.1 Employment Statistics 14
僱傭統計

6.2 A Safe and Healthy Working Environment 15
安全和健康的工作環境

6.3 Employee Management System 17
僱員管理體系

6.4 Training and Development 18
培訓和發展

6.5 Employer-Employee Relations 19
勞資關係

7 Partners 21
合作夥伴

7.1 Protect Customers ' Privacy 21
保護客戶私隱

7.2 Responsible Procurement 21
盡責採購

7.3 Responsible Operation 22
盡責的營運

7.4 Caring for Community 24
關懷社區

8 Environment and Climate 27
環境和氣候

8.1 Environmental Policy 27
環境政策

8.2 Energy Consumption and Greenhouse Gas Emissions 28
能源消耗與溫室氣體排放

8.3 Water Consumption 30
耗水量

8.4 Waste Management 31
廢棄物管理

8.5 Climate Risk Management 32
氣候風險管理

9 Awards and Recognitions 34
獎項與表彰

10 Looking Forward 36
展望未來

11 ESG Content Index 37
環境、社會及管治內容索引



1 Company Overview
公司概況

Chinlink International Holdings Limited (the "**Company**" or "**Chinlink**") and its subsidiaries (collectively, the "**Group**", "**we**" or "**us**") is a company whose shares are listed on the Main Board of the Stock Exchange of Hong Kong Limited ("**Stock Exchange**"). During the financial year ended 31 March 2025 (the "**Year**"), the Group operated a financial services provider for small and medium-sized enterprises (the "**SME**") in the People's Republic of China (the "**PRC**" or "**China**") with focus in Shaanxi Province, the PRC (the "**Shaanxi Province**"). The Group's principal revenue sources are from the business of financial services conducted in Hong Kong and Xi'an, and investment properties located in Xi'an during the Year.

The Group has diverse businesses and is committed to fostering long-term and sustainable growth that benefits its employees and stakeholders. For further details on the Group's business performance during the Year, please refer to the annual report of the Group for the Year ("**Annual Report 2025**").

普匯中金國際控股有限公司(「**本公司**」或「**普匯中金**」)及其附屬公司(統稱「**本集團**」或「**我們**」)於香港聯合交易所有限公司(「**聯交所**」)主板上市。截至二零二五年三月三十一日止財政年度(「**本年度**」)內,本集團為在中華人民共和國(「**中國**」),主要來自中國陝西省(「**陝西省**」)的中小型企業(「**中小企業**」)提供金融服務。本集團本年度的收入來源主要來自香港及西安的金融服務、以及位於西安的物業投資業務。

本集團的業務多元化,並承諾長期和可持續的增長,使員工和持份者獲益。有關本集團本年度的業務表現,請參閱本集團本年度之年報(「**二零二五年年報**」)。

2 Our Reporting Approach
我們的匯報方式

2.1 Reporting Standard, Period and Scope

The environmental, social and governance ("**ESG**") performance and accomplishments of the Group during the Year are summarised in the Environmental, Social and Governance Report (the "**Report**"). The scope of this Report covered the Group's Corporate Headquarters, the China Regional Headquarters and major business units with significant revenue or workforce contributors to the Group. The reporting scope during the Year included the following:

2.1 報告標準、期間和範圍

本集團於本年度的環境、社會及管治(「**環境、社會及管治**」)表現及成就均總結於環境、社會及管治報告(「**本報告**」)內。本報告範圍涵蓋了本集團的集團總部、中國區域總部以及貢獻本集團主要收入或公司員工人數較多的業務單位。本年度的報告範圍包括:

Function/Service Provision/Major Property 職能／所提供的服務／主要物業	The Company and its Subsidiaries 本公司及其附屬公司	Location of Operation 營運地點
(i) Corporate Headquarters 集團總部	Chinlink International Holdings Limited 普匯中金國際控股有限公司	Hong Kong 香港
(ii) China Regional Headquarters 中國區域總部	Chinlink Management Consulting (Xi'an) Company Limited[1] 普匯中金管理諮詢(西安)有限公司	Xi'an, Shaanxi Province, the PRC 中國陝西省西安市
(iii) Financial services 金融服務	Shaanxi Chinlink Financial Guarantee Limited[1] 陝西普匯中金融資擔保有限公司	Xi'an, Shaanxi Province, the PRC 中國陝西省西安市
(iv) Self-owned investment property named Chinlink·Worldport Integrated Logistics Park ("**Chinlink·Worldport**") 自置投資物業，名為普匯中金•世界港綜合物流園(「**普匯中金•世界港**」) • Logistics park 物流園區 • Construction materials and home furnishing 建築材料及家居產品 • Hanzhong green agriculture and Chinese medicine products industrial park 漢中綠色農產品及中藥材產業園	Chinlink Commercial Management (Hangzhong) Company Limited[1] 普匯中金商業管理(漢中)有限公司 HZ Tiannong Green Agriculture & Chinese Medicine Industries Limited[1] 漢中天農漢藥產業發展有限公司 Chinlink Property Management (Shaanxi) Company Limited[1] 普匯中金物業管理(陝西)有限公司	Hanzhong, Shaanxi Province, the PRC 中國陝西省漢中市
(v) Self-owned investment property named Daminggong Construction Materials and Furniture Shopping Centre (Dongsanhuan Branch)[1] (the "**Commercial Complex**") 自置投資物業，名為大明宮建材家居•東三環店(「**商業大樓**」) • Wholesale and retail shopping centre for construction materials and home furnishing products 建築材料和家居產品批發和零售購物中心	Xi'an Da Ming Gong Ba Qiao Furniture and Fixture Limited[1] 西安大明宮灞橋建材家居有限公司 Xi'an Tang Rong Real Estate Limited[1] 西安唐榮置業有限公司	Xi'an, Shaanxi Province, the PRC 中國陝西省西安市

[1] *For identification purposes only.*

2.2 Reporting Framework and Principles

This Report was prepared in accordance with Appendix C2 Environmental, Social and Governance Reporting Code (the "**ESG Code**") of the Rules Governing the Listing of Securities on the Stock Exchange (the "**Listing Rules**"). A content index is supplemented at the back of this Report as a tool for readers to navigate the specific sections corresponding to the ESG Code requirements. For the details of the Group's corporate governance, it was disclosed in the Annual Report 2025 in accordance with the Appendix 14 of the Main Board Listing Rules.

This Report was prepared in accordance with the four reporting principles in the ESG Code.

2.2 報告框架及原則

本報告根據《聯交所證券上市規則》(「**上市規則**」)發表的附錄C2的《環境、社會及管治報告守則》(「**環境、社會及管治守則**」)所編製。內容索引已附在本報告的頁尾，作為讀者翻查報告中與環境、社會及管治守則相對應章節的指南。有關本集團的詳細企業管治資料，已於二零二五年年報內根據主板上市規則附錄十四披露。

本集團在編製本報告時嚴格遵守《環境、社會及管治守則》中的四個報告原則。

2 Our Reporting Approach
我們的匯報方式

Materiality

The Board of Directors of the Group (the "**Board**") identified the material ESG issues that are sufficiently important to investors and other stakeholders. The relevant issues were prioritised and disclosed in this Report. According to the latest requirements in the ESG Code, we also disclose information about climate-related risks that could reasonably be expected to affect our cash flow, our access to finance, or the cost of capital over the short, medium, or long term.

Quantitative

The Group records and discloses key performance indicators ("**KPIs**") in quantitative terms accompanied by a narrative, explaining its purpose and impacts, as well as giving comparative data where appropriate.

Consistency

As far as practicable and unless stated otherwise, the Group adopts consistent measurement methodologies to allow for meaningful comparison of ESG data over time.

Balance

The Group provides an unbiased picture of Chinlink's performance, and reviews and discloses its achievements and areas for improvement.

This Report has fulfilled all "Comply or Explain" requirements and disclosures outlined in the ESG Code.

重要性

本集團董事會(「**董事會**」)識別對投資者及其他持份者足夠重要的重大環境、社會及管治議題。相關的議題已經在本報告中作優先披露。根據環境、社會及管治守則的最新要求，我們亦披露有關氣候相關風險的資料，可合理預期該等資料於短期、中期或長期內將影響我們的現金流、我們的融資渠道或資本成本。

量化

本集團以量化方式記錄及披露關鍵績效指標(「**關鍵績效指標**」)，並附有敘述性說明，解釋其目的及影響，並在適當時提供比較數據。

一致性

除非另有說明，否則本集團盡可能採用一致的計量方法，以便日後對環境、社會及管治數據進行長時間和有意義的比較。

平衡

本集團不偏不倚地呈報普匯中金的表現，檢視和披露其成就和需要改進的領域。

本報告已符合《環境、社會及管治守則》中載述的所有「不遵守就解釋」規定及披露要求。

3 Chairman's Statement 主席的話

In the face of ongoing geopolitical tensions, regional instability, and increased volatility in global markets, the Group has taken proactive steps to refine its operational strategy and optimise the allocation of resources. These external challenges underscore the importance of sound governance and strategic foresight in safeguarding long-term value for our stakeholders.

As the environmental and social impacts of climate change become increasingly evident, the Group recognises the physical and transitional risks it poses to our business. In line with the recommendations of the Task Force on Climate-related Financial Disclosures (the "**TCFD**"), we have identified key climate-related risks and developed targeted response measures to strengthen our climate resilience and support our long-term sustainability goals.

We believe that strong performance in ESG areas is a critical driver of sustainable value. ESG principles are now embedded across our core business from financial services to investment property operations, which ensures we conduct our operations responsibly while contributing to the communities we serve and maintaining transparency and accountability in governance.

On behalf of the Board, I would like to take this opportunity to express my gratitude to every stakeholder for their support. Looking forward, the Group will continue to enhance our ESG performance and commit to the sustainable development of Chinlink.

Li Weibin
Chairman

Hong Kong, 30 June 2025

面對持續的地緣政治緊張局勢、區域不穩定及全球市場波動加劇，本集團已採取主動措施精進營運策略及優化資源配置。該等外部挑戰凸顯健全的治理與戰略前瞻性對保障持份者長期價值的重要性。

隨著氣候變化的環境及社會影響日漸顯著，本集團認識到其對我們業務構成的物理風險及轉型風險。根據氣候相關財務披露工作小組(「**TCFD**」)的建議，我們已識別關鍵氣候相關風險，並制訂針對性應對措施，以增強我們的氣候韌性，支持我們的長期可持續發展目標。

我們認為，環境、社會及管治方面的卓越表現是推動可持續價值的重要動力。環境、社會及管治原則現已融入我們從金融服務到投資物業營運的核心業務，其確保我們以負責任的方式開展業務，同時為所服務的社區作出貢獻，並在治理方面維持透明度及問責制。

本人謹代表董事會對各持份者的支持表示感謝。展望未來，本集團將繼續提升我們的環境、社會及管治表現和致力於普匯中金的可持續發展。

李偉斌
主席

香港，二零二五年六月三十日

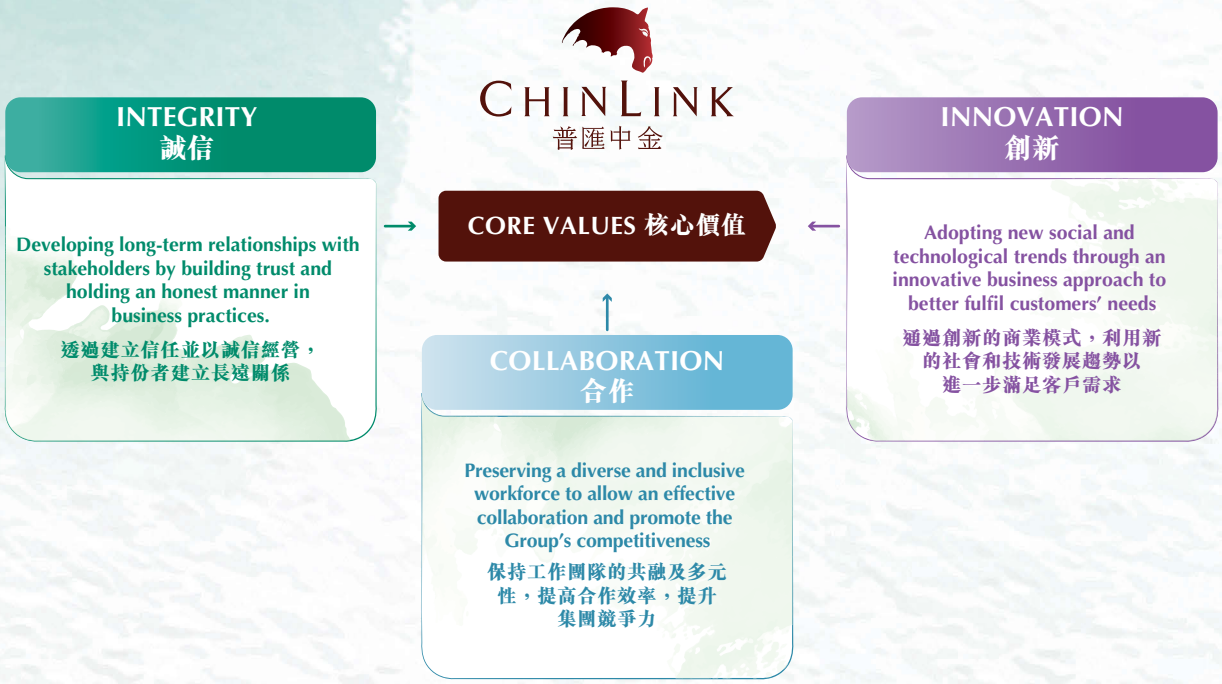
4 Our Approach to Sustainability
我們的可持續發展方針

4.1 Our Core Values

Chinlink has incorporated its three core values – innovation, integrity, and collaboration – into all aspects of its business operations. As such, the Group is committed to operating in a sustainable and environmentally responsible manner, maintaining close relationships with its stakeholders, and fostering a sustainable workforce and harmonious community.

4.1 我們的核心價值

普匯中金的業務營運已全面融合其三個核心價值觀：創新、誠信及合作。因此，本集團致力以既可持續又對環境負責的方式營運，與持份者保持密切關係、培育可持續發展團隊及構建和諧社會。



4.2 Our Sustainability Pillars

With a strong commitment to embedding sustainability into our core operations and aligning with global sustainability frameworks, we have established four strategic pillars that serve as the foundation for building a sustainable future: responsible business, employees, partners, and environment and climate. These pillars are linked to the United Nations' Sustainable Development Goals (the "**SDGs**") and are implemented across the Group's operations.

4.2 我們的可持續發展支柱

我們堅定致力將可持續發展理念融入核心營運並與全球可持續發展框架接軌，並已建立四大戰略支柱，作為建立可持續未來的基礎：盡責的企業、員工、合作夥伴以及環境和氣候。該等支柱聯結聯合國可持續發展目標（「**可持續發展目標**」）並將其融入本集團營運中。

Pillar 支柱	Relevant SDGs 相關的可持續發展目標
Responsible Business 盡責的企業	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Partners 合作夥伴	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 17 PARTNERSHIPS FOR THE GOALS

Pillar 支柱	Relevant SDGs 相關的可持續發展目標
Employees 員工	3 GOOD HEALTH AND WELL-BEING; 4 QUALITY EDUCATION; 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES
Environment and Climate 環境和氣候	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION

4.3 ESG Governance Structure

The Group's ESG Committee, established in 2019, is supported by multiple departments to integrate sustainability initiatives throughout its daily business operations. The Chairman of the ESG Committee is appointed by the Board and is responsible for determining strategic decisions, supervising the compilation of the ESG Report and managing ESG-related matters. The ESG Committee structure is shown below:

4.3 環境、社會及管治治理架構

本集團環境、社會及管治委員會成立於二零一九年，由多個部門支持並在日常業務營運中融入可持續發展計劃。環境、社會及管治委員會之主席由董事會任命並負責制定策略，監督該委員會編纂環境、社會及管治報告、以及管理與環境、社會及管治相關事宜。環境、社會及管治委員會架構如下：



4.4 Stakeholder Engagement

The Group recognises the importance of maintaining open and constructive dialogue with both internal and external stakeholders. Engaging with stakeholders allows the Group to gain valuable insights into their concerns, expectations, and priorities, which in turn supports the identification and management of material ESG issues. These insights form the foundation for forward-looking ESG strategies.

The Group interacts with a diverse range of stakeholders. To ensure engagement remains effective and relevant, the Group regularly reviews and enhances its stakeholder communication approach. By adapting to changing expectations and emerging sustainability trends, the Group aims to foster long-term trust, support responsible business growth, and continuously improve its ESG performance.

4.4 持份者參與

本集團認識到與內部及外部持份者保持公開及建設性對話的重要性。透過與持份者互動，本集團得以深入了解彼等的關切、預期及優先事項，從而支持識別及管理重大環境、社會及管治議題。該等洞見構成前瞻性環境、社會及管治策略的基礎。

本集團與廣泛的持份者互動。為確保互動保持有效性及相關性，本集團定期檢討及優化與持份者的溝通方式。透過適應不斷變化的預期及新興的可持續發展趨勢，本集團旨在建立長期信任、支持負責任的業務增長，並持續提升其環境、社會及管治表現。

4 Our Approach to Sustainability
我們的可持續發展方針

Stakeholders 持份者	Communication channels 溝通渠道	Key expectations 主要預期
Customers/ Suppliers/Tenants 客戶／供應商／租戶	• Company website 公司網站 • Contracts 合約 • Service hotline 服務熱線 • Meetings 會議 • Corporate events 企業活動 • Social media 社交媒體 • Memos 備忘錄 • Leaflets 傳單 • Visits 探訪	• High-quality and reliable services 優質可靠的服務 • Timely communication and dispute resolution 及時溝通及爭議解決 • Business continuity and ethical practices 業務連續性及道德實踐
Employees 員工	• Internal memos 內部備忘錄 • Employee handbook 員工手冊 • Meetings 會議 • Social media 社交媒體 • Group's whistleblowing channels 集團舉報渠道 • Bulletin boards 佈告欄 • E-mails 電郵 • Electronic communications software 電子通訊軟件 • Surveys 問卷調查	• Fair and competitive compensation 公平且具競爭力的薪酬 • Career development and opportunities 職業發展及機會 • Safe and healthy work environment 安全及健康的工作環境 • Open and respectful communication 開放及受尊重的溝通 • Equal opportunities and diversity 平等機會及多元化
Communities 社區	• Company website 公司網站 • Social media 社交媒體 • Press releases 新聞稿	• Contribution to local development 對當地發展的貢獻 • Environmental responsibility 環保責任 • Corporate citizenship and community engagement 企業公民及社區參與

Stakeholders 持份者	Communication channels 溝通渠道	Key expectations 主要預期
Government Authorities **政府機構**	• Seminar 研討會 • Regular filings 定期存檔 • Corporate visits 企業探訪 • Meetings 會議	• Regulatory compliance 監管合規 • Transparent disclosure 透明披露 • Support for public policy goals 支持公共政策目標
Shareholders/ Investors **股東／投資者**	• Company websites 公司網站 • Announcements 公告 • Annual and interim reports 年度及中期報告 • ESG reports 環境、社會及管治報告 • Social media 社交媒體 • Press releases 新聞稿 • Meetings 會議	• Sustainable financial returns 可持續財務回報 • Effective corporate governance 有效的公司治理 • Transparent and timely disclosure 透明和及時披露 • Long—term strategic direction 長期策略方向

4.5 Materiality Assessment

To address and prioritise material ESG issues of the Group, the Group commissioned an independent consultant to conduct a materiality assessment. During the Year, the most important ESG material issues identified by the Group were consistent with the previous year and the corresponding sustainable pillars are summarised as follows:

4.5 重要性評估

為應對和優先處理本集團的環境、社會及管治重要議題，本集團委託獨立顧問進行重要性評估。在本年度，本集團識別出的最重要的環境、社會及管治重要議題與去年一致，相應的可持續發展支柱概述如下：

Material Issues for the Year 本年度重大議題	Corresponding Sustainable Pillars 相應的可持續發展支柱
• Compliance (including anti-corruption and prevention of child labour and forced labour) 合規(包括反貪污、防止童工和強制勞工) • Protecting customer privacy 保護客戶私隱	Responsible Business 盡責的企業
• Employee management system 僱員管理體系 • A safe and healthy working environment (including indoor environmental quality) 安全健康的工作環境(包括室內環境質量) • Diversity, equal opportunity and eliminating discrimination 多樣性、平等機會和消除歧視 • Training and development 培訓和發展 • Employer-employee relations 勞資關係	Employee 員工
• Responding to climate change (including green finance) 應對氣候變化(包括綠色金融)	Environment and Climate 環境和氣候

Going forward, Chinlink plans to address these material issues and provide more detailed disclosures in future reports. The Group is committed to continuously improving its ESG performance in response to stakeholder expectations.

展望未來，普匯中金擬解決這些重要議題，並將在日後的報告中進行更詳細的披露。本集團致力持續改進環境、社會及管治績效，以回應持份者的期望。

5 Responsible Business 盡責的企業

5.1 Board Statement on ESG Governance

HKEX Aspect B7, | HKEX KPI B7.1, B7.2, B7.3

The Group actively integrates ESG considerations into its business operations and strategic planning, demonstrating a commitment to improving sustainability performance. The Board recognises the importance of ESG factors in supporting the Group's long-term sustainable development. The Board, being the highest governance body of the Group, oversees the overall business direction and the decision-making on the Group's ESG strategies. The Board maintains ongoing oversight of the Group's ESG performance, regularly reviewing and discussing the progress, opportunities, and risks.

The Board has tasked the ESG Committee with the responsibility of managing, implementing, and monitoring all aspects of sustainable development across the Group. The goal of the ESG Committee is to identify and analyse ESG issues of the Group, including climate-related risks. The ESG Committee is also responsible for reporting its assessment of ESG strategies, as well as the subsequent implementation or revisions, to the Board, including the progress of ESG policy formulation and facilitating the implementation of initiatives.

To enhance the effectiveness of ESG governance, the ESG Committee collaborates closely with various departments to integrate ESG objectives into daily operations and decision-making processes. Functional teams across finance, risk management, human resources, and property management are engaged to ensure that ESG considerations are embedded into business practices, risk assessments, and investment decisions. In addition, the Group actively engages with key stakeholders to gather feedback and understand evolving ESG expectations, which further supports continuous improvement in our sustainability performance and reporting quality.

Corporate Governance

Effective corporate governance forms the foundation for compliant, transparent, and sustainable business operations. Regarding this matter, the Board is committed to upholding high standards of corporate governance and business integrity to safeguard the interests of stakeholders and reaffirm that the Group's three core values – innovation, integrity and collaboration have been embedded into the business operation.

5.1 董事會關於環境、社會及管治治理的聲明

本集團積極將環境、社會及管治考慮因素納入其業務營運及策略規劃，以展現對提升可持續發展表現的承諾。董事會明白環境、社會及管治因素對支持本集團長遠可持續發展的重要性。作為最高管治機構，董事會負責管理本集團的整體業務方向，並作出環境、社會及管治策略的決策。董事會持續監督本集團的環境、社會及管治績效，定期檢視及討論進展、機遇及風險。

董事會將本集團可持續發展的所有事項的管理、實施和監督責任委託給環境、社會及管治委員會。環境、社會及管治委員會的目標是識別和分析本集團的環境、社會及管治問題，包括氣候相關風險。環境、社會及管治委員會亦負責向董事會報告其對環境、社會及管治策略的評估以及後續實施或修訂，包括環境、社會及管治政策制定和促進實施舉措的進展。

為提升環境、社會及管治治理的有效性，環境、社會及管治委員會與各部門緊密合作，將環境、社會及管治目標融入日常營運及決策過程中。財務、風險管理、人力資源及物業管理等職能團隊均參與其中，確保將環境、社會及管治考慮因素嵌入業務實踐、風險評估及投資決策。此外，本集團積極與主要持份者互動，以收集反饋意見及了解不斷發展的環境、社會及管治預期，從而進一步支持可持續發展表現及報告質量的持續提升。

公司治理

有效的企業管治是合規、透明及可持續業務營運的基礎。在這方面，董事會致力維持高標準的企業管治和業務誠信，以保護持份者的利益，並再次確認本集團的三大核心價值－創新、誠信和合作已融入業務營運。

5 Responsible Business 盡責的企業

The Board plays a pivotal role in reinforcing the Group's governance by overseeing the implementation of policies and practices that enhance the value of business operations. Furthermore, the Board is also responsible for regularly reviewing the Group's risk management and internal control systems to ensure the effectiveness of the ongoing corporate governance practices. Through this proactive approach, the Group enhances its resilience to unforeseen challenges and is better positioned to mitigate potential risks, thereby supporting sustainable growth and operational stability.

董事會通過監督提高業務營運價值的政策和實踐的實施，在加強本集團管治中發揮著至關重要的作用。此外，董事會亦負責定期檢視本集團的風險管理和內部監控系統，以確保現時實踐企業管治的有效性。因此，本集團對任何意外風險將具有更高抵禦力，並將風險的影響降到最低。通過此積極主動的舉措，本集團增強對不可預見挑戰的抵禦能力，並更能有效減輕潛在風險，從而支持可持續增長及營運穩定性。

Whistleblowing Policy

To enable employees to confidentially report any suspected misconduct, malpractice or irregularity within the Group, the organisation has implemented a whistleblowing policy. In response to any report received, the Group's internal audit department shall conduct an impartial investigation in a timely manner to allow the Board to take any necessary action. The Group did not receive any report of whistleblowing incidents during the Year.

The Group is committed to fostering a culture of integrity, accountability, and openness. To ensure the effectiveness of the whistleblowing mechanism, the Group regularly reviews and updates the policy to align with best practices and regulatory requirements. All reports are treated with the highest level of confidentiality, and whistleblowers are protected from retaliation or unfair treatment.

舉報政策

為讓僱員能以保密方式報告本集團內任何可疑的不正當、怠忽職守或違規的行為，本集團實施了舉報政策。收到任何報告時，本集團的內部審計部門會及時進行公正的調查，以便董事會作出必要的行動決定。於本年度內，本集團並沒有收到任何舉報事件的報告。

本集團致力於培育誠信、負責任及開放的文化。為確保舉報機制的有效性，本集團定期檢討及更新相關政策，以符合最佳慣例及監管要求。所有舉報均會以最高保密標準處理，並保護舉報人免遭報復或不公平對待。

Anti-corruption Policy

The Group takes a zero-tolerance approach towards any misconduct that infringes its interests, especially in regard to bribery and corruption, as the organisation is dedicated to upholding fair and ethical business practices. The Group has established an internal anti-bribery policy in accordance with the Prevention of Bribery Ordinance (Cap. 201). The policy clearly states that all employees are forbidden from giving and accepting any illegal advantages to avoid actual and perceived conflicts of interest, and that they shall strictly comply with relevant laws and regulations.

Furthermore, as a trustworthy comprehensive financial services provider, the Group prioritises the prevention of money laundering and terrorism financing. The Group has implemented anti-money laundering and counter-terrorism financing policies and procedures, ensuring relevant staff members comply with the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615). During the Year, there were no concluded legal cases regarding corrupt practices brought against the issuer or its employees.

反貪污政策

本集團致力於維護公平和合乎道德的商業慣例，對任何侵犯其利益的不當行為，尤其是事關賄賂和貪污，採取零容忍態度。本集團根據《防止賄賂條例》(第201章)制定了內部禁止賄賂政策。該政策明確闡述，禁止所有員工提供和接受任何非法利益，以避免發生實際或疑似的利益衝突，員工應嚴格遵守相關法律法規。

此外，作為值得信賴的綜合金融服務供應商，本集團將反洗黑錢和反恐融資放在首位。本集團已實施反洗黑錢和反恐融資政策和程序，確保相關員工遵守《打擊洗錢及恐怖分子資金籌集條例》(第615章)。於本年度，並沒有對本集團或其員工提出並已審結的貪污訴訟案件。

Risk Management Approach

In a dynamic business environment shaped by rapidly changing market conditions and rising stakeholder expectations, the Group acknowledges that a robust and proactive risk management framework is essential for sustaining sound corporate governance. This framework serves as a foundational element in supporting strategic planning, operational resilience, and long-term business continuity.

The Group has integrated its risk management framework into all key business functions and activities, enabling the early identification, assessment, and mitigation of both current and emerging risks. To further enhance its effectiveness, the Group regularly reviews and updates its risk management practices to align with industry standards and regulatory requirements. This continuous improvement process strengthens the Group's ability to anticipate disruptions, respond to uncertainties, and safeguard stakeholder value.

For more details on the Group's risk management approach, please refer to the Corporate Governance Report of the Annual Report 2025.

風險管理辦法

在市場環境瞬息萬變及持份者預期不斷提升的動態商業格局中，本集團認識到，健全且主動的風險管理框架對維持良好企業管治至關重要。此框架作為基礎要素，支持戰略規劃、營運韌性及長期業務延續性。

本集團已將風險管理框架融入所有主要業務職能及活動，以便及早識別、評估及緩解現有及新興風險。為進一步提升其有效性，本集團定期檢討及更新風險管理措施，以符合行業標準及監管要求。此持續改進程序可增強本集團預測干擾、應對不確定性及保障持份者價值的能力。

有關本集團風險管理方法的更多詳情，請參閱二零二五年年報內之企業管治報告。



6 Employment 僱傭

6.1 Employment Statistics

HKEX Aspect B1, | HKEX KPI B1.1, B1.2

As of the end of the Year, there are a total of 170 employees in the Group (excluding the Board members).

The Group has a relatively gender-balanced Board of Directors and senior management. The demographics and diversity data categorised by gender, age, location and employment type are as follows:

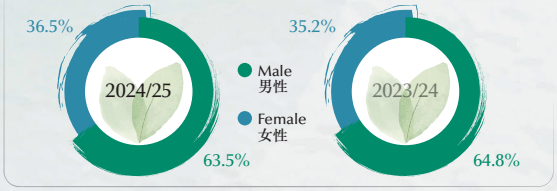
6.1 僱傭統計

截至本年度末，本集團的總員工人數為170人(不包括董事會成員)。

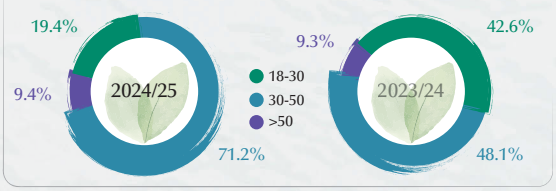
本集團擁有性別相對均衡的董事會和高級管理層。按性別、年齡、地區和僱傭類型劃分的員工人數和多樣性數據如下：

Employees 僱員

By Gender 按性別



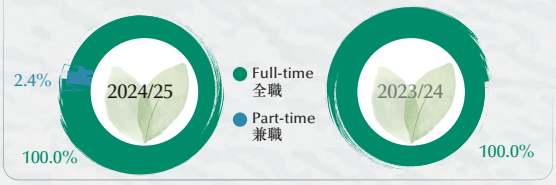
By Age 按年齡



By Location 按地區

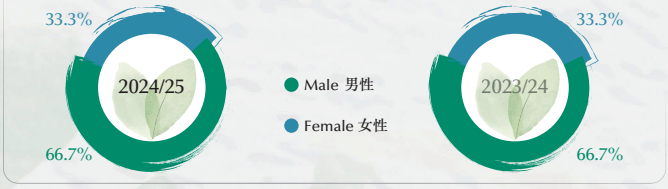


By Employment Type 按僱傭類型



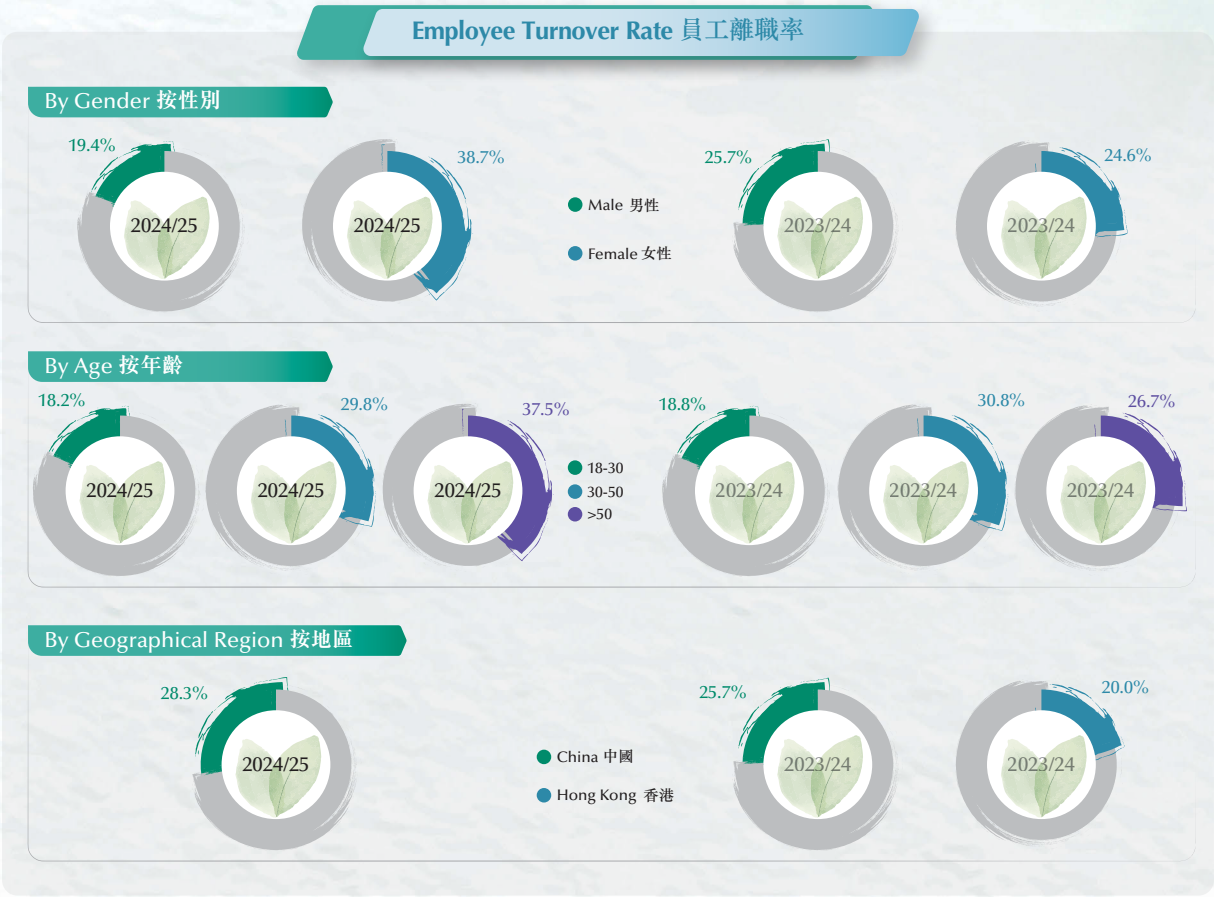
Board 董事會

By Gender 按性別



The Group's employee turnover rate by gender, age and location for the Year is illustrated below:

本集團本年度按性別、年齡和地區劃分的員工離職率如下：



6.2 A Safe and Healthy Working Environment

HKEX Aspect B2, HKEX KPI B2.1, B2.2, B2.3

The health and safety of our employees are fundamental to the long-term success and sustainability of the Group. Chinlink is firmly committed to complying with all applicable health and safety laws, regulations, and industry standards to ensure a secure and healthy working environment. We strive to uphold these standards with the utmost diligence, placing employee well-being at the core of our operations. To foster a strong safety culture, the Group ensures that all employees are well-informed about their responsibilities in maintaining a safe workplace. This is achieved through the provision of clear guidelines, ongoing training programmes, and appropriate supervision. By equipping our workforce with the necessary knowledge and support, we aim to minimise risks, prevent workplace incidents, and promote a proactive approach to health and safety across all levels of the organisation.

6.2 安全和健康的工作環境

員工的健康與安全是本集團長期成功及可持續發展的基礎。普匯中金堅定致力於遵守所有適用的健康與安全法律、法規及行業標準，以確保安全及健康的工作環境。我們竭力維護該等標準，將員工福祉置於營運核心位置。為培養強健的安全文化，本集團確保全體員工充分意識到其在維護安全工作場所中的責任。此目標透過提供清晰指引、持續培訓課程及適當監督實現。通過為員工配備必要的知識與支持，我們旨在將風險降至最低，預防工作場所事故，並在組織各層級推動積極主動的健康與安全方針。

6 Employment
僱傭

As part of our commitment to workplace safety, the Group conducts regular safety management training sessions for our employees. The fire safety training programme ensures that employees are thoroughly prepared for emergency situations. The objective is to proactively prevent the occurrence of fires and other safety incidents across our operations. The Group also conducts regular inspection and maintenance of escalators, lifts and fire-fighting equipment as well as elevator rescue training to employees. During the Year, there was no occupational injury or work fatality reported.

作為我們對工作場所安全承諾的一部分，本集團定期為員工舉辦安全管理培訓課程。消防安全培訓計劃確保員工為緊急情況做好充分準備。目標是在我們的營運中積極防止火災和其他安全事故的發生。本集團亦定期對自動扶手電梯、升降機和消防設備進行檢查和維修，並為員工提供電梯救援培訓。於本年度，本集團並無收到與工傷或致命事故相關的報告。

		2024/25	2023/24	2022/23
Health and Safety 健康和安全	Total number of work-related fatalities (No. of People)[2] 與工作相關的總死亡人數[2]	0	0	0
	Work-related Injury (Cases) 與工作相關的受傷事件	0	0	0
	Lost Days Due to Work-related Injury (Days) 工傷引致的損失工作天數	0	0	0

[2] *No work-related fatalities have been recorded in the last 3 reporting years.*

[2] *在過去三個報告年度中，沒有與工作相關的死亡事件記錄。*

In recognition of our efforts in maintaining a safe and healthy workspace for our employees, such as improving indoor air quality, water and noise management, ergonomic office equipment, and workplace greening, the Group has been awarded the Eco-Healthy Workplace Label presented by the World Green Organisation (the "WGO") for the ninth consecutive year.

為了表彰我們為維護員工安全健康的工作環境所做的努力，例如改善室內空氣質量、水和噪音管理、人體工程學辦公設備和辦公場所綠化，本集團連續九年榮獲由世界綠色組織頒發的「健康工作間」標誌。

The Group places strong emphasis on employee well-being and is dedicated to fostering a supportive and balanced work environment. During the Year, the Group organised a variety of health-themed employee activities, including hiking trips and spring outings. These initiatives aim to promote physical and mental wellness, strengthen team cohesion, and cultivate a positive and vibrant workplace culture.

本集團高度重視員工福祉，並致力營造互助及平衡的工作環境。於本年度內，本集團舉辦了多項以健康為主題的員工活動，包括行山旅行及春季郊遊。該等舉措旨在促進員工身心健康、增強團隊凝聚力，並培育積極且充滿活力的職場文化。

"Joyful@Healthy Workplace" programme 「好心情@健康工作間」計劃



To create a joyful and healthy working environment, Chinlink joined the "Joyful@Healthy Workplace" programme launched by the Department of Health, Labour Department and the Occupational Safety and Health Council. Chinlink will promote the physical and mental health of its employees in three aspects: "Healthy Eating", "Physical Activity" and "Mental Health".

為創造愉快及健康的工作環境，普匯中金加入了由衛生署、勞工處和職業安全健康局推出的「好心情@健康工作間」計劃。普匯中金將從「健康飲食」、「體能活動」和「精神健康」三個方面促進員工的身心健康。

6.3 Employee Management System

HKEX Aspect B4, HKEX KPI B4.1, B4.2

Chinlink recognises that our employees are the foundation of our long-term success. We are committed to cultivating a diverse, inclusive, and equitable work environment that attracts, develops, and retains top-tier talent. Our employment policies and internal guidelines are designed to uphold fairness and transparency throughout the entire employee lifecycle. These policies, underpinned by a clear Code of Conduct and comprehensive labour standards, reinforce our commitment to employee rights, responsible talent management, and staff well-being.

Diversity, equity, and inclusion are core values embedded in the Group's corporate culture. We are committed to building a workforce that embraces differences in background, perspective, and experience. Our recruitment policy expressly forbids discrimination based on gender, religion, race, disability, family status, or age. Equal opportunities are ensured across all stages of employment, including hiring, training, career development, internal transfers, and promotions.

The Group also adopts a zero-tolerance policy toward child labour and forced labour. We conduct regular reviews and internal audits to ensure full compliance with relevant laws and international standards. During the Year, there were no reported cases or legal actions involving child or forced labour within the Group.

In addition, the Group remained in compliance with applicable employment and labour laws and regulations in areas such as compensation and termination, recruitment and promotion, working hours, rest periods, and employee benefits. All employees are entitled to statutory holidays and standard annual leave. To further promote work-life balance, the Group offers a range of additional paid leave options, including marriage leave, compassionate leave, birthday leave, family care leave, and examination leave.

To strengthen employee engagement and satisfaction, the Group continues to enhance internal communication channels, recognise employee contributions through incentive programmes, and support career advancement through training and development initiatives. These efforts reflect our commitment to fostering a respectful, inclusive, and people-centric workplace.

6.3 僱員管理體系

普匯中金認識到我們的員工是我們長期成功的基礎。我們致力於培養一個多元、包容和公正的工作環境，以吸引、發展及留住頂尖人才。我們的僱傭政策及內部指引旨在於整個員工職業生命周期中維護公平與透明度。該等政策以明確的行為守則及全面的勞工準則為基礎，彰顯我們對員工權益、負責任人才管理及員工福祉的承諾。

多樣性、公平性和包容性是融入本集團企業文化的核心價值。我們致力構建一支擁抱背景、視角及經驗差異的員工團隊。我們的招聘政策明確禁止對性別、宗教、種族、殘疾、家庭狀況或年齡的歧視。我們確保於招聘、培訓、職業發展、內部調配及晉升等所有僱傭階段提供平等機會。

本集團亦對僱用童工及強制勞工採取零容忍政策。我們定期進行檢討及內部審核，以確保全面遵守相關法律及國際準則。於本年度，本集團並無報告涉及僱用童工或強制勞工的案例或法律訴訟。

此外，本集團於薪酬及終止僱傭、招聘及晉升、工作時間、休息時段及員工福利等方面，始終遵守適用的僱傭及勞工法律法規。所有員工均享有法定假期及標準年假。為進一步促進工作與生活平衡，本集團提供一系列額外帶薪休假選擇，包括婚假、恩恤假、生日假、家庭關懷假及考試假。

為加強員工參與度及滿意度，本集團持續優化內部溝通渠道，透過激勵計劃表彰員工貢獻，並藉培訓與發展舉措支持職業晉升。該等努力體現我們致力營造一個受尊重、包容且以人為本的職場環境。

6.4 Training and Development

HKEX Aspect B3, HKEX KPI B3.1, B3.2

The long-term development of our employees is crucial to the continued growth of our business. The Group actively encourages our employees to enrich their industry knowledge and skills, enabling them to advance their careers and contribute to the overall business development of the organisation. To support this, we provide examination leave for employees to participate in exams related to acquiring relevant professional qualifications.

During the Year, our employees participated in various learning and development programmes and seminars in Hong Kong and China to maintain sound skills and knowledge to face the ever-changing market. The total training hours for the Year were 6,618 (2023/24: 6,544 training hours).

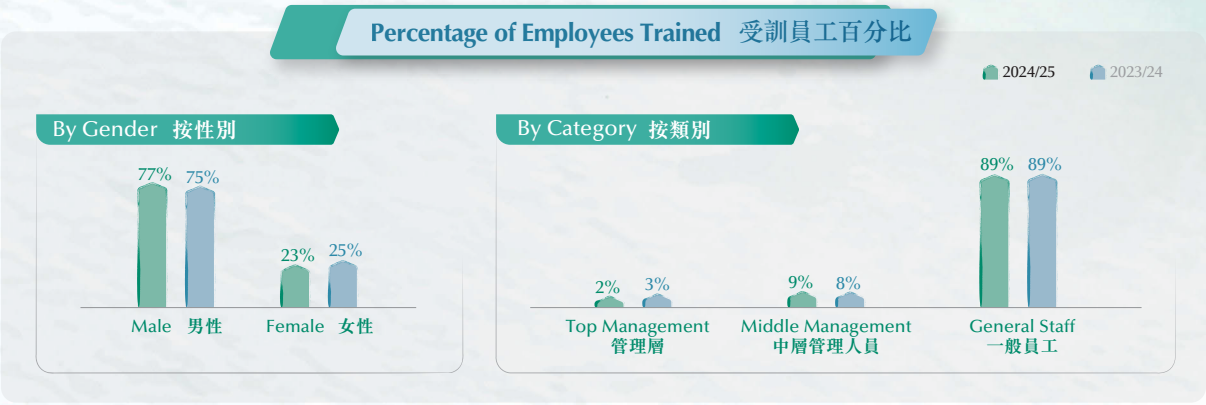
Commercial Complex offered e-commerce training to its employees to assist the tenants in extending their sales channels by leveraging online platforms in the future. Additionally, as a comprehensive financial services provider, Chinlink remains committed to delivering high-quality, professional services. In line with this commitment, employees across different departments regularly engaged in targeted training programmes covering areas such as financial compliance, risk management, customer service, digital transformation, and ESG-related topics. These efforts not only enhance individual competencies but also strengthen the Group's overall capabilities in responding to client needs and industry developments.

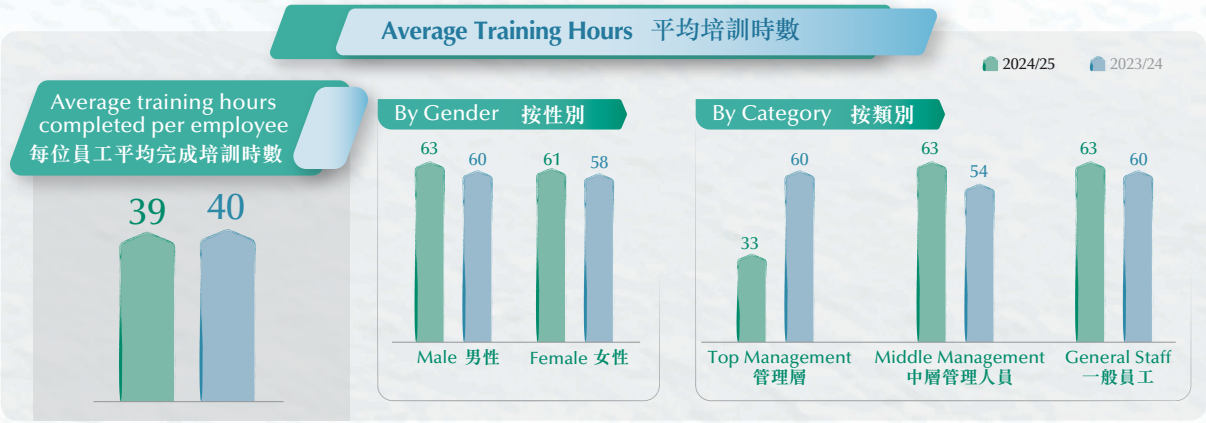
6.4 培訓和發展

員工的長期發展對我們的業務持續增長至關重要。本集團積極鼓勵員工自我增值，學習專業知識和技能，以促進事業發展並為本集團整體業務發展作出貢獻。為此，本集團給予考試假以便員工參加獲取相關專業資格的考試。

於本年度，為了保持良好的技能和知識以面對不斷變化的市場，本集團員工共參與了數個在香港和中國舉行的學習發展活動及研討會。本年度總培訓時數共6,618小時(二零二三／二四年：6,544小時)。

商業大樓為員工提供電子商務培訓，以協助租戶日後利用在線平台擴展其銷售渠道。此外，作為綜合金融服務提供商，普匯中金始終致力於提供高質素專業服務。基於此承諾，不同部門的員工定期參與針對性培訓課程，內容涵蓋金融合規、風險管理、客戶服務、數碼轉型及環境、社會及管治相關議題等範疇。該等工作不僅能提升個人專業能力，亦強化本集團回應客戶需求及行業發展的綜合實力。





6.5 Employer-Employee Relations

HKEX Aspect B1

The Group actively engages with its employees through internal stakeholder surveys and dialogues with management to better understand their needs and concerns.

Chinlink places great emphasis on the well-being of our employees and their families. We have adopted family-friendly employment practices that help our employees achieve a healthy work-life balance and fulfil their family responsibilities.

During the Year, the Group had organised various activities to increase productivity and job satisfaction as well as to encourage team building to enhance team spirit.

6.5 勞資關係

本集團通過內部持份者問卷調查和與管理層的對話與員工積極溝通，以更好地了解他們的需求及關注點。

普匯中金非常重視員工及其家人的福祉。我們採取了家庭友好型僱傭措施，幫助我們的員工實現健康的生活工作平衡，並履行其家庭責任。

於本年度，本集團組織了多項活動，以提高生產力、工作滿意度、及鼓勵團隊建設以增強團隊精神。

Hiking 行山



To foster stronger bonds among employees and promote a healthy work-life balance, the Corporate Headquarters organised a staff hiking activity during the Year. The event was well-received, offering participants an opportunity to unwind in nature, engage in physical exercise, and strengthen interpersonal relrelationships outside of the workplace. Through this activity, the Group aimed to enhance team cohesion, encourage healthy lifestyles, and create a positive and supportive corporate culture.

為促進員工間的緊密聯繫並推動健康的工作與生活平衡，集團總部於本年度舉辦員工行山活動。是次活動反應熱烈，為參與者提供機會於大自然中放鬆、參加體育鍛煉，以及在工作場所以外加強人際關係。透過此活動，本集團旨在增強團隊凝聚力、鼓勵健康生活方式，並營造積極、互助的企業文化。

Spring Outing 春季郊遊



To enrich employees' work-life experience and foster better communication and collaboration among colleagues, the Commercial Complex organised a spring outing during the Year. The event provided staff with an opportunity to enjoy the outdoors, relax, and connect with nature in the refreshing spring season. It also served as a valuable occasion to strengthen interpersonal relationships within teams.

為豐富員工的職場生活體驗，並促進同事間更好的溝通與協作，商業大樓於本年度舉辦春季郊遊活動。是次活動為員工提供機會享受戶外時光、放鬆身心，並在清新的春季與大自然接觸。其亦是加強團隊內部人際關係的寶貴時機。

7 Partners 合作夥伴

7.1 Protect Customers' Privacy

HKEX Aspect B6, | HKEX KPI B6.5

The Group places the utmost importance on protecting the privacy and personal data of all individuals. As such, we have strict restrictions on the use of any data collected. Furthermore, employees are prohibited from disclosing any confidential information related to the Group's operations. To prevent data leakage and misuse, only authorised personnel are granted access to relevant data. This ensures that employees cannot benefit or create conflicts of interest with the Group. During the Year, the Group has ensured full compliance with all applicable local laws and regulations.

Data Protection Policy

The Group has established procedures to ensure that there is a lawful collection of personal data and that customers are informed of their rights and the purpose of using their data. While ensuring data security, the use of personal data is restricted to only employees who need it.

7.2 Responsible Procurement

HKEX Aspect B5, | HKEX KPI B5.1, B5.2, B5.3, B5.4

The Group places a high priority on managing the business risks within our supply chain, with a particular focus on the Commercial Complex operations that engage in wholesale distribution and retail shopping centres. With a view to prudently selecting quality suppliers and ensuring the delivery of high-quality products and services, the Commercial Complex has established a robust supply chain management policy in supplier-oriented business units. To maintain the continuity of a sustainable supply chain, the Group is considering the expansion of the evaluation of environmental and social performance to manage and mitigate risks that may impact operational efficiency.

The Group places strong emphasis on supply chain risk management, recognising it as a key component of responsible and sustainable business operations. To ensure quality and reliability, potential suppliers undergo a thorough evaluation process based on multiple criteria, including product quality, pricing competitiveness, service efficiency, and after-sales support.

In alignment with our commitment to sustainability, the Group also integrates ESG risk assessment into its supplier selection process. This includes reviewing suppliers' business integrity, environmental impact, and labour practices through document verification and relevant disclosures. Suppliers that fail to meet our standards are provided with constructive feedback aimed at enhancing their ESG performance and may be re-evaluated in the subsequent year upon implementing improvements.

7.1 保護客戶私隱

本集團非常重視保護所有個人的私隱和個人資料。因此，我們對使用任何收集的資料設有嚴格限制。此外，禁止員工洩露與本集團營運有關的任何機密資料。為防止數據洩露和濫用，只有經過授權的人員才能使用相關資料。此舉確保員工不會從本集團中獲利或與本集團產生利益衝突。於本年度，本集團已確保全面遵守當地所有適用法律及法規。

資料保護政策

本集團已制定程序以確保合法收集客戶個人資料，並告知當事人其權利及使用其資料的目的。在保證資料安全的同時，個人資料的使用亦僅限於有需要的員工。

7.2 盡責採購

本集團高度重視管理我們供應鏈中的業務風險，特別關注從事批發分銷和零售購物中心的商業大樓營運。為謹慎地選擇優質供應商，確保提供高質量的產品和服務，商業大樓已在有供應商需求的業務部門制定健全的供應鏈管理政策。本集團正考慮擴大評估其環境和社會績效以作管理和減低影響營運效率的相關風險，以維持可持續供應鏈之連續性。

本集團高度重視供應鏈風險管理，將其視為負責任且可持續業務營運的關鍵組成部分。為確保質量與可靠性，潛在供應商需基於多項準則經歷全面評估，包括產品質量、價格競爭力、服務效率及售後支持等。

為履行我們對可持續發展的承諾，本集團亦將環境、社會及管治風險評估納入其供應商遴選流程。其包括通過文件驗證和相關披露審查供應商的商業誠信、環境影響及勞工慣例。對於不符合我們標準的供應商，我們將提供建設性的反饋意見，旨在提高其環境、社會及管治表現，並可能在實施改進後的下一年度獲重新評估。

During the Year, the Group maintained business relationships with a total of 58 suppliers across various sectors. In addition to routine evaluations, the Group strives to build long-term partnerships with responsible suppliers, encouraging the adoption of sustainable practices throughout the supply chain. Looking forward, we will continue to strengthen supplier engagement and monitoring mechanisms to reduce potential risks and support the overall sustainability goals of the Group.

於本年度，本集團與不同行業的合共58家供應商維持業務關係。除常規評估外，本集團努力與負責任的供應商建立長期合作夥伴關係，推動整個供應鏈採納可持續慣例。展望未來，我們將持續強化與供應商的互動及監測機制，以降低潛在風險，並支持本集團的整體可持續發展目標。

	China 中國	Hong Kong 香港
Total Number of Suppliers 供應商總數	20	38
Percentage 百分比	34%	66%

7.3 Responsible Operation

HKEX Aspect B6, HKEX KPI B6.2, B6.3, B6.4

Chinlink views the delivery of high-quality products and services as a cornerstone of its corporate reputation and a key driver of sustained business growth. The Group is committed to full compliance with all applicable laws and regulations, while upholding strict customer service standards to ensure excellence and satisfaction. These service standards are thoughtfully aligned with the specific requirements of the industries in which we operate and are subject to regular review and enhancement. This ensures that our practices remain in line with the latest regulatory developments and industry's best practices.

Our Commercial Complex has a long-standing reputation for providing its shoppers with high-quality brands and products. All brands or potential tenants of the Commercial Complex are subject to a rigorous assessment, as outlined in the brand entering policy. Potential tenants are requested to submit supporting documents, including business licences, authorisation documents of brand management, product quality report, product information and trademark registration certificates. The Commercial Complex has also implemented guidelines to monitor tenants' shop renovations to ensure minimal impact of the renovation on other tenants and shoppers. In terms of product quality, the Commercial Complex has established high standards to acquire brand names that supply high-quality and authentic goods. Those requirements include:

- All entering brands shall comply with the national and industrial quality standards; and
- No false advertisement shall be published.

7.3 盡責的營運

普匯中金將提供優質的產品和服務視作公司信譽的基石和業務持續增長的關鍵驅動因素。本集團承諾全面遵守所有適用法律法規，同時恪守嚴格的客戶服務標準，以確保卓越表現和客戶滿意度。該等服務標準經精心設計，與我們所處行業的具體要求相符，並會定期接受檢討及優化。此舉確保我們的實踐與最新監管發展及行業最佳慣例保持一致。

我們的商業大樓享有悠久的聲譽，一直向客戶提供優質的品牌和產品。所有商業大樓的品牌或潛在租戶均需按照品牌入駐管理制度中的規定進行嚴格的評估。潛在租戶需提交證明文件，包括營業執照、品牌管理授權文件、產品質量報告、產品資料和商標註冊證書。為確保將裝修工程對其他租戶和顧客的影響減至最低，商業大樓亦實施指引監察租戶的商店裝修工程。在質量方面，商業大樓已向品牌訂立高度標準以確保引入商業大樓的品牌能提供優質及正版貨品，當中包括：

- 所有進駐品牌均需符合國家和行業質量標準；和
- 不得發佈虛假廣告。

Furthermore, to maintain consistently high product quality, the Commercial Complex requires its tenants to report any planned changes to the brands carried in their shops prior to making any actual changes. Any modifications must receive prior approval. The Commercial Complex actively monitors updates related to tenants' brand portfolios, operational activities, and brand transfers to maintain alignment with its quality standards. The Operations Department plays a key role in this process by tracking and compiling any identified changes, which are then reported to management for review. These procedures help ensure that the Commercial Complex continues to deliver consistent, high-quality products and services, effectively meeting the expectations of both tenants and shoppers.

The Commercial Complex is dedicated to providing customers with an enjoyable shopping experience. Regular cleaning of the shopping centre and provision of guidelines and training on customer service standards to employees are part of the efforts to provide a clean and tidy shopping environment for customers.

At the same time, the Commercial Complex aims at enabling merchants to fully understand the content of property services in shopping malls, enhance communication and exchanges between merchants and shopping malls, strengthen property service quality, improve property service quality and merchant satisfaction. Through the organisation of seminars, it collected merchants' opinions, so as to improve the quality of property service in an all-round way.

After-sales service is a vital component of our business, playing a key role in building customer trust and fostering long-term relationships. The Commercial Complex acknowledges the importance of delivering exceptional after-sales support to enhance service quality and boost customer satisfaction. During the Year, the Commercial Complex organised specialised training sessions for its staff to equip them with the skills and knowledge needed to offer professional and effective assistance to customers.

The Group values open communication with customers and actively solicits feedback to drive service excellence. Customer complaints are treated not only with seriousness but also as valuable opportunities for continuous improvement. The Commercial Complex interacts with customers through communication channels such as customer hotlines and has established complaint handling guidelines for handling complaints in a systematic and efficient manner. Any complaints received would be redirected to the relevant department, and the designated point of contact would arrange a follow-up meeting with the customers who filed the complaint to jointly establish a responsive timeframe. During the timeframe, the relevant departments shall put forward responsive measures and deliberately communicate with clients to ensure that their complaints are properly resolved.

此外，商業大樓要求租戶在對店內陳列之品牌進行任何實際更改前需先進行申報，方可按規劃改動，以保持一貫的高產品質量。任何修改必須事先獲得批准。商業大樓積極監控與租戶品牌組合、經營活動及品牌轉讓相關的更新，以維持與其質量標準的一致性。營運部在此過程中發揮關鍵作用，負責跟蹤及彙編任何識別出的變動，隨後提交予管理層審核。該等程序有助確保商業大樓持續提供一致的高質量產品及服務，有效滿足租戶及消費者的預期。

商業大樓致力為客戶提供良好的購物體驗。定期為購物中心進行清潔，並向員工提供客戶服務標準的指引和培訓，是為顧客提供整潔購物環境的努力一部分。

同時，商業大樓旨在使商戶全面了解商場物業服務內容，增進商戶與商場之間的溝通與交流，強化物業服務品質，提高物業服務水準及商戶滿意度。通過組織討論會，了解商戶意見，做到物業服務品質的全面提升。

售後服務是我們業務的重要組成部分，在建立客戶信任及促進長期關係方面發揮關鍵作用。商業大樓深知提供卓越售後支持對提升服務質量及增強客戶滿意度的重要性。於本年度，商業大樓為員工舉辦專業培訓課程，使其具備所需技能與知識，從而為客戶提供專業且有效的協助。

本集團重視與客戶的開放式溝通，並積極徵求反饋意見以推動卓越服務。客戶投訴不僅受到嚴肅對待，更被視為持續改進的寶貴機會。商業大樓透過客戶服務熱線等溝通渠道與客戶互動，亦製定了投訴處理指引，以有系統和高效的方式處理投訴。收到的任何投訴將被轉至到相關部門，指定的負責人會安排與提出投訴的客戶進行跟進會面，並共同訂立雙方滿意的期限來處理投訴。有關部門會於其期限內提出應對措施並積極地與客戶溝通，以確保客戶的投訴得到妥善處理。



Additionally, as a comprehensive financial services provider, Chinlink is firmly committed to operating responsibly while supporting the development of SME. Recognising the unique challenges SMEs face, the Group delivers customised and professional financial solutions that help enhance their financial health, facilitate access to capital, and promote long-term business sustainability.

The Group adheres to a high standard of corporate ethics and risk management in its financial services, ensuring that all operations are fully compliant with applicable regulations, including anti-money laundering, know-your-customer, and data privacy requirements. Our financial professionals are trained regularly to stay abreast of market changes and regulatory updates, ensuring that clients receive transparent, responsible, and risk-informed financial advice.

During the Year, there was no complaint received concerning product quality or services.

Protecting Intellectual Properties Rights

The Group respects the importance of intellectual property rights in its operations. The Group maintains a list of intellectual information in its daily business activities. To ensure that no intellectual property rights are infringed, the Commercial Complex conducts regular reviews of the products sold at the locations. The Group did not encounter any major violations of relevant laws and regulations related to privacy and intellectual property rights during the Year. Chinlink is currently developing a group-wide policy for the protection and safeguarding of intellectual rights to further enhance our resilience and protection for intellectual rights from our operations.

7.4 Caring for Community

HKEX Aspect B8, | HKEX KPI B8.1, B8.2

The Group's Corporate Social Responsibility (the "**CSR**") Committee actively engages in community development through volunteer services and actively participates in social enterprise collaborations. The Group hopes to help those in need and create a positive social impact in the community by leveraging our business strengths and resources. In the future, the Group will continue to fulfil our corporate social responsibility to care for the community.

此外，作為綜合金融服務提供商，普匯中金堅定致力於以負責任的方式營運，同時支持中小企業的發展。鑒於中小企業面臨的獨特挑戰，本集團提供定製及專業的金融解決方案，協助改善其財務狀況、促進融資渠道，並推動業務長期可持續發展。

本集團於金融服務中堅守高標準的企業道德及風險管理，確保所有業務全面遵守適用規例，包括反洗黑錢、了解你的客戶及數據私隱要求。我們的金融專業人員定期接受培訓，以緊跟市場變化及監管更新，確保客戶獲得透明、負責任及風險知情的金融建議。

於本年度，本集團並無收到關於產品品質或服務的投訴。

保障知識產權

本集團尊重知識產權在營運中的重要性。本集團在其日常業務活動中保留一份知識資訊清單。為確保產品的知識產權沒有受到侵犯，商業大樓對在該地點銷售的產品進行定期審查。本年度，本集團未發生任何重大違反隱私及知識產權相關法律法規的事件。普匯中金目前正在製定一項全集團適用的知識產權保護和保障政策以進一步增強集團的業務韌性和對知識產權的保護。

7.4 關懷社區

本集團的企業社會責任(「**企業社會責任**」)委員會通過義工服務積極支持社區發展並參與社會企業合作。本集團希望利用業務優勢和資源幫助有需要人士，為社區創造正面的社會影響。日後，本集團將繼續履行企業社會責任，關愛社會。

Community Services and Donations 社區服務和捐贈

Food for Fun Volunteer Service 食得滿FUN計劃義工服務



The Chinlink Corporate Volunteer Service Team participated once again in the "Food for Fun Volunteer Service" organised by the New Life Psychiatric Rehabilitation Association, demonstrating the Group's continued commitment to community engagement and social inclusion. The initiative aimed to raise public awareness about food waste reduction and promote the responsible redistribution of surplus food. During the event, volunteers distributed surplus food to individuals and families experiencing food insecurity, contributing to a more caring and sustainable community.

普匯中金企業義工隊再次參與由新生精神康復會舉辦的「食得滿FUN計劃義工服務」，彰顯本集團對社區參與和社會共融的持續承諾。該倡議旨在提高公眾對減少廚餘的認識，並促進負責任地重新分配剩餘食物。在活動期間，義工隊將剩餘食物分發給食物短缺的個人及家庭，為建設更具愛心及可持續發展的社區作出貢獻。

Nurturing the Next Generation 培養下一代



The Commercial Complex has continued to actively engage in public welfare and charitable initiatives. Throughout the year, the Complex organised a donation campaign, offering essential supplies such as clothing, educational materials, stationery, and toys to children and youth in need. These efforts aim not only to support the physical and educational needs of underprivileged children but also to spread compassion and inspire greater community involvement in promoting child welfare.

By nurturing a caring and inclusive environment, the Group seeks to contribute to the healthy, happy, and well-rounded development of the next generation. These initiatives align with the Group's commitment to SDG 4: Quality Education by supporting access to learning resources.

商業大樓持續積極參與公益及慈善項目。年內，商業大樓舉辦捐贈活動，向有需要的兒童及青少年捐贈衣物、教育資料、文具及玩具等生活必需品。該等努力不僅旨在支援貧困兒童的物質及教育需求，亦希望傳遞愛心，並激勵更多社區力量參與推動兒童福利事業。

透過營造關愛及包容的環境，本集團致力促進下一代的健康、快樂及全面發展。該等計劃與本集團支持可持續發展目標第4項「優質教育」的承諾一致，旨在協助兒童獲取學習資源。

8 Environment and Climate 環境和氣候

8.1 Environmental Policy

HKEX Aspect A1, A2, A3, | HKEX KPI A1.5, A1.6, A2.3, A2.4, A3.1

Minimising environmental impact across all aspects of our operations remains a core commitment of the Group. To uphold this commitment, we have implemented a set of comprehensive environmental policies covering key areas such as greenhouse gas (GHG) emissions control, wastewater management, and waste reduction. These policies are designed to ensure full compliance with all applicable environmental laws, regulations, and industry standards, while also encouraging continuous improvement in environmental performance.

In line with our sustainability objectives, the Group has adopted a Green Office Policy that outlines best practices for enhancing energy efficiency, optimising waste disposal, and promoting responsible use of natural resources. This policy not only aims to reduce our environmental footprint but also fosters greater environmental awareness among employees and helps control operational costs. During the Year, the Group continues to work towards the following environmental targets, to help it accomplish its sustainable goals and aspirations.

8.1 環境政策

在營運的各個方面盡量減少對環境的影響仍然是本集團的核心承諾。為履行該承諾，我們已實施一套全面的環境政策，涵蓋溫室氣體排放控制、廢水管理和減少廢棄物等關鍵領域。該等政策旨在確保全面遵守所有適用的環境法律、法規及行業標準，同時亦鼓勵持續改進環境表現。

為配合我們的可持續發展目標，本集團已採納綠色辦公室政策，其中概述提高能源效率、優化廢棄物處理和促進負責任地使用自然資源的最佳實踐。該政策不僅旨在減少我們的環境足跡，亦提高了員工的環保意識，並有助於控制營運成本。於本年度，本集團繼續向以下環境目標努力，以實現其可持續發展目標和願望。

Emission Reduction and Energy Use Efficiency 減排和能源效率

- Maintain or reduce energy consumption in buildings/offices
  維持或減少建築物／辦公室的能源消耗
- Use of electronic equipment with energy-efficient labels in buildings/offices
  在建築物／辦公室使用有節能標籤的電子設備
- Develop and implement energy management policy
  制定和實施能源管理政策

Waste Reduction 減少廢棄物

- Maintain or reduce paper usage in buildings/offices
  維持或減少建築物／辦公室的紙張使用量
- Purchase of printing paper from sustainable sources (i.e., Forest Stewardship Scheme (FSC) products) in offices
  公司採購從可持續來源(即被森林管理計劃(FSC)認可的產品)的紙品
- Develop and implement waste management policy to further minimise waste production
  制定和實施廢棄物管理政策，以進一步減少產生廢棄物

Water Efficiency 用水效益

- Maintain or reduce water consumption in buildings/offices
  維持或減少建築物／辦公室的用水量
- Use of certified waste-saving equipment in buildings/offices
  在建築物／辦公室使用經認證的節水設備
- Develop and implement water management plan
  制定和實施用水管理計劃

During the Year, the Group proactively implemented a series of targeted measures to advance its environmental objectives and reduce its operational footprint. Key initiatives undertaken included:

- Conducting comprehensive energy budget management and financial analysis to monitor and optimise energy consumption across operations;
- Promoting a paperless office environment, along with awareness campaigns to encourage energy conservation and reduce food waste;
- Upgrading lighting systems with energy-efficient LED fixtures, maintaining proper ventilation, and implementing temperature monitoring and control protocols within the Commercial Complex to improve energy efficiency;

於本年度，本集團積極實施一系列針對性措施，以推進其環保目標及減少其營運足跡。採取的主要舉措包括：

- 進行全面的能源預算管理及財務分析，以監控及優化各項業務的能源消耗；
- 推動無紙化辦公環境，並開展宣傳活動，鼓勵節能及減少食物浪費；
- 用節能LED燈具升級照明系統，維持適當通風，並在商業大樓內實施溫度監測與控制方案，以提升能源效率；

- Recycling waste materials, encouraging the reuse of durable office supplies and resources to extend their lifecycle and minimise waste generation; and
- Enhancing workplace greenery by placing indoor plants in offices, which not only improves air quality but also contributes to employee well-being and a healthier work environment.

The Group continues to optimise resource utilisation by adopting effective environmental protection practices. We are committed to regularly reviewing our environmental goals and refining our action plans to ensure ongoing improvement. Moving forward, the Group will explore the integration of smart technologies and renewable energy solutions to further enhance our sustainability performance and align with global climate action efforts.

8.2 Energy Consumption and Greenhouse Gas Emissions

HKEX Aspect A1, A2, | HKEX KPI A1.2, A1.5, A2.1, A2.3

The Group recognises that energy consumption is a major contributor to its greenhouse gas (GHG) emissions and is therefore a key focus in its environmental sustainability efforts. To achieve its carbon reduction goals, the Group aims to maintain current energy consumption and GHG emission levels in the short term while actively planning for gradual reductions over the long term.

In alignment with its environmental targets, the Group is committed to enhancing overall energy efficiency and has implemented a variety of energy-saving initiatives during the Year, including:

- Installing multi-zone lighting control systems to optimise electricity use based on occupancy and natural daylight;
- Turning off lights, air conditioning units, and office equipment such as computers when not in use, especially in meeting rooms and outside office hours;
- Reducing standby power consumption by encouraging employees to fully power down unused appliances and using smart plugs or timers;
- Maximising the use of natural daylight through office layout optimisation and use of translucent materials to reduce reliance on artificial lighting;
- Upgrading to energy-efficient air conditioning and LED lighting systems, phasing out older, high-energy-consuming equipment;

- 回收廢棄物料，鼓勵重複使用耐用辦公用品及資源，以延長其使用周期及盡量減少廢棄物產生；及
- 透過在辦公室擺放室內植物增強工作場所綠化，此舉不僅改善空氣質量，亦促進員工福祉及營造更健康的工作環境。

本集團持續透過採納有效的環境保護措常規優化資源利用。我們致力定期檢討環境目標並精進行動計劃，以確保持續改善。展望未來，本集團將探索整合智能技術與可再生能源解決方案，以進一步提升可持續發展表現，並配合全球氣候行動工作。

8.2 能源消耗與溫室氣體排放

本集團明白能源消耗是其溫室氣體(GHG)排放的主要來源，因此將其列為環境可持續發展工作的重點。為達成減碳目標，本集團力求在短期內維持現有能源消耗及溫室氣體排放水平，同時積極規劃長期逐步減排。

為達致其環境目標，本集團致力提升整體能源效率，並於本年度推行多項節能措施，包括：

- 安裝多區域照明控制系統，以按佔用情況及自然光條件優化用電；
- 關閉不使用的燈具、冷氣機及電腦等辦公設備，尤其在會議室及辦公時間以外；
- 鼓勵員工完全關閉閒置電器及使用智能插頭或定時器，以減少待機電力消耗；
- 透過辦公室佈局優化及使用透光材料，最大限度利用自然光，以降低對人工照明的依賴；
- 升級至節能冷氣及LED照明系統，逐步淘汰舊式高耗能設備；

- Promoting the use of energy-efficient appliances and equipment, ensuring that new purchases meet environmental and energy efficiency standards;
- Conducting regular maintenance and servicing of equipment to ensure optimal operation and prevent energy wastage; and
- Encouraging employee participation in energy conservation through training and awareness campaigns to foster a culture of sustainability.

- 推廣使用節能電器及設備，確保新採購產品符合環境及能效標準；
- 定期對設備進行維護保養，以確保其高效運轉並防止能源浪費；及
- 透過培訓及宣傳活動鼓勵員工參與節能，以培養可持續發展文化。

The major energy consumption of the Group was electricity use, which is supplied by the local power companies. Other energy consumption includes petrol and diesel use from the Group's vehicles.

本集團的主要能源消耗是日常辦公用電，由當地電力公司供電。另一能源消耗則來自本集團車輛的汽油和柴油燃料使用。

Overview of Energy Consumption 能源消耗概覽	Unit 單位	2024/25	2023/24
Electricity Consumption 耗電量	'000 kWh 千個千瓦時	10,148	9,678
Petrol 汽油	'000 kWh 千個千瓦時	68	77
Diesel 柴油	'000 kWh 千個千瓦時	7	20
Total Energy Consumption Intensity in Gross Floor Area ("GFA")[3] 以樓面面積(「樓面面積」)計算之總能源消耗密度[3]	'000 kWh/m^2 千個千瓦時／平方米	0.029	0.036

3 *During the Year, the Gross Floor Area utilised by the Group amounted to 347,161.96 m^2 (2023/24: 271,527.78m^2).*

3 *於本年度，本集團使用的總樓面面積為347,161.96平方米(二零二三年／二四年：271,527.78平方米)。*

The primary activities that contribute to direct and indirect GHG emissions for the Group are electricity use for daily office operations and fuel consumption for vehicles. The Group will continuously explore feasible strategies to encourage energy conservation and reduce GHG emissions.

導致本集團直接和間接溫室氣體排放的主要活動是日常營運中的用電量和車輛燃料消耗。本集團將持續探索可行的策略以鼓勵節約能源並減少溫室氣體排放。

Overview of GHG Emission 溫室氣體排放概覽	Unit 單位	2024/25	2023/24
Scope 1: Direct GHG Emissions 範圍1：直接溫室氣體排放	Tonnes of CO_2 equivalent ("tCO_2e") 公噸二氧化碳當量(「公噸二氧化碳當量」)	20.5	26.3
Scope 2: Indirect GHG Emissions[4] 範圍2：間接溫室氣體排放[4]	tCO_2e 公噸二氧化碳當量	6,296.7	5,520.4
Total GHG Emission 總溫室氣體排放	tCO_2e 公噸二氧化碳當量	6,317.2	5,546.7
Total GHG Emission Intensity in GFA 以樓面面積計算之總溫室氣體排放密度	tCO_2e/m^2 公噸二氧化碳當量／平方米	0.018	0.041

4 *The emission factor of China-based operations adopted the average national grid emission factor in 2023 issued by the Ministry of Ecology and Environment of China. The emissions factor of Hong Kong-based operations was derived from the latest sustainability report published by Hong Kong Electric Investments.*

4 *中國營運的排放因子採用中國生態環境部發佈的二零二三年度全國電網平均排放因子。香港營運的排放因子源自港燈電力投資發佈的最新可持續發展報告。*

8.3 Water Consumption

The Group remains deeply committed to responsible water resource management, recognising the growing global concern over water scarcity. To promote sustainable water usage across its operations, the Group has implemented a range of efficiency-enhancing measures designed to reduce water consumption while maintaining operational effectiveness. These measures include:

- Implementing a routine inspection and maintenance programme to ensure the proper functioning of water supply and drainage systems, promptly identify and repair any leaks, and extend the service life of plumbing infrastructure;
- Installing sensor-activated, water-efficient faucets and low-flow fixtures in office and commercial areas to significantly reduce unnecessary water usage during daily operations; and
- Promoting a water-saving culture among employees and tenants through awareness campaigns, educational materials, and signage in common areas to encourage responsible water use.

8.3 耗水量

本集團認識到全球對水資源短缺的關注，堅定致力於負責任的水資源管理。為推動業務營運全過程的可持續用水，本集團已實施一系列效率提升措施，旨在降低用水量，並同時維持營運效能。該等措施包括：

- 推行常規檢查及維護計劃，以確保供排水系統正常運作，及時識別及修復任何漏水問題，並延長管道基礎設施的使用壽命；
- 在辦公及商業區域安裝感應式節水水龍頭及低流量裝置，以大幅減少日常營運中的不必要用水；及
- 透過宣傳活動、教育資料及公共區域的標示，在員工及租戶中推廣節水文化，以鼓勵負責任的用水行為。

The water used in the Group's properties and business operations is primarily sourced from government or municipal water utility providers, except for Chinlink · Worldport, which utilises water from well pumping. The Group complied with all applicable laws and regulations and did not encounter any significant issues in water sourcing during the Year.

本集團物業和業務營運的用水主要來自政府或市政用水供應商，惟普匯中金•世界港使用井水除外。於本年度，本集團在水資源採購方面並無遇到重大問題，並遵守所有相關法律法規。

Overview of Water Consumption 耗水量概覽	Unit 單位	2024/25	2023/24
Total Water Consumption 總耗水量	m^3 立方米	66,383	55,472
Water Consumption Intensity in GFA 以樓面面積計算之耗水密度	m^3/m^2 立方米／平方米	0.191	0.205

8.4 Waste Management

The Group is committed to sustainable waste management by reducing, reusing and recycling useful materials. The Group has identified that only non-hazardous waste was generated from the daily operations, including paper, cans and bottles.

The Group enhanced the paperless operation implementation at its offices during the Year. In line with the Group's electronic communication policy, employees are encouraged to utilise email and digital office systems for day-to-day communications, with the aim of minimising paper waste. To avoid paper overuse, EZ Charger Express is installed on the photocopier to monitor the usage of paper, and all users have to swipe their cards to log in and proceed with the actions of copying/printing/scanning, etc. Once they log in to the system, the screen will only display their own print jobs, and users will be able to change the settings (i.e., colour, quantity, paper tray, print side). The EZ Charger Express can show the print preview and even delete documents that are mistakenly sent to print to reduce paper consumption. Furthermore, the Corporate Headquarters maintained its support for the recycling sector during the year by procuring environmentally friendly products made entirely from bamboo, including recycled paper, paper hand towels, and facial tissues. To enhance the effectiveness of waste management, the Corporate Headquarters office also recycles coffee capsules and arranges for the vendor to collect them bi-weekly.

8.4 廢棄物管理

本集團致力於通過減少、再利用和回收有用材料來實現可持續廢棄物管理。本集團已確認日常營運中只產生無害廢棄物，包括紙張、罐及瓶。

於本年度，本集團加強推行辦公室無紙化營運。根據本集團電子通訊政策中的規定，鼓勵員工使用電子郵件和數字化辦公系統進行日常通訊，以盡量減少紙張浪費。為避免過度使用紙張，複印機上安裝了EZ Charger Express以監控紙張使用情況，所有用戶都必須刷卡登錄才能進行複印／打印／掃描等操作。一旦他們登錄系統，屏幕將只顯示他們自己的打印作業，用戶將能夠更改設置(即顏色、數量、紙盤、打印面)。EZ Charger Express可以顯示打印預覽，甚至可以刪除錯誤發送打印的文檔以減少用紙量。此外，於本年度，集團總部繼續通過採購完全以竹子製成的回收紙、紙巾和面紙等環保產品，以支持回收行業。為提高廢棄物管理的效率，集團總部辦公室亦進行咖啡膠囊回收並安排供應商每兩週收集一次。

Overview of Non-Hazardous Waste Generation 無害廢棄物產生量概覽	Unit 單位	2024/25	2023/24
Total Non-Hazardous Waste 無害廢棄物總量	kg 千克	1,604	1,344
Total Non-Hazardous Waste Generation Intensity in GFA 以樓面面積計算之無害廢棄物總量密度	kg/m² 千克／平方米	0.005	0.005

The Group places a strong focus on the adoption of effective waste disposal practices to comply with all applicable laws and regulations. To evaluate the effectiveness of its waste reduction efforts and assess performance, the Group will proactively explore ways to establish recycling data collection systems and disclose the relevant data in the future.

本集團非常重視採用有效的廢棄物處置措施，以遵守所有適用法律和法規。為評估減廢工作的成效及評估其績效，本集團會積極探索方法來建立回收數據收集系統及在將來披露相關數據。

8.5 Climate Risk Management

HKEX Aspect A4, HKEX KPI A4.1

At Chinlink, we recognise that climate change poses a growing and multifaceted risk to global economic stability and operational resilience across industries. While climate change has not been identified as a material risk in the short to medium term for our Group, we remain proactive in identifying and mitigating both physical and transition climate-related risks in alignment with the recommendations of the TCFD.

Managing Physical Climate Change Risks

As climate volatility intensifies, risks such as extreme heatwaves, typhoons, heavy rainfall, and flooding could pose physical threats to our infrastructure and operations. Chinlink has conducted a preliminary assessment of climate-sensitive assets, including exposed electrical systems, surveillance equipment, outdoor infrastructure, and structural components of investment properties. These risks could result in temporary service disruption, increased maintenance costs, and asset damage.

To mitigate these risks, we are enhancing building resilience through improvements in waterproofing and drainage systems, regular structural inspections, and reinforcement of external facilities. Furthermore, the Group is developing a climate emergency preparedness protocol to ensure continuity of operations and staff safety during extreme weather events.

Addressing Transition Climate Risks

The global shift toward a low-carbon economy is expected to trigger regulatory tightening, increased disclosure requirements, and evolving stakeholder expectations. These transition risks may impact our compliance burden and operational costs. To address these risks, Chinlink has taken steps to:

- Monitor regulatory developments in Hong Kong and China concerning carbon emissions, sustainable finance, and environmental disclosures;
- Seek expert advice and external assurance on ESG-related compliance and climate risk assessment;
- Promote low-carbon initiatives across our supply chain and property portfolio, such as green procurement, use of renewable materials, and digitalisation to reduce resource consumption; and
- Explore energy-efficient retrofitting solutions and sustainable building certifications to future-proof our properties.

8.5 氣候風險管理

在普匯中金，我們明白氣候變化對全球經濟穩定及各行業經營韌性構成日漸多元的風險。雖然氣候變化尚未被識別為本集團中短期的重大風險，但我們仍積極主動根據TCFD的建議，識別及緩解與氣候相關的物理風險及轉型風險。

管理物理氣候變化風險

隨著氣候波動加劇，極端熱浪、颱風、強降雨和洪水等風險可能會對我們的基礎設施及營運構成物理威脅。普匯中金已對氣候敏感資產進行初步評估，包括外露的電氣系統、監控設備、戶外基礎設施及投資物業的結構組件。該等風險可能導致臨時服務中斷、維護成本增加及資產損壞。

為降低該等風險，我們通過改進防水及排水系統、定期結構檢查及加固外部設施增強建築物的抵禦能力。此外，本集團正制定氣候緊急應變方案，確保在極端天氣事件期間業務持續運作及員工安全。

應對轉型氣候風險

全球向低碳經濟轉型預計將引致監管收緊、披露要求增加及持份者預期不斷演變。該等轉型風險可能影響我們的合規負擔及營運成本。為應對該等風險，普匯中金已採取以下措施：

- 監控香港及中國有關碳排放、可持續金融及環境披露的監管發展；
- 就環境、社會及管治相關合規及氣候風險評估尋求專業意見及外部鑒證；
- 於供應鏈及物業組合中推廣低碳措施，例如綠色採購、使用可再生材料及數字化，以減少資源消耗；及
- 探索節能改造方案及可持續建築認證，使我們的物業具備未來適應能力。

We are also exploring the integration of scenario analysis into our risk management framework, helping us to better understand the long-term financial implications of different climate pathways. These efforts not only help us address risks but also position the Group to capture opportunities arising from green finance, energy innovation, and shifting market preferences.

By taking a proactive and systematic approach to climate resilience, Chinlink is committed to safeguarding its business continuity while contributing to a more sustainable future.

我們亦正探索將情境分析納入風險管理框架，以協助我們更深入理解不同氣候路徑的長期財務影響。該等工作不僅幫助我們應對風險，更讓本集團能夠把握綠色金融、能源創新及市場偏好轉變帶來的機遇。

透過採取積極及系統化的方法提高氣候適應能力，普匯中金致力於維護其業務連續性，同時為更可持續的未來作出貢獻。



9 Awards and Recognitions
獎項與表彰

External awards and recognition are the benchmark of the success of the Group's unwavering dedication to corporate social responsibility and sustainable business practices.

外界的獎項與表彰是本集團堅定地致力於企業社會責任和可持續經營實踐的成功基準。

Awards & Recognition 獎項與表彰	Highlights 要點	Logo 標誌
10 Years Plus Caring Company **10年Plus商界展關懷**	The Group was awarded the Caring Company Logo by the Hong Kong Council of Social Service for the eleventh consecutive year, in recognition of its continuous dedication to fostering a caring corporate culture. This prestigious acknowledgement reflects the Group's sustained efforts in promoting employee well-being, engaging in meaningful community outreach, and supporting environmental stewardship. The award further affirms the Group's commitment to fulfilling its social responsibilities and creating long-term value for stakeholders and society. 本集團連續第十一年獲得香港社會服務聯會頒發的商界展關懷標誌，以表彰其對培養愛心企業文化的持續努力。此享有盛譽的認可反映本集團在促進員工福祉、推動有意義的社區參與及支持環境管理方面的持續努力。該獎項進一步肯定了本集團履行社會責任以及為持份者及社會創造長遠價值的承諾。	10 years+ 商界展關懷 caringcompany Awarded by The Hong Kong Council of Social Service 香港社會服務聯會頒發
Green Office 5+ and Eco-Health Workplace **綠色辦公室5+和健康工作間**	In recognition of our continued commitment to environmental sustainability and employee well-being, the Group participated in the Green Office Award Labelling Scheme organised by the WGO for the ninth consecutive year. The Group was awarded both the Green Office 5+ Label and the Eco-Healthy Workplace Label, acknowledging our consistent efforts in implementing eco-friendly practices, enhancing indoor environmental quality, and fostering a healthy and sustainable work environment for our employees. 為表彰我們對環境可持續性及員工福祉的持續承諾，本集團連續第九年參與世界綠色組織舉辦的綠色辦公室獎勵計劃。本集團獲頒綠色辦公室5+標誌和健康工作間標誌，以肯定我們在推行環保措施、提升室內環境質量，以及為員工營造健康及可持續工作環境方面的持續努力。	WORLD GREEN ORGANISATION 5+ Green Office Awards Labelling Scheme ECO-Healthy WORKPLACE

During the Year, the Group has successfully rolled out entire eight green offices and eight eco-healthy workplace best practice standards, including:

於本年度，本集團成功推行全數八個綠色辦公室和八個綠色健康工作間的最佳實踐標準：

Green Office Best Practice Criteria 綠色辦公室最佳實踐準則	
1. Energy conservation 節約能源	5. Green procurement 綠色採購
2. Water conservation 節約用水	6. Integrated environmental management 綜合環境管理
3. Waste reduction 減少廢棄物	7. Education and awareness 教育和意識
4. Paperless/Paper reduction 無紙／減少用紙	8. Green innovation 綠色創新

Eco-Healthy Workplace Best Practice Criteria: 綠色健康工作間最佳實踐準則：	
1. Policies, guidelines and management supports 政策、措施和管理層支持	5. Indoor air quality 室內空氣質素
2. Energy management – lightning 能源管理－照明	6. Occupational health and safety: Office equipment ergonomics – workstation and accessories 職業健康和安全：辦公設備人體工程學－工作站和配件
3. Water management 水資源管理	7. Greening 綠化
4. Noise management 噪音管理	8. Chemical handling 化學品處理

Awards & Recognition 獎項與表彰	Highlights 要點	Logo 標誌
Mental Health Friendly Organisation **精神健康友善機構**	Chinlink is committed to fostering a mentally healthy and inclusive workplace. As part of this commitment, the Group has joined the Mental Health Workplace Charter, a joint initiative by the Department of Health and the Advisory Committee on Mental Health and was awarded the Mental Health Friendly Organisation logo in recognition of our efforts. Through this initiative, Chinlink actively promotes mental well-being in the workplace by providing training, support tools, and access to mental health resources. The Company also strives to eliminate the stigma surrounding mental health by building a culture of openness, empathy, and psychological safety. Employees are encouraged to speak up and seek support when facing stress or emotional challenges. 普匯中金致力於營造精神健康及包容的工作環境。作為此承諾的一部分，本集團參與了由衛生署和精神健康諮詢委員會聯合發起的《精神健康職場約章》，並獲頒精神健康友善機構標誌以表彰我們的工作。 透過此計劃，普匯中金通過提供培訓、支援工具和提供心理健康資源，積極促進職場精神健康。本公司亦努力建立開放、同理心及心理安全的文化，以消除圍繞心理健康的污名化。我們鼓勵員工在面臨壓力或情緒挑戰時表達感受並尋求支援。	精神健康 友善機構 Mental Health Friendly Organisation

10 Looking Forward
展望未來

As global sustainability standards continue to evolve, Chinlink remains firmly committed to integrating ESG considerations into its long-term strategy and daily operations. The Group will further refine its ESG governance framework to enhance decision-making, risk management, and performance evaluation mechanisms.

Looking ahead, Chinlink will deepen its stakeholder engagement efforts to better understand and respond to the expectations of investors, employees, customers, regulators, and the broader community. The Company plans to adopt a data-driven approach to ESG performance tracking and enhance transparency in sustainability disclosures in line with international reporting standards.

Chinlink also aims to strengthen its response to climate-related risks and opportunities by aligning more closely with the recommendations of the TCFD. In doing so, the Group will explore new technologies, green finance instruments, and resource-efficient practices to support a low-carbon transition.

By embedding ESG principles into corporate culture and core business models, Chinlink aspires to build resilience, foster innovation, and create shared value for all stakeholders, ensuring long-term, responsible, and sustainable development.

隨著全球可持續發展標準不斷演進，普匯中金堅定致力於將環境、社會及管治考慮因素融入長期策略及日常營運。本集團將進一步完善環境、社會及管治治理框架，以強化決策、風險管理及績效評估機制。

展望未來，普匯中金將深化與持份者的溝通，以更深入理解並回應投資者、員工、客戶、監管機構及廣大社群的期望。本公司計劃採用數據驅動的方式追蹤環境、社會及管治表現，並根據國際報告準則加強可持續發展披露的透明度。

普匯中金亦努力透過更緊密配合TCFD的建議，加強應對氣候相關風險及機遇的能力。藉此，本集團將探索新技術、綠色金融工具及資源高效實踐，以支持低碳轉型。

透過將環境、社會及管治原則融入企業文化及核心業務模式，普匯中金旨在構建抵禦能力、促進創新並為全體持份者創造共有價值，確保長期、負責任及可持續發展。

11 ESG Content Index
環境、社會及管治內容索引

This report is prepared in accordance with the "Environmental, Social and Governance Reporting Code" under Appendix C2 of the Main Board Listing Rules. The following table provides an overview of the general disclosures and KPIs of various aspects under each subject area, which are either cross-referenced to the relevant chapters of the Report or supplementing the Report with additional information.

本報告乃根據主板上市規則附錄C2之《環境、社會及管治報告守則》編製。下表概述各主題範疇下各個層面之一般披露及關鍵績效指標，該等內容與本報告相關章節相互參照，或以補充資料形式對本報告作出補充。

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Statement/Section 聲明／部分	Page No. 頁數
A. ENVIRONMENTAL 環境			
A1: EMISSION 排放物			
General disclosure 一般披露	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. 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。	8 Environment and Climate 環境和氣候	27-33
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	The emission of air pollutants, such as particulate matters, nitrogen oxides and sulphur dioxides, is insignificant to the Group. Therefore, relevant figures are not disclosed. 本集團在懸浮粒子、氮氧化物、二氧化硫等空氣污染物的排放對本集團並不重大。因此相關數字未有披露。	N/A 不適用
KPI A1.2 關鍵績效指標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). 直接(範圍1)及能源間接(範圍2)溫室氣體排(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	28-29
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	The Group does not generate significant hazardous waste, and thus the relevant data were not disclosed. 本集團並無產生重大的有害廢棄物，因此相關數據未有披露。	N/A 不適用
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	8.4 Waste Management 廢棄物管理	31

11 ESG Content Index 環境、社會及管治內容索引

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Statement/Section 聲明／部分	Page No. 頁數
A. ENVIRONMENTAL 環境			
A1: EMISSION 排放物			
KPI A1.5 關鍵績效指標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。	8.1 Environmental Policy 環境政策 8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	27-28 28-29
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策 8.4 Waste Management 廢棄物管理	27-28 31
A2: USE OF RESOURCES 資源使用			
General disclosure 一般披露	Policies on the efficient use of resources, including energy, water, and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	8 Environment and Climate 環境和氣候	27-33
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	28-29
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	8.3 Water Consumption 耗水量	30
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set, and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策 8.2 Energy Consumption and Greenhouse Gas Emissions 能源消耗與溫室氣體排放	27-28 28-29
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set, and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	8.1 Environmental Policy 環境政策 8.3 Water Consumption 耗水量	27-28 30

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Statement/Section 聲明／部分	Page No. 頁數
A. ENVIRONMENTAL 環境			
A2: USE OF RESOURCES 資源使用			
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Packaging material is not material to the Group's operations, therefore was not recorded. 包裝材料對於本集團的營運並不相關，因此並無記錄。	N/A 不適用
A3: THE ENVIRONMENT AND NATURAL RESOURCES 環境及天然資源			
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	8 Environment and Climate 環境和氣候	27-33
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	8.1 Environmental Policy 環境政策	27-28
A4: CLIMATE CHANGE 氣候變化			
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	8.5 Climate Risk Management 氣候風險管理	32-33
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	8.5 Climate Risk Management 氣候風險管理	32-33

11 ESG Content Index 環境、社會及管治內容索引

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Statement/Section 聲明／部分	Page No. 頁數
B. SOCIAL 社會			
B1: EMPLOYMENT 僱傭			
General Disclosure 一般披露	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. 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。	6 Employment 僱傭 6.5 Employer-Employee Relations 勞資關係	14-20 19-20
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	6.1 Employment Statistics 僱傭統計	14-15
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	6.1 Employment Statistics 僱傭統計	14-15

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Statement/Section 聲明／部分	Page No. 頁數
B. SOCIAL 社會			
B2: HEALTH AND SAFETY 健康與安全			
General Disclosure 一般披露	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. 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。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	15-16
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	15-16
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	15-16
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	6.2 A Safe and Healthy Working Environment 安全和健康的工作環境	15-16
B3: DEVELOPMENT AND TRAINING 發展及培訓			
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	6.4 Training and Development 培訓和發展	18-19
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	6.4 Training and Development 培訓和發展	18-19
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	6.4 Training and Development 培訓和發展	18-19

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Statement/Section 聲明／部分	Page No. 頁數
B. SOCIAL 社會			
B4: LABOUR STANDARDS 勞工準則			
General Disclosure 一般披露	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. 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。	6.3 Employee Management System 僱員管理體系	17
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	6.3 Employee Management System 僱員管理體系	17
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	6.3 Employee Management System 僱員管理體系	17
B5: SUPPLY CHAIN MANAGEMENT 供應鏈管理			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	7.2 Responsible Procurement 盡責採購	21-22
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	7.2 Responsible Procurement 盡責採購	21-22
KPI B5.2 關鍵績效指標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。	7.2 Responsible Procurement 盡責採購	21-22
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	7.2 Responsible Procurement 盡責採購	21-22
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供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。	7.2 Responsible Procurement 盡責採購	21-22

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Statement/Section 聲明／部分	Page No. 頁數
B.	**SOCIAL 社會**		
B6:	**PRODUCT RESPONSIBILITY 產品責任**		
General Disclosure 一般披露	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. 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。	7.1 Protect Customers' Privacy 保護客戶私隱 7.3 Responsible Operation 盡責的營運	21 22-24
KPI B6.1 關鍵績效指標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。	There was no material non-compliance regarding product responsibility during the Year. 本年度內沒有與產品責任相關的重大違規事件。	N/A 不適用
KPI B6.2 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	7.3 Responsible Operation 盡責的營運	22-24
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	7.3 Responsible Operation 盡責的營運	22-24
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	7.3 Responsible Operation 盡責的營運	22-24
KPI B6.5 關鍵績效指標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。	7.1 Protect Customers' Privacy 保護客戶私隱	21

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Statement/Section 聲明／部分	Page No. 頁數
B. SOCIAL 社會			
B7: ANTI-CORRUPTION 反貪污			
General Disclosure 一般披露	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. 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。	5 Responsible Business 盡責的企業	11-13
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees. 對發行人或其僱員提出並已審結的貪污訴訟案件的數目。	5 Responsible Business 盡責的企業	11-13
KPI B7.2 關鍵績效指標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。	5 Responsible Business 盡責的企業	11-13
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training offered to directors and staff. 描述向董事及員工提供的反貪污培訓。	5 Responsible Business 盡責的企業	11-13
B8: COMMUNITY INVESTMENT 社區投資			
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure that its activities cover the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	7.4 Caring for Community 關懷社區	24-26
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	7.4 Caring for Community 關懷社區	24-26
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	7.4 Caring for Community 關懷社區	24-26

CHINLINK
普匯中金

CHINLINK INTERNATIONAL HOLDINGS LIMITED
普匯中金國際控股有限公司

Contact Information
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