



SILVER GRANT INTERNATIONAL HOLDINGS GROUP LIMITED

銀建國際控股集團有限公司

(Incorporated in Hong Kong with limited liability)

(於香港註冊成立之有限公司)

股份代號 Stock code: 171

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



ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

About This Report

Silver Grant International Holdings Group Limited (the “Company”, “Silver Grant”, or “we”), together with its subsidiaries, collectively the “Group”) is pleased to publish its 2024 Environmental, Social and Governance Report (this “Report”), so as to disclose the Group’s performance and results on its environmental, social and governance (“ESG”) aspects from 1 January 2024 to 31 December 2024 (the “Reporting Period” or “2024”) to all stakeholders in response to their concerns.

Scope of This Report

Unless otherwise specified, the information including policies, statements and key performance indicators (“KPIs”) herein cover the Group’s investment business, property leasing business and new energy business (the Group’s previous non-performing asset investment and asset management businesses have all been discontinued) in Mainland China and Hong Kong. The Group continuously deepens the integration of material topics on ESG and its routine business, and determines whether to extend the coverage and depth of the disclosure on an annual basis. This Report reveals and analyses the Group’s ESG performance based on the ESG report of the previous year, except that this Report covers the new energy business of the Group, and discloses the relevant targets and performance.

Reporting Basis

This Report has fully complied with the requirements on “Mandatory Disclosures” and “Comply or Explain” in the Environmental, Social and Governance Reporting Code (the “ESG Code”) as set out in Appendix C2 to the Rules (the “Listing Rules”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) during the Reporting Period and has applied the four reporting principles (i.e. materiality, quantitative, balance and consistency) in the preparation of the report.

關於本報告

銀建國際控股集團有限公司(「本公司」或「銀建」或「我們」，連同其附屬公司，統稱「本集團」)欣然發佈其二零二四年環境、社會及管治報告(「本報告」)，以向各持份者披露本集團由二零二四年一月一日至二零二四年十二月三十一日(「報告期」或「二零二四年」)在環境、社會及管治(「ESG」)方面的表現與績效，回應持份者關注。

報告範圍

除特殊說明外，本報告中的政策、聲明、關鍵績效指標數據等信息涵蓋本集團位於中國內地和香港的投資業務、物業租賃業務及新能源業務(本集團既往不良資產投資和資產管理業務已經全部停止)。本集團持續深化重大ESG課題與日常業務的融合，並按年釐定是否增添披露的科目和深度。在上一年報告的基礎上(惟本報告涵蓋了本集團的新能源業務)，本報告對本集團在ESG方面的表現進行梳理和分析，並就相關目標和績效進行了披露。

報告準則

本報告遵循香港聯合交易所有限公司(「聯交所」)發佈的《香港聯合交易所有限公司證券上市規則》(「上市規則」)附錄C2《環境、社會及治理報告守則》中有關「強制披露規定」及「不遵守就解釋」的規定，並已將四項彙報原則，即重要性、量化、平衡及一致性，應用在報告編寫當中。

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Materiality

Through engaging in communication and interaction with stakeholders, the Group is able to update issues and assess their significance, thereby prioritising key ESG topics. We review these topics annually, taking into account changes in external factors and the strategic development of the Company, and establish a reporting framework and develop chapter content based on the importance of each issue, ensuring that the report fully addresses the core concerns of all stakeholders. The results of relevant stakeholder communication and materiality matrix have been disclosed in the section headed “Material Issues”, as well as in the paragraphs headed “Identification of Issues” and “Order of Materiality” therein.

Quantitative

The standards, methods, and assumptions used for quantitative information are disclosed where feasible, and comparative data are provided where appropriate. Such disclosures have been made in the sections where the KPI descriptions or data applicable for reporting purpose. All data used in this Report are from the Company’s internal documents and statistical reports.

Balance

This Report provides reasonable disclosure of the scope of the Group’s business activities and avoids unfair selection or omission, so as not to have an inappropriate impact on the decisions or judgments of readers of this Report.

Consistency

In order to facilitate comparisons between different periods, the Group used a consistent approach to report data and information. When changes occur, the Group will disclose changes in the approach used or other relevant factors that affect meaningful comparisons. No such change occurred in 2024.

重要性

通過與持份者進行溝通互動，更新議題並評估其重要性，本集團得以確定ESG重要議題的優先排序。我們參考外部因素變化和公司戰略發展逐年檢審這些議題，並按重要性排序建立報告框架和開發章節內容，確保報告充分覆蓋各持份者的核心關切。相關持份者溝通結果與重要性矩陣已於「重大議題」章節，以及當中的「議題識別」及「重要性排序」中披露。

量化

於可行情況下披露量化資料所用標準、方法及假設，並於適當情況下提供比較數據。此類披露在列報適用關鍵績效指標表述或數據的章節中。本報告中使用的所有數據均來自本公司之內部文件和統計報告。

平衡

本報告對本集團經營活動所涉範疇進行合理的披露，盡可能避免不公平的選擇或遺漏，以免對本報告的讀者的決定或判斷造成不適當的影響。

一致性

為了便於對不同時期表現進行比較，本集團使用一致的方法來報告數據及資料。當發生變化時，本集團會披露所使用的方法或其他影響有意義比較的相關因素的變化。二零二四年內並無發生該等變化。

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Statement of This Report

The contents set out in this Report are sourced from the internal documentation, data and estimates of the Company and relevant subsidiaries, and have been reviewed and approved by the Board of Directors (the “Board”) of the Company. In order to help readers to understand more easily the contents disclosed in this Report, a complete content index is appended to the last section of this Report for reference. This Report is prepared and published in both Chinese and English and has been uploaded onto the respective websites of the Stock Exchange (www.hkexnews.hk) and the Company (<http://www.silvergrant.com.cn>). If there is any conflict or discrepancy between the Chinese and English versions, the Chinese version shall prevail. The Group welcomes any comments from stakeholders regarding the contents of this Report, which will benefit us in establishing a more robust ESG strategy in the future. If you have any questions or suggestions on the contents of this Report, please email the Group at the following address: info@silvergrant.com.cn.

本報告聲明

本報告所連載之內容均來自於本公司及相關附屬公司之內部文檔、數據及估算，並已由本公司董事會（「董事會」）審閱及批准。為協助讀者能更容易理解本報告所披露的內容，本報告最後一章附有完整索引供參考。本報告以中、英文編寫，並已分別上載至聯交所網站(www.hkexnews.hk)及本公司網站(<http://www.silvergrant.com.cn>)。倘中英文版本有任何抵觸或不符之處，概以中文版本為準。本集團歡迎持份者就本報告的內容提出意見，以助我們持續加強在ESG建設方面的策略及實踐。如閣下對本報告的內容有疑問或建議，請按以下電郵地址給本集團發送電子郵件：info@silvergrant.com.cn。

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Part I: Overview of the Company

The Company is committed to creating value for stakeholders, keenly tracking socio-economic trends and policy guidelines to adjust its development strategy. By continuously enhancing its professional expertise, it strives to capture and seize new business opportunities.

During the Reporting Period, the Group aligned its efforts with the national strategic goal of “developing new quality productivity”, continued to advance the transformation through investments in the new energy industry, and consolidated its strategy with the support of traditional energy industry through promotion of new technological upgrades. Additionally, the Group diversified its operational development of the property leasing business. By practising its sustainable development philosophy, the Group also promotes high-quality green development in its investee companies.

New Energy Business

Driven by China’s national strategy for “carbon peak and carbon neutrality”, the Group has strengthened its management of investments in the new energy industry to ensure that its investee companies maintain their leading position in photovoltaic cells and components technology while focusing its internal resources on the construction of self-owned distributed photovoltaic power stations. It has also explored opportunities for the application of modern technology in areas such as photovoltaic buildings, smart electric vehicle charging stations, and new energy storage systems.

第一部分：公司概覽

本公司始終堅持以為持份者創造價值為己任，敏銳跟蹤社會經濟趨勢和政策指引以調整自身發展策略，並通過不斷增強自身專業積累，積極捕捉和把握新的業務機遇。

報告期內，本集團緊隨國家「發展新質生產力」的戰略目標，繼續推進以投資新能源產業為轉型支點、以促進新技術改造夯實傳統能源板塊為基礎支撐的戰略，同時兼顧物業租賃業務的多元化經營發展。我們在業務活動中踐行自身可持續發展理念的同時，積極促進被投公司的高質量綠色發展。

新能源業務

在中國「碳達峰、碳中和」國家戰略目標的驅動下，本集團持續加強對新能源領域投資項目的管理，務求督促被投公司保持在光伏電池及組件領域的技術領先性，同時將內部資源聚焦於自持分布式光伏電站建設，並探索在光伏建築、智慧電動汽車充電站和新型儲能系統等領域現代科技應用的機會。

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During the Reporting Period, Beijing Lingjun New Energy Technology Company Limited (“Beijing Lingjun”), a joint venture of the Group, made significant progress in its photovoltaic cell component projects in the fields of scientific research, production, and commercialisation. The key technical indicators of its independently developed breakthrough copper-heterojunction photovoltaic cells have also achieved the preset targets.

報告期內，本集團合營企業北京靈駿新能源科技有限責任公司（「北京靈駿」）所投資的光伏電池組件項目在科研、生產和商業化領域都取得了可喜進展，其自主研發的突破性銅柵線異質結光伏電池的各項重要技術指標也已達成預設目標。



Independently developed copper-heterojunction photovoltaic cells presented at the 17th International Solar Photovoltaic and Smart Energy Conference and Exhibition in Shanghai
在第十七屆國際太陽能光伏與智慧能源(上海)大會暨展覽會上展示自主研發的銅柵線異質結光伏電池

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During the Reporting Period, the new energy business team of the Group strived to strengthen the development and training of its talent team¹, and accelerate the professionalism and efficiency of new energy project development, investment, and operations. Since the completion and operation of the Group's first distributed power generation project in June 2024, as of the end of 2024, there were two distributed photovoltaic power generation projects in operation, five projects contracted for construction, and over 40 reserve projects with a forecasted installed capacity exceeding 70MW.

回顧期內，本集團新能源業務團隊著力加強人才隊伍的建設和培訓¹，加速提高新能源項目開發、投資與運營的專業性和高效性。自2024年6月本集團投資的首個分布式發電項目完成建設並投入運營，截至2024年底，共有2個分布式光伏發電項目已投入運營，5個項目已簽約待開工，另有儲備項目逾40個，預計總裝機規模超70兆瓦。



Photovoltaic power generation projects deployed and commissioned by the Group in Meizhou and Chaozhou, Guangdong Province
本集團在廣東省梅州市和潮州市兩地部署並已投入運營的光伏發電項目

¹ For details, please refer to Part IV of this Report on manpower development

¹ 詳見本報告第四部分人力發展

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Traditional Energy Business

Zhong Hai You Qi (Tai Zhou) Petrochemical Company Limited ("Zhong Hai You Qi"), a joint venture of the Group, mainly produces lubricant base oil, diesel, naphtha, and methyl tert-butyl butyl ether. During the Reporting Period, Zhong Hai You Qi continued to promote the technological transformation in terms of energy efficiency management and production efficiency improvements through a framework of planning, implementation, inspection, and enhancement. It also focused on reducing its environmental footprint and accelerating its transition upgrades towards fine chemicals. Specific measures implemented and results achieved include the following:

- Energy saving and carbon reduction: Through the implementation of energy-saving and carbon-reduction modifications, the cumulative refining energy efficiency indicator of Zhong Hai You Qi for 2024 was 8.40 kgoe/(t · energy factor), which was decreased by 4% as compared to that in 2023. GHG emissions intensity of Zhong Hai You Qi in 2024 reduced by 5% as compared to that in 2023
- Resource management: The deep treatment project for volatile organic compounds ("VOC(s)") has been advanced across four tank areas, effectively improving the collection of unorganised emissions from storage tanks and reducing VOCs emissions
- Supplier management: Contractor management has been enhanced by implementing 48 management tasks aimed at improving the management of health, safety, and environment ("HSE") for contractors
- System management: The Group strictly adhered to national laws and regulations related to the environment and local administrative requirements, and developed a five-year energy-saving and carbon-reduction plan aligned with its development path, achieving provincial-level recognition as a green factory and passing energy management system certification audits within 2024.

傳統能源業務

中海油氣(泰州)石化有限公司(「中海油氣」)是本集團之合營企業，主要產品包括潤滑油基礎油、柴油、石腦油、甲基叔丁基醚等。報告期內，中海油氣以策劃－實施－檢查－改進為框架持續推動提升能效管理和生產效率的技術改造，同時注重降低自身運營的環境足跡，加快向精細化工方向的轉型升級，其落實的具體措施和取得的成果包括：

- 節能減碳：通過實施節能降碳改造，2024年中海油氣累計煉油能效指標8.40kgoe/(t·能量因數)，較2023年降低4%，中海油氣溫室氣體排放強度較2023年水平降低5%
- 資源管理：在四個罐區推進揮發性有機化合物(「VOCs」)深度治理項目，有效提高儲罐無組織排放收集水平，降低VOCs排放量
- 供應商管理：深化承包商管理，制定實施48項承包商健康、安全與環境(Health, Safety, Environment, 「HSE」)管理提升工作任務
- 體系管理：嚴格遵守環境相關的國家法律法規和所在地區的行政規定，制定符合自身發展路徑的五年節能降碳規劃，2024年內獲省級綠色工廠認可並通過能源管理體系認證審核。

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Property Leasing

The Group holds a commercial property, East Gate Plaza, located in Beijing, the PRC, which is engaged in the leasing business of flats, shops and offices. During the Reporting Period, the property management team of the Group continued to enhance its service and management standards with a customer-focused philosophy, striving to achieve the dual objectives of high customer satisfaction and full occupancy, which supports the Group's diversified development strategy.

Sustainable Development Concept

The Group has probed into and defined its sustainable development principles, based on its own business characteristics and the attributes of the industries in which the Group operates, and implemented such principles in its business activities. For investment business, the Group strives for a balance and unity between business results and sustainable development through project selection and consideration of the environmental, social and governance aspects of candidate companies to be invested in besides their financial performance. In terms of the management and performance appraisal of projects under investment, the Group participates in strategic assessment and risk monitoring through the Board and assesses their sustainability performance. In provision of property leasing services, the Group prioritises customers' needs and satisfaction and takes into account of relevant standards and requirements of local communities for safety, energy saving and hygiene. The Group is committed to building and creating teams that are aligned with its philosophy and capable of supporting the needs of its business as it pursues a path of sustainable development.

物業租賃

本集團持有位於中國北京的商業物業東環廣場，開展公寓、商鋪及寫字樓等租賃業務。報告期內，本集團物業經營團隊秉持以客戶為中心的理念，不斷提升服務管理水平，力求達成較高客戶滿意度和滿租經營的雙效目標，支撐集團的多元化發展策略。

可持續發展理念

我們依據自身的業務特點和所在行業屬性，探索並確定了本集團的可持續發展原則，並在業務活動中貫徹實施。我們在投資業務中力求通過項目篩選，考察候選被投公司除財務表現之外的環境、社會和管治方面的作為，求取商業效果與可持續發展之間的平衡和統一；在投項目的管理和績效評估過程中，本集團在董事會層面參與戰略評估和風險監察，並考察其可持續發展方面的績效；在提供物業租賃服務過程中，我們以客戶需求和滿意度為主要關注，兼顧當地社區的安全、節能和衛生相關規範要求。我們致力於建設和培養與本集團理念相符、兼具支持業務發展需求能力的團隊，作為踐行可持續發展道路的有力支撐。

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Part II: Practices for Sustainable Development

The Group has been integrating the concept of sustainable development into its daily operations with a view to achieving the relevant goals of environmental protection, social benefits and corporate governance, and maintaining healthy corporate development.

Structure and Focus of the ESG Control System

The Board is the highest governance body in the Group, and it is responsible for the monitoring, review and decision making for various ESG matters as well as assuming full responsibility for the Group's ESG governance, policies, strategies, reporting and goal setting. The Board has delegated to the senior management of the Group (the "Senior Management") the authority to establish the ESG strategy and to implement it on a day-to-day basis. The Senior Management advises the Board on the development of strategy, policies and principles, and facilitates the performance and achievement of targets through discussions with designated personnel, including heads of divisions, at semi-annual meetings.

During the Reporting Period, the Board has assessed and decided ESG-related risks and material issues, and ensured that the corresponding policies and measures are effective. The Board has been aware of the urgency for the Group to set goals of sustainable development. Despite being in a phase of strategic adjustment in recent years, both internal and external evaluations, discussions, and decisions regarding this issue are still in an early stage. The Group is actively working to reveal the sustainable development goals and the pathway to achieve them as promptly as it can.

第二部分：可持續發展建設

本集團將可持續發展理念逐步融入日常運營工作中，以期達到環境保護、社會效益及公司管治的相關目標，保持企業健康發展。

ESG 管控體系架構及工作重點

董事會是本集團的最高管治機構，負責對各環境、社會及管治事宜進行監督、審視及決議，對本集團的 ESG 方針、策略、彙報及目標制定負有全面責任。董事會授權本集團高級管理層（「高級管理層」）確立 ESG 的策略並落實日常實施，高級管理層就策略、政策和原則的制定向董事會提供建議，並透過與包括部門主管在內的指定人員在半年一次的會議上進行討論以促進相關工作表現及目標達成進度。

報告期內，董事會已就環境、社會及管治相關風險及重大議題進行評估及決議，並確保相應的政策及措施行之有效。董事會已知悉本集團設立可持續發展目標的迫切性，但因近年本集團一直處於戰略調整階段，就此議題展開的內外部評估、討論及決策尚未成熟，我們正在為儘早披露可持續發展目標和實現路徑積極推進相關工作。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Corporate Governance

The Group strictly complies with the Listing Rules issued by the Stock Exchange and applicable laws and regulations in the places where it operates, improves its policies and measures continuously, and conducts relevant training. The Group regularly engages external professional advisers to conduct audits in accordance with the requirements of the Corporate Governance Code set out in Part 2 of Appendix C1 to the Listing Rules so as to ensure compliance in the operation of the Board. Meanwhile, the Group implements its Shareholders Communication Policy, which enables the Group to establish effective communication with both its shareholders and stakeholders. The Group's commitment includes timely and precise disclosure of material events, such as financial reports and appointments of directors.

The Audit Committee, the Remuneration Committee, and the Nomination Committee of the Company operate under the Board's authority. They conduct monitoring, review and provide conclusions and professional advice to the Board.

The Board places importance on independence and diversity. Guided by the Listing Rules, it has established the Board Diversity Policy and the Independent Views Policy to ensure diverse and balanced skills, experiences, and perspectives among its members. This approach prevents potential risks and enhances the quality of the decisions of the Board, strengthening the governance level and fulfilling the expectations of stakeholders. During the Reporting Period, the Nomination Committee endeavoured to expand the diversity of candidates for election to the Board, and the nomination of Ms. Ku Ka Lee as an executive director of the Company with effect from 10 September 2024 was approved by the Board. As at 31 December 2024, the Board consisted of nine directors, wherein independent non-executive directors accounted for approximately 33% and female director accounted for approximately 11%.

公司管治

本集團嚴格遵守聯交所發佈的上市規則及經營所在地適用的法律法規，不斷健全制度及措施，並開展相關的培訓。我們定期聘請外部專業顧問，依照上市規則附錄C1之《企業管治規則》第二部分的要求進行審計，以確保董事會運作的合規性。我們亦遵循《股東通訊政策》保持與股東和持份者的溝通，確保包括財務報告及董事任命等重大事項獲得及時、準確的披露，並保持與持份者的有效互動。

董事會設有審核委員會、薪酬委員會及提名委員會，各委員會按其獲授權的職責範圍開展監察和檢審等工作，並將結論和專業意見提報董事會。

董事會重視其獨立性和多元性，在上市規則的指引下，制定並遵循《董事會多元化政策》和《確保董事會可獲得獨立意見的政策》，務求保障董事會成員在技能、經驗及觀點方面的多元化和平衡性，從而防範潛在風險並達成高質量的董事會決策，有效提升管治水平和滿足持份者的期待。報告期內，提名委員會積極擴大候選董事的多元組成，提名顧嘉莉女士為本公司執行董事並獲董事會批准，該任命於2024年9月10日起生效。截止2024年12月31日，董事會共有9名董事，獨立非執行董事佔比約為33%，女性董事佔比約為11%。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Risk Management

The Board attaches the importance to risk prevention and internal control, and authorises the Audit Committee to perform the relevant supervisory responsibilities. The Audit Committee reviews the effectiveness of the risk management and internal control systems from time to time and the Senior Management identifies, prevents, mitigates, and responds to the relevant risks and internal control deficiencies by adopting appropriate models and allocating appropriate resources.

The Group requires the chief financial officer and the company secretary of the Company to lead the annual risk assessment and internal control review. In 2024, the internal control review was conducted at two levels, i.e. compliance with the Corporate Governance Code at the Group level, as well as a specialised assessment of three business processes covering procurement and cost expenditure, human resources and payroll, and cash and funds management in the property leasing business at the business level. During the Reporting Period, the Group conducted its routine annual risk identification and updating of response measures, identifying a total of 6 risk issues of medium to high level. The Group has developed and implemented relevant mitigation measures to manage and mitigate the above significant risks, including but not limited to the fact that the Group is striving for the collection of various receivables and investment funds, and continues to negotiate with the lenders or other financial institutions for the repayment and/or refinancing of the borrowings, in order to maintain the normal operation of the Group.

風險管理

董事會重視風險防範和內部控制，授權審核委員會履行相關監管責任。審核委員會不時檢討風險管理和內部控制系統的效力，並由高管團隊負責採用適當模式和配置相應資源，識別、防範、化解和應對有關風險及內控缺陷。

本集團由財務總監兼公司秘書負責牽頭開展年度風險評估和內部控制審閱。2024年的內控審閱工作在兩個層面開展，即集團層面對《企業管治守則》的遵守和業務層面對物業租賃業務的採購與成本支出、人力資源及工資、現金及資金管理三個個業務流程開展了專項評估工作。報告期內，本集團開展常規年度風險識別和更新應對舉措的工作，共識別出6項中高等至高等級別之風險事項，本集團已擬定並執行相關緩解措施以管理和減緩上述重大風險，包括但不限於本集團正積極追回各項應收款及投資款，並繼續就借款清償及／或再融資，與貸款人或其他財務機構進行協商，以維持本集團的正常運營。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

The Group will continuously improve its routine operation and management procedures, and enhance risk awareness training and risk management capabilities for all employees in order to further mitigate the relevant operational and compliance risks, laying a solid foundation for the business development and safeguarding its stakeholders' interests.

Material Issues

Communication with Stakeholders

The Group believes that stakeholders' opinions are the best references for the improvement of its existing development and operating performance, thus the Group has been collecting stakeholders' opinions through multiple channels, with the hope that by extensively collecting the views and suggestions of stakeholders, it will help the Group to review the effectiveness of its policies and measures more comprehensively, thereby lays a strong foundation for the Group's ability in achieving long-term sustainable development. During the Reporting Period, the Group's relevant stakeholders and their communication channels with the Group were as follows:

本集團將通過持續改進和優化日常運營管理流程，加強對全體員工的風險意識培訓和風險管理能力提升，進一步降低有關營運風險和合規風險，為業務發展和持份者利益維護夯實基礎。

重大議題

持份者溝通

本集團相信持份者的意見是改善現有發展與營運表現的最佳參照，故一直透過多種渠道收集持份者意見，期望能夠透過廣納建議，幫助本集團更全面地檢視政策及措施的有效性，為本集團長遠的可持續發展能力奠定堅實的基礎。報告期內，本集團的相關持份者及其與本集團的溝通途徑如下：

Stakeholders 持份者	Communication channels 溝通途徑
External Stakeholders 外部持份者	
Government and regulatory bodies 政府及監管機構	<ul style="list-style-type: none">Annual and interim reports and other public information年度及中期報告及其他公開資料Consultation and feedback意見徵詢及與反饋
Shareholders and investors 股東及投資者	<ul style="list-style-type: none">Annual general meeting and other general meetings股東周年大會及其他股東大會Annual and interim reports and other public information年度報告、中期報告及其他公開資料Websites of the Company and the Stock Exchange本公司及聯交所網站Consultation and feedback through investor teleconferences and investor relations emails投資人電話會與投資者關係郵件問詢及回應

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Stakeholders 持份者	Communication channels 溝通途徑
Customers and leasees 客戶及租戶	<ul style="list-style-type: none"> • Customer services hotline • 客戶服務熱線 • Routine communication with frontline staff • 一線人員日常溝通
Suppliers 供應商	<ul style="list-style-type: none"> • Email and telephone • 電子郵件及電話聯繫 • Communication with the procurement team on a day-to-day basis • 採購團隊日常業務溝通 • Meetings with suppliers • 供應商會議
Communities 社區	<ul style="list-style-type: none"> • Community activities • 社區活動 • Community outreach • 社區宣傳
Internal Stakeholders 內部持份者	

Employees 員工	<ul style="list-style-type: none"> • Professional and management training • 專業及管理培訓 • Monthly work meetings • 月度工作例會 • Routine departmental and team meetings • 日常部門及團隊會議 • Employee activities • 員工活動 • Career development communication and opinion survey • 職業發展溝通及意見調查
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ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Identification of Issues

Throughout 2024, the Group has conducted comprehensive assessment with reference to 1) the latest disclosure requirements and guidelines of the Stock Exchange and other standard-setting bodies, 2) the relevant ESG issues of its peers in news media and public opinions, and 3) the suggestions and demands of staff, customers, suppliers and investors, and in combination of its latest business development strategy and performance. The results thereof indicated that the 11 key issues identified in the previous year's update are still applicable.

議題識別

於2024年內，本集團參考1)聯交所及其他標準制定機構的最新披露要求與指引，2)新聞輿論中同業的相關ESG課題，及3)員工、客戶、供應商及投資人的建議和訴求，並結合本集團業務最新發展戰略和表現進行綜合評估，結果顯示上一年度更新並確立的11個關鍵議題仍然適用。

Governance issues 管治議題	Social issues 社會議題	Environmental issues 環境議題
Anti-corruption 反貪污 Cybersecurity 網路安全	Training and development 培訓與發展 Employment policies 僱傭政策 Occupational health and safety 職業健康與安全 Product responsibility 產品責任 Supply chain 供應鏈	Energy and emissions 能源與排放 Climate change 氣候變化 Resource utilisation 資源利用 Waste management 廢棄物管理

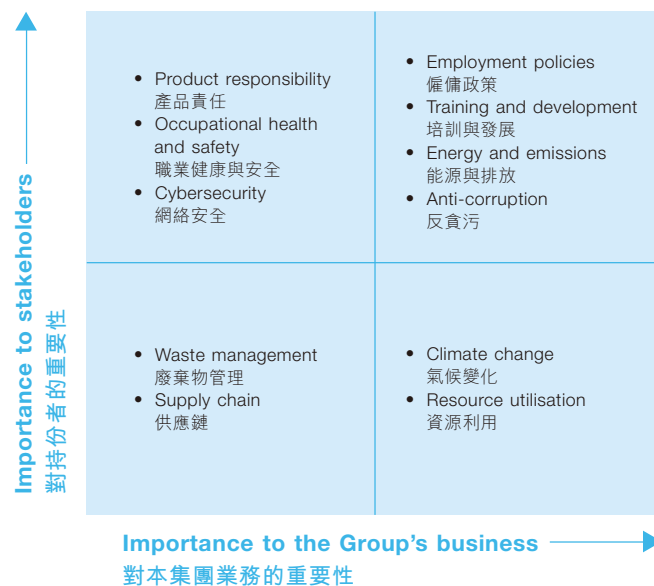
ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Order of Materiality

The Group prioritises and reviews material issues in accordance with the principle of materiality recommended by the Stock Exchange. The following materiality matrix is concluded based on the importance to the Group's business and the importance to stakeholders. Specifically, the employment policies, training and development, energy and emissions, and anti-corruption are highly material issues of common concern. The Group conducts an overall survey on materiality every two to three years. The following matrix is based on the scope and results of the 2022 survey as well as the business strategy and changes in the external environment during the Reporting Period. The Group's relevant actions and progress performance will be disclosed in this Report with reference to the order of importance of these issues.

重要性排序

本集團對重大議題的排序及檢審，沿用聯交所推薦的重要性原則，即：對本集團業務的重要性，以及對持份者的重要性，依據這兩個象限分析得出以下議題重要性矩陣，其中僱傭政策、培訓與發展、能源與排放及反貪污為共同關注的高度重要性議題。本集團每兩至三年進行一次重要性評估的整體調查，以下矩陣的生成以2022年的調查議題範圍及結果為基礎，並結合了期內的業務策略和外部環境的變化。本報告中將參照該等議題的重要性排序，披露本集團的相關作為和進展表現。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Part III: Business Conduct

Honesty, integrity and fairness are the core values that all directors and employees of the Group uphold at all times, and fundamentals for us to safeguard the interests of our stakeholders and ensure sustainable corporate development. The Group constantly reviews and strengthens the cultural development of business conduct, continuous improvement of relevant policies, norms, and mechanisms, as well as the monitoring efforts of the Board.

Anti-corruption and Reporting Policies

The Group advocates a culture of integrity, strictly conforms to the laws and regulations such as the Anti-Money Laundering Law of the People's Republic of China, the Criminal Law of the People's Republic of China as well as the laws and regulations in Hong Kong such as the Prevention of Bribery Ordinance and Anti-Money Laundering and Counter Terrorist Financing Ordinance which are relating to bribery, extradition, fraud and money laundering and applicable in Mainland China and Hong Kong, and endeavours to eliminate bribery and corruption in any form. There was no violation of laws and regulations relating to bribery, extradition, fraud and money laundering by the Group during the Reporting Period.

The Group complies with its Code of Conduct to clarify the principles and relevant procedures which itself and all employees must observe in terms of the prevention of bribery, extortion, fraud and money laundering, the acceptance and provision of interests, reception, document treatment, conflicts of interest and information protection, as well as relations with suppliers, contractors, partners, and customers. Employees who are aware of any conflict of interest at work should declare or report it to the Human Resources Department under the President's Office of the Group to prevent the relevant risks.

第三部分：商業操守

誠實、廉潔、公平是本集團所有董事和員工時刻維護的核心價值，也是我們守護持份者利益，保障企業可持續發展的根本。本集團持續審視和加強商業操守的文化建設，相關制度、規範及機制持續改進，以及董事會的監察力度。

反貪污與舉報制度

本集團推廣廉潔的營運文化，嚴格遵守《中華人民共和國反洗錢法》、《中華人民共和國刑法》及香港法例條例中的《防止賄賂條例》和《打擊洗錢及恐怖分子資金籌集條例》等適用於中國內地及香港地區有關賄賂、引渡、欺詐及洗錢的相關法律及法規，致力杜絕任何形式的貪污腐敗行為。於報告期內，本集團概無有關賄賂、引渡、欺詐及洗錢的違法違規行為。

本集團謹守《行為準則》，明確企業和所有員工在防止賄賂、勒索、欺詐及洗錢、接受利益、提供利益、款待、文件處理、利益衝突、資料保護及與供應商、承包商、合作夥伴及客戶的關係等方面必須遵守的原則和相關流程。若有員工在工作過程中發現有利益衝突關係，則需向集團總裁辦人力運營部申報或報告，以規避相關風險。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

The procedures and channels for reporting suspicious incidents are specified in the Group's Employee Manual and Code of Conduct. The Whistle-blowing Policies which are available at the Company's website specify whistle-blowing responsibilities and adhere to protect the privacy and other rights and interests involving the whistleblower and the reported incident. All reports are seriously treated by the Group. The Audit Committee is responsible for monitoring and regularly reviewing the implementation of the Whistle-blowing Policies and submitting the inspection results to the Board. The Group will investigate this Report and, if the case is substantiated, the Group will handle this Report in line with severity, including but not limited to dismissing the employees who have violated the internal system and reporting suspected illegal act to the relevant law enforcement agencies.

Additionally, the Group requires its employees to sign the Employee's Legal Responsibility Letter when signing the labour contract to enhance the constraints on non-compliance, and offers corporate culture and compliance training to all employees on a regular basis.

During the Reporting Period, the Group provided anti-corruption training for all employees. All directors of the Board, including one newly appointed director, also completed compliance training that encompassed anti-corruption, so as to enhance their compliance awareness and solidify their capability to fulfil their duties.

During the Reporting Period, the Group did not have any legal cases that have been concluded or are under trial regarding corrupt practices brought against the Group and its employees.

本集團在《員工手冊》和《行為準則》中知會員工舉報可疑事件的程序和渠道。我們在公司網站公開《舉報政策》，明確舉報責任並堅決維護舉報人和被舉報事件涉及的隱私權和其他權益保障。本集團嚴肅對待所有舉報，由審核委員會負責對舉報政策的落實給予監督及定期檢審，將調查結果向董事會呈報。本集團會就相關舉報展開調查，如個案屬實，本集團將按事件的嚴重程度進行處理，包括但不限於解僱違反內部制度的員工及向有關執法機構舉報涉嫌違法的行為。

本集團還要求員工在簽署勞動合同時，簽署《員工法律責任書》，以加強對違規行為的約束，並對全體員工定期進行企業文化和合規培訓。

報告期內，本集團為全體員工提供反貪腐培訓，董事會全體董事（包括一名新任董事）亦完成了包括反貪腐在內的合規培訓，以更新其合規認知及鞏固其履職能力。

報告期內，本集團概無任何對本集團或其僱員提起並已審結或在審的貪污訴訟案件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Information Security and Privacy Protection

The Group has always attached importance to the protection of intellectual property rights and privacy, and has paid attention to and taken measures to prevent potential risks in information security. The Group complied with relevant laws and regulations in the regions where the Group operates, such as the Cybersecurity Law of the People's Republic of China, the Regulation on Protecting the Security of Critical Information Infrastructure, and the Data Security Law, as well as the Personal Data (Privacy) Ordinance of the laws of Hong Kong, and strictly implemented the Group's Archive Management Measures to ensure the protection of personal and confidential information as well as safeguard personal privacy and the Group's vital assets such as trade secrets and intellectual properties.

The Archive Management Measures clearly state that the access to sensitive personal data is strictly limited during the procedures for the Group's archive management, document collection and arrangement, retrieval, use and handover. No employees should have access to copy or reproduce any personal or customer information without prior authorisation. If any employee needs to access information that exceeds their rights granted, they are required to fill out an application form and obtain approval by the relevant supervisors.

During the Reporting Period, the Group revised the original Archive Management Measures in response to the risks identified during execution and routine inspections, including 1) the inclusion of operational specifications for the online handover of contractual documents; and 2) the inclusion of detailed requirements for the receipt of equity-related documents.

The Group has owned and maintained its own Internet data centre to set triple security protection and system firewalls for its own data, which consists of "the anti-virus system + the virtual application control gateway + isolation management of dedicated network segments". Anti-virus software has also been installed and regularly updated for all office computers to ensure the high efficiency and security of the business data storage and retrieval.

信息安全與隱私保護

本集團一貫重視知識產權和隱私保護，並關注和採取措施防範信息安全方面的潛在風險。我們遵守《中華人民共和國網絡安全法》、《關鍵信息基礎設施安全保護條例》和《數據安全法》，以及香港法例中《個人資料（隱私）條例》等運營所在地區的相關法律法規，嚴格執行本集團的《檔案管理辦法》，確保對個人和機密信息的保護，維護個人隱私及本集團商業秘密和知識產權等重要資產。

《檔案管理辦法》明確規定本集團檔案管理、文件收集與整理、檢索、使用及移交的程序，嚴格限制對敏感個人資料的訪問。在未經事先授權情況下，任何人不得取得、複製或複印任何個人或客戶資料。如有員工需要查閱超出其獲取權限的數據，須填寫申請表並獲得相關主管人員的批准。

報告期內，我們針對在執行和例行檢查過程中發現的風險點，對原《檔案管理辦法》進行修訂，包括 1) 補充合同類線上交接檔案的操作規範細節；2) 補充接收股權類文件的要求細節。

本集團擁有並維護自建的互聯網數據中心，為自有數據設置「防病毒系統+虛擬應用控制網關+專用網段隔離管理」的三重安全防護和系統防火牆，並為所有辦公電腦安裝和定期更新防毒軟件，保證業務資料儲存和調用的高效性和安全性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

The President's Office of the Group coordinates the implementation and supervision of policies for data and privacy protection. It organises a semi-annual working meeting with the information technology and administrative departments of the Group's business units to review the implementation of the relevant policies, analyse and handle non-compliance, and propose remediation measures.

During the Reporting Period, the Group has not received or was not aware of any cases related to leakage of customers' personal privacy or confidential information of the Company.

Part IV: Employee Well-being and Development

The Group is committed to fostering an inclusive and fair workplace culture, maintaining a positive and healthy working environment, and promoting an open and transparent working style. The Group attracts, develops, and retains competitive talent by offering a robust benefits package and ample opportunities for development growth.

Currently, the Group focuses on a strategic transformation towards new energy business, which includes building a high-quality talent pool that meets the needs of business development. During the Reporting Period, the Group established a new energy subsidiary integrated with its internal organic strength, while optimising and adjusting its existing market development functions, thereby enhancing the Group's expertise and competitiveness in such field on an ongoing basis.

The Group values sincere communication with its employees and maintains a flat organisational structure by providing various channels such as internal phone lines, emails, notice boards, and instant messaging software so as to ensure that employees can promptly and effectively raise questions or express concerns to their department managers, the Human Resources Department under the President's Office, or senior management. It also allows the Company to gather constructive feedback and implement improvements.

本集團總裁辦負責統籌數據保護及隱私政策的實施及監督，每半年組織一次彙集集團各業務單位信息技術和行政部門參與的工作會議，檢審相關政策的實施情況，分析和處置不合規事項，並提出整改措施。

報告期內，本集團未收到或知悉任何顧客個人隱私或本公司機密資料洩露相關的個案。

第四部分：員工福祉與發展

本集團致力於營造包容公平的職場文化，維持積極健康的工作環境和公開透明的工作風格，通過提供良好的福利待遇體系和充分的發展空間吸引、培養和保留具有競爭力的優秀人才。

本集團正在著力於向新能源業務聚焦的戰略轉型，包括打造符合業務發展需要的高質量人才隊伍。報告期內，我們整合內部有機力量成立新能源子公司，同時對原有市場開發職能部門進行優化調整，繼續提升本集團在該領域的專業實力和市場競爭力。

我們重視與員工之間的真誠溝通，維繫扁平化的組織結構，並提供多種渠道，例如內部電話、電子郵件、公告欄及實時通訊軟件等，確保員工可及時有效地向所在部門經理、集團總裁辦人力資源部乃至高級管理層提出問題或表達訴求，同時便於公司吸收建設性意見和實施改善措施。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

As of 31 December 2024, the Group had a total of 45 formal employees and two labour outsourced employees. Due to the team consolidation as a result of adjustment of the Group's business focus, the combined turnover rate of all employees during this Reporting Period was approximately 26.9%.

截至2024年12月31日，本集團共有正式僱員45人，另有勞務外包人員2人。由於本集團圍繞業務重點調整進行的團隊整合，報告期內全體僱員的綜合流失率約為26.9%。

Category 類別	Number of employees 員工數	Turnover rate ² 流失率 ²
By gender 按性別		
Male employees 男員工	23	30.8%
Female employees 女員工	24	23.1%
By age 按年齡		
29 and below 29歲及以下	7	53.3%
30–49 years old 30歲至49歲	31	16.1%
50 and older 50歲及以上	9	47.6%
By region 按地區		
Mainland China 中國內地	41	22.5%
Hong Kong, China 中國香港	6	53.3%

² The calculation was based on the average number of all employees at the beginning and end of 2024.

² 按2024年初和年末全部員工平均人數計算。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Category 類別	Number of employees 員工數	Turnover rate ² 流失率 ²
By grade 按級別		
The Senior Management 高級管理層	6	33.3%
The Middle Management 中級管理層	5	15.4%
General employees 基層員工	36	27.8%

Recruitment and Employment

The Group upholds principles of diversity, inclusion, objectivity and fairness in employment. The Group recruits and determines salaries based on the specific requirements of each position, taking into account qualifications such as education, experience, skills, and competencies. Promotions and salary adjustments are assessed based on employees' past and recent performance evaluations, aligned with the development needs of each business unit, which enables employees to excel in suitable roles while maintaining the Group's competitiveness in talent recruitment and retention.

The Group adopts a zero-tolerance attitude towards any form of discrimination or sexual harassment, firmly preventing any discriminatory behaviour towards candidates or employees regardless of their race, colour, nationality, religion, gender, age etc. A reporting mechanism and multiple channels are in place for employees to report incidents to their supervisors or the Human Resources Department. All complaints are treated as highly confidential and are carefully assessed to maintain a healthy workplace and to protect the legitimate rights of every employee.

招聘及僱傭

本集團踐行多元包容和客觀公平的僱傭原則。我們按照相關崗位的從業要求，綜合學歷、經驗、能力及資質等條件進行招聘和擬定薪資，以員工的既往和近期表現及評價，結合各業務單位的發展需求進行晉升評估和薪資調整，促進僱員在合適的崗位上一展所長，保障本集團在人才招聘和保留方面的競爭力。

我們對任何形式的歧視或性騷擾行為採取零容忍的態度，堅決杜絕對應徵者或僱員作出有關種族、膚色、國籍、宗教信仰、性別、年齡等歧視行為，並制定了舉報機制和多種舉報渠道，供僱員向部門主管或人力資源部門進行舉報。所有投訴均會被視為最高等級保密信息處理且被審慎評估，以維護本集團健康的工作環境和每個僱員的正當權益。

² The calculation was based on the average number of all employees at the beginning and end of 2024.

² 按2024年初和年末全部員工平均人數計算。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

The Group strictly observes the laws and regulations of labour and employment of the countries and regions where it operates, and has formulated localised human resources policies to standardise and guide personnel management. Moreover, such policies are regularly reviewed and updated to ensure that the rights and interests as well as development opportunities of employees are protected and supported.

本集團嚴格遵守各業務所在地的勞務和僱傭法律法規，並制定屬地化的人力資源政策，提供人事管理工作的規範及指引，且定期對其進行檢審和更新，以確保僱員的各項權益和發展機會得到保護與支持。

Business region 業務地區	Policies within the Group 集團內部政策	Laws and regulations complied 已遵守之法律法規
Hong Kong, China 中國香港地區	Relevant chapters in the Employee Manual relating to employment, pay and benefits, appraisal and training and development 《員工手冊》中有關僱傭、薪資福利、考核和培訓發展的相關章節	Relevant sections of the laws of Hong Kong, including the Employment Ordinance, the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance 香港法例中有關章節，包括《僱傭條例》、《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》和《種族歧視條例》
Mainland China 中國內地	The Recruitment Management Measures, the Attendance Management Measures (Revised in 2022), the Employee Grading and Salary Management Measures, the Management Measures for Performance Appraisal (Revised in 2022) and the Training Management Measures (Trial) 《招聘管理辦法》、《考勤管理辦法(2022年修訂)》、《員工等級與薪酬管理辦法》、《績效考核管理辦法(2022年修訂)》、《培訓管理辦法(試行)》	The Labour Contract Law of the People's Republic of China, the Labour Law of the People's Republic of China, the Provisions on Prohibition of Using Child Labour of the People's Republic of China, the Law on the Protection of Minors of the People's Republic of China, the Provisional Regulations on the Collection of Social Insurance Premiums, the Housing Provident Fund Management Regulations, the Social Insurance Law of the People's Republic of China and the Labour Dispute Mediation and Arbitration Law of the People's Republic of China etc 《中華人民共和國勞動合同法》、《中華人民共和國勞動法》、《中華人民共和國禁止使用童工規定》、《中華人民共和國未成年保護法》、《社會保險費征繳暫行條例》、《住房公積金管理條例》、《中華人民共和國社會保險法》、《中華人民共和國勞動爭議調解仲裁法》等

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

The Group requires its employees to provide ID cards before they are onboard, and adopts appropriate procedures to verify their ages to ensure the applicants have attained the legal minimum working age. If the Group is informed of any possible violations, the Group will conduct a comprehensive investigation on the premise of ensuring the safety and privacy of relevant individuals. Once behaviour involving false personal information is confirmed, the employment will be terminated immediately and reported to the relevant regulatory authorities if necessary. During the Reporting Period, the Group was not aware of any cases of child or forced labour in its own operations or in the course of the provision of products or services by its suppliers, nor was the Group aware of any violation of laws and regulations relating to employment and labour practices that had a material impact.

In terms of employees who have resigned, the Group ensures that the whole process has fully complied with the labour laws and regulations of the places where the Group operates, including but not limited to providing employees with an appropriate period of notice or payment in lieu of such notice. Additionally, the Group arranges department heads or staff from the Human Resources Department of the Group to have face-to-face interview with the employee, so as to understand the reasons for his/her resignation and to evaluate the relevant measures and make necessary improvements.

In 2024, the Group complied with the relevant laws and regulations in Mainland China and Hong Kong relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare of employees. Meanwhile, the relevant internal policies and measures were strictly followed. No violation of laws or regulations was found during the Reporting Period.

我們在僱員入職前檢查其個人身份證明，採取適用程序核實年齡，以確保申請人已達到法定最低工作年齡。如有任何可能的違規行為，本集團會在保障相關人士安全和隱私的前提下進行全面核查，一旦確認涉及個人信息不實的行為，立即解除勞動關係，必要情況下上報相關監管機構。報告期內，本集團沒有在自身運營及供應商提供產品或服務過程中獲知任何僱傭童工或強迫勞動的個案，亦無知悉產生具有重大影響的僱傭及勞工慣例相關違法違規事項。

針對離職員工，本集團確保所有流程全面符合運營所在地的勞動法律及法規，包括但不限於向僱員提供適當的通知期或代通知金。本集團亦會安排部門領導或人事部與離職僱員面談，了解員工的離職原因，以對相關措施進行評估和必要的改進。

2024年內，本集團遵守中國內地及香港地區有關補償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化、反歧視、以及其他福利及待遇的相關法律及法規，嚴格執行內部相關政策措施，期內未發現有關違法違規情況。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Compensation and Benefits

The Group is committed to fulfilling its employer responsibilities and values the various protections afforded to employees. Adhering to relevant laws and regulations in Mainland China and Hong Kong, the Group ensures that all employees receive their salaries in full and that insurance contributions are made on time. The Group also provides fair compensation for overtime work in accordance with local labour laws and employment contracts. In addition to statutory holidays, the Group's employees are also entitled to various paid leaves including annual leave, marriage leave, maternity leave, paternity leave, bereavement, work injury leave, sick leave and compassionate leave.

To promote organisational cohesion and cultural identity, the Group regularly recognises outstanding employees, organises team activities, and offers benefits. During the Reporting Period, the Group conducted a comprehensive evaluation and awarded the title of Outstanding Employee to nine individuals who demonstrated exceptional performance in the previous year, in recognition of their hard work and dedication. In addition, the Group also provides employees with benefits packages and allowances such as lunch benefits, holiday fees, birthday fees, heatstroke prevention or heating subsidies, and invites its senior management to participate in activities including the International Women's Day Afternoon Tea Party and the New Year's Eve Tea Party, thus truly conveying the Company's emphasis on people-oriented and caring for its employees.

薪酬與福利

本集團致力於履行僱主責任，重視對員工的各項保障。我們遵循中國內地及香港地區的相關法律及法規，準時向所有僱員發放全額工資和繳納保險，並根據僱員所在地勞動法及僱傭合約對超時工作給予公平補償。除法定假期外，本集團僱員亦享有多項帶薪假期，包括年假、婚假、產假、陪產假、喪假、工傷假、病假及撫恤假等。

我們通過定期表彰優秀員工、團隊活動和發放福利等方式促進組織凝聚力和文化認同感。報告期內，本集團經過綜合評定，對上一年度表現突出的9名員工授予優秀員工稱號，以鼓勵和嘉獎其辛勤付出。此外，我們還為僱員提供如午餐福利、過節費、生日費、防暑降溫或取暖補貼等福利津貼，並邀請集團高層參與包括國際婦女節下午茶會和共迎新年茶話會等活動，切實傳遞公司以人為本、關愛員工的情懷主張。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Development and Training

The successful transformation and development of the Company's business would not be possible without building the capacity of its employees to keep up with the times. Annual training plans are led and formulated by the President's Office of the Group in accordance with the Training Management Measures of the Group. Professional training is arranged in line with the current and future requirements of different job positions, and general outsourced and internal training is provided to employees for free. The Group also supports and encourages its employees to seek external training or study for a higher degree according to their personal development plans, in order to satisfy the latest requirements of new skills and knowledge due to market changes.

During the Reporting Period, the Group focused on enhancing the team's expertise in the field of distributed photovoltaics, and therefore organised a series of three specialised training sessions and self-learning opportunities under the Distributed Photovoltaic Full Training Camp. The topics covered financing models for distributed photovoltaic projects, preliminary development work, and calculations of electricity generation for distributed photovoltaic power stations. A total of 38 employees attended these offline training sessions. In addition, the Group continued to strengthen the risk management and comprehensive project management capabilities of its investment and finance teams. It also conducted eight specialised training sessions covering topics such as digital finance transformation, effective communication, tax-related disputes, and fiscal and tax compliance.

發展與培訓

公司業務的成功轉型發展離不開與時俱進的員工能力建設。我們依據《培訓管理辦法》，並由總裁辦直接牽頭制定年度培訓計劃，根據不同崗位當下和未來需求安排必要的專業培訓，並為員工免費提供通用類外聘培訓及內部培訓，亦支持鼓勵僱員根據個人發展規劃尋求相關的外部培訓或攻讀學位，以應對市場變化對新技能及知識的最新要求。

報告期內，本集團有針對性地強化團隊在分布式光伏領域的專業性，組織《分布式光伏全過程訓練營》系列三場專題培訓和自助學習，主題涉及分布式光伏項目投融資模式、前期開發工作和分布式光伏電站的發電量計算等，參與該系列線下培訓的員工共計38人次。此外，我們持續加強投資和財務團隊的風險管理和項目綜合管理能力，開展了涉及財務數字化轉型、高效溝通、涉稅爭議和財稅合規等課題的8場專項培訓。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

During the year, the Group coordinated a total of 11 training sessions for employees, with an employee coverage ratio of 46.8% and the length of training per capita of 5.8 hours.

年內，本集團共統籌了11場員工培訓，全員培訓比例達到46.8%，培訓時長為人均5.8小時。

Category 類別	Number of trainees 受訓人數	Percentage 佔比	Average training hours 平均培訓時數
By gender 按性別			
Male employees 男員工	7	30.4%	2.9
Female employees 女員工	15	62.5%	8.5
By grade 按級別			
The Senior Management 高級管理層	1	16.7%	1.3
The Middle Management 中級管理層	2	40.0%	1.5
Grass-roots employees 基層員工	19	52.8%	7.1

Health and Safety

The Group is committed to providing a safe and comfortable working environment for its employees and avoiding occupational health hazards by strictly complying with the relevant laws and regulations on workplace safety of the places where it operates, including the Labour Law of the People's Republic of China, and the Occupational Safety and Health Ordinance and the Employees' Compensation Ordinance of the laws of Hong Kong and during the Reporting Period, the Group complied with all such relevant laws and regulations.

健康與安全

本集團嚴格遵守各運營所在地有關生產安全的相關法律法規，包括《中華人民共和國勞動法》、香港法例中的《職業安全及健康條例》以及《僱員補償條例》等，致力於為員工提供安全舒適的工作環境，避免職業健康危害，報告期內沒有發生任何違法違規事件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

The Group's routine operations include office buildings in Guangzhou, Beijing, Taizhou, Jiangsu, and Hong Kong, which do not involve outdoor or high-risk work. The implementation of policies and measures related to workplace safety is supervised by the administration department or general management department of each office.

In Hong Kong, China, by adhering to the guidelines issued by the Occupational Safety and Health Council, the Group protects the health and safety of its employees in its Hong Kong offices by ensuring a well-lit and ventilated office at all times. As for the business units in Mainland China, the Administration Department under the Group's President's Office cooperates with property management companies to be responsible for the safety in routine working environment, so as to ensure timely maintenance in office areas as well as safety in the use of electricity and water, and to promptly identify and eliminate potential hazards. The Group conducts regular inspections on office fire extinguishing equipment, prepares emergency plans and evacuation routes, and holds fire drills to ensure the employees are familiar with the emergency responses.

The Leasing Business Department of the Group earnestly fulfils its responsibilities for the service and safety of leasees, supervises the enforcement of the Implementation Rules for Property Management of East Gate Plaza in Beijing, and requires the property company to offer proper safety services and regularly inspect the status of property facilities to ensure normal and safe use.

The property company engaged has formulated special emergency response plans covering 30 safety matters in six categories, including security incidents, safety, firefighting, diseases, flood control, and falling objects. Moreover, it arranges the emergency team to be on duty during both weekdays and holidays. The emergency response manager and the emergency repair team are on call. Additionally, weekly safety and fire drills and regular fire safety publicity activities are carried out, and the results and photos of safety drills are weekly reported to the Beijing office of the Group.

本集團的日常運營場所包括位於廣州、北京、江蘇泰州和香港地區的寫字樓，不涉及戶外或高危工作，生產安全相關政策措施由各辦公地點的行政部或綜合管理部負責監督執行。

在中國香港地區，本集團遵循職業安全與健康委員會發佈的指引，通過確保辦公室於任何時候都有良好的照明及通風，以保護其香港辦事處僱員的健康及安全。而在中國內地的業務單位，本集團總裁辦之行政部協同物業管理公司負責日常工作環境的安全，確保及時進行辦公區域的維修、用電及用水安全，及時識別和消除安全隱患。本集團定期檢查辦公室消防設備，制定應急計劃及逃生路線，及定期進行火災演習以確保僱員熟悉應急措施。

本集團物業租賃業務部門積極履行對租戶的服務和安全責任，對北京東環廣場《物業管理細則》的實施進行監督，要求物業公司做好安保服務，以及定期檢查物業設施的狀態，確保能正常和安全使用。

所聘物業公司制定專門的應急響應預案，涵蓋六大項共三十個安全事項，覆蓋治安事件、安全、消防、疾病、防汛、高空墜物等內容，並安排應急團隊做到工作日和節假日均有排班，應急專班經理及搶修專班隊伍隨叫隨到；同時組織每週安全消防演習、定期開展消防安全宣傳活動，並以週報形式向本集團北京辦事處上報安全演習及照片記錄。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

The Group recognises and is concerned about the impact of climate change on its operations and upstream and downstream of its value chains, particularly the safety risks posed by more frequent extreme weather to its employees, leasees and customers. Apart from the relevant preventive measures implemented in its offices, including checking backup power, tracking extreme weather alerts and making timely notices, and making emergency response plans, the Group regularly evaluates effectiveness and improvement for relevant plans.

To address the potential risks of natural disasters, the Group's Property Leasing Department adopted the following measures based on historical data and evidence during the Reporting Period:

- Updated the Flood Prevention Drill Manual prior to the onset of the flood season
- Reinforced flood prevention sandbags and increased the supply of flood prevention materials
- Provided each grassroots employee with heat prevention kits and medications to prevent heatstroke from early June until the end of the flood season, thereby minimising the risk of heat-related incidents
- Procured snow removal tools and heating equipment for the properties managed by the Group to ensure operational safety in winter

The Group's normal operations were not affected by typhoons, rainstorms, heavy snowfall or extreme heat in 2024. There were no cases of work-related injuries and fatalities within the Group in the past three years including the Reporting Period. During the Reporting Period, no lost days due to work injury or complaints from employees were recorded and there was no violation of laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards by the Group.

本集團認識並關注氣候變化對自身運營和價值鏈上下游的影響，尤其是愈加頻繁的極端天氣事件對員工、租戶和客戶等帶來的安全風險。除在各辦公場所推行相關防範措施，包括備用電源檢查、跟蹤極端天氣警報和及時通知、應急響應預案等，我們定期評估相關預案的有效性和改善方法。

為應對自然災害的潛在風險，報告期內，本集團物業租賃業務部門參考歷史數據和證據採取了如下措施：

- 在汛期到來前期更新《防汛演練》工作手冊
- 加固防汛沙袋，增配防汛物資
- 自6月初開始至汛期結束為每個基層員工配備了防暑降溫包及預防中暑的藥物，避免發生員工中暑
- 為所經營物業採購除雪工具和取暖設備，保障冬季的運營安全

2024年內本集團未受到颱風、暴雨、大雪、極熱天氣對正常工作的影響。於過去三年間（包括報告期），本集團未發生任何因工受傷死亡的個案。在報告期內，本集團概無錄得因工傷損失工作日數，報告期內亦沒有出現生產安全相關的違法違規或員工投訴的情況。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Community Investment

The Group offers job opportunities to places where it operates and drives local socioeconomic development, by leveraging on its wholesome business development. The Group also encourages its employees to engage in building up the community in which it operates through voluntary services, with a view to fostering harmonious relations in the community.

In 2024, the Group's property leasing business team supported property service providers in organising a variety of community events for tenants and residents of the community at East Gate Plaza in Beijing, including the New Year market, Mother's Day Appreciation Event, International Summer Market for Kids, East Gate Cool Summer Market, East Gate Vitality Festival in October, and East Gate Charity Market for Kids which promoted community harmony and cultural vitality in a positive way. During the Reporting Period, the focus of the Group was community culture and the Group's property leasing business team has deployed a total of 2 employees with a total of 20 working hours for the promotion of community culture.

社區投資

本集團憑藉自身業務的健康發展為運營所在地提供就業機會，推動當地社會經濟建設，我們亦鼓勵員工以志願服務的方式積極參與運營所在社區建設，促進構建和諧的社區關係。

2024年內，本集團物業租賃業務團隊支持物業服務供應商在北京東環廣場為租戶和所在社區居民舉辦了迎新春市集、感恩母親節活動、初夏國際兒童市集、酷夏東環市集、10月東環活力季和東環兒童公益市集等各類豐富多彩的社區活動，積極促進社區和諧和文化活力。報告期內，本集團以社區文化作為工作重心，而本集團物業租賃業務團隊為社區文化建設共投入員工人數2人，工時合共20小時。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

The Group will continue to explore beneficial initiatives that support community development and expect to strengthen communication and collaboration with the community through volunteer activities and donations in the future.

Part V: Supplier Management and Customer Service

Committed to maintaining and promoting transparent, ethical, and mutually beneficial relationships with its suppliers, the Group is attentive to the needs and well-being of upstream and downstream stakeholders throughout the supply chain, to jointly provide high-quality and reliable services and products for its investment projects and leasing business clients.

Supplier Management

Main categories of suppliers of the Group include:

- a) Intermediary agencies required for the investment business, including law firms, accounting firms, and consulting companies, as well as property management service providers required for the leasing business
- b) EPC (engineering, procurement, construction) contractors responsible for equipment procurement and construction for new energy projects, engineering supervision organisations, suppliers of photovoltaic components, insurance service providers, and operation and maintenance service providers for photovoltaic power stations
- c) Service providers for office maintenance and employee business travel

本集團將繼續探索支持社區發展的有益舉措，並期待在將來以組織志願者活動及捐款捐物等方式加深與所在社區的溝通共建。

第五部分：供應商管理與客戶服務

本集團關注供應鏈上下游利益相關方的訴求和福祉，致力於維繫和促進廉潔、透明和互惠互利的供應商關係，共同為投資項目和租賃業務的客戶提供優質和可信賴的服務產品。

供應商管理

我們的主要供應商類別包括：

- a) 投資業務所需中介機構，包括律師事務所、會計師事務所、諮詢公司等，及物業租賃業務所需的物業管理服務機構
- b) 新能源項目所需的提供設備採購及施工的EPC（工程設計Engineering，採購Procurement，施工Construction）總承包商，工程監理機構，光伏組件供應商，保險服務提供商和光伏電站的運營維護服務商
- c) 辦公維護和員工差旅的服務提供方

Intermediary Agencies

The Group has formulated and implemented the Management Measures of Silver Grant International Holdings Group Limited for the Selection and Engagement of Intermediary Agencies (Trial) to ensure that the Group's requirements for professional qualifications, credibility, quality, compliance, environmental protection, social responsibility and other aspects are fully considered and satisfied during the decision-making of the engagement of intermediary agencies. There is an intermediary management division under the Risk Control and Legal Department of the Group, which reviews the performance of the current intermediary agencies in terms of their professionalism, service attitude, speed of response, value-added services, professional ethics, service outcomes, industry reputation, and compliance records in line with internal policies, such as the Measures for the Performance Appraisal of Intermediary Agencies. The Group regularly inspects and updates the Intermediary Agencies Candidate Pool through interviews and surveys, if necessary, to ensure all intermediary agencies candidates meet the Group's service quality requirements and market reputation. The Group has established and maintained a list of abnormal intermediary agencies, categorising and managing institutions or individuals with potential risks. This list is publicly disclosed within its internal systems to provide alerts to relevant procurement units.

中介機構

本集團制定並執行《銀建國際中介服務機構選聘管理辦法(試行)》，確保中介機構的聘任決策過程中，充分考慮並確認符合本集團在專業資格、信譽、質量、合規、環境保護、社會責任及其他方面的要求。本集團風控法務中心下設中介管理部門，負責根據《中介服務機構考核評價實施辦法》等內部政策對現有服務機構在專業能力、服務態度、響應速度、增值服務、職業道德、服務成果、業內聲譽和合規記錄等方面的表現進行審核，並通過訪談和調研等方式定期檢審和更新中介機構備選庫，以確保所有備選中介服務供應商符合本集團所需的服務品質和市場信譽。我們建立並維護異常中介機構名單，對具有潛在風險的機構或個人進行分類管理，並在自有系統內進行公示，以便為相關採購單位提供警示。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Contractors and Suppliers

During the Reporting Period, the Group strived to expand its distributed photovoltaic power station business by selecting and engaging qualified EPC contractors and operation and maintenance service providers (the “Service Providers”) located near project construction sites to implement project construction, operation and maintenance. Additionally, it engaged third-party supervision companies to work alongside local power companies to complete project acceptance in accordance with relevant industry standards and requirements. In the selection process for the Service Providers, the Group has taken into account all factors such as their professional qualifications, project experience, cost-effectiveness, and industry reputation. Given that the Service Providers related to photovoltaic power stations differ from the Group’s existing suppliers, it places a high priority on enhancing its own professional capabilities. It continuously improves its project quality standards and acceptance specifications while strengthening meticulous management of quality oversight for its partners, ensuring the smooth implementation and stable operation of its projects.

Supplies Procurement

In terms of procurement management, the Group implemented the Office Supplies Procurement and Management Measures (Trial), with the Group headquarters acting as the management body for office assets. The President’s Office is responsible for overall coordination, promoting compliance in procurement and efficient resource utilisation through centralised planning and standardised processes.

承包商和供貨商

報告期內，本集團積極開拓分布式光伏電站業務，在項目施工地就近選擇和委託資質優良的EPC承包商和運維服務商（「服務商」），實施項目建設和運維，並聘請第三方監理公司與當地電力公司一起按相關行業標準和要求完成項目驗收。我們在遴選服務商的過程中綜合考慮其專業資質、項目經驗、性價比及行業口碑等因素。由於光伏電站相關的服務商有別於本集團既有的其他供應商，因此，我們高度重視自身專業素質建設和提升，完善自有的項目質量標準和驗收規範，不斷強化對合作商質量監督的精細化管理，以切實保障項目的順利實施和平穩運行。

物資採購

在物資採購管理方面，本集團實行《辦公物資採購及管理辦法（試行）》，由集團總部作為辦公資產的管理機構，總裁辦負責綜合統籌，通過集中規劃和規範流程促進物資採購的合規性和資源高效利用。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

ESG Management

The Group adheres to its Code of Conduct which regulates the business ethics and compliance management of all suppliers, including strict compliance with regulations such as the Civil Code of the People's Republic of China and the Prevention of Bribery Ordinance (Chapter 201 of the laws of Hong Kong). The Group strives to manage conflicts of interest during the procurement process and adheres to eliminate any practices of improper benefit transfer and corruption. The Group recognises that suppliers with poor reputations can also impact its image; therefore, it has higher expectations regarding their standards and measures related to business ethics, environmental protection, compliance performance, and labour employment practices.

As an essential part of its exploration and implementation of corporate sustainability principles, the Group places great importance on monitoring and jointly promoting the ESG-related performance of its suppliers and partners in the upstream and downstream supply chain. The Group also encourages suppliers to take into account of environmental protection when providing services and procuring products, such as prioritising products and services that have lesser environmental impact and reduced risk under same terms and conditions. The Group regularly assesses, reviews, and improves risks across all aspects of the Group's operations, including supply chain management. This process involves blacklisting suppliers identified as having significant environmental and social risks.

ESG 管理

我們踐行集團《行為守則》，規範所有供應商的商業操守和合規管理，包括嚴格遵守《中華人民共和國民法典》、香港法例第201章《防止賄賂條例》等規定，主動管理採購過程中的利益衝突，並堅決杜絕利益輸送和貪污腐敗行為。本集團意識到供應商如有不良聲譽亦會影響自身形象，因此對其在商業道德行為、環境保護重視和合規表現、以及勞工僱傭實踐方面的標準和措施抱有較高的期望。

作為我們探索和實踐企業可持續發展理念的重要一環，我們重視監督和共同促進供應商及供應鏈上下游合作夥伴的ESG相關表現，鼓勵供應商在提供服務和採購產品時加入環保考量，如建議在同等條件下優先選擇對環境影響更小且風險更低的產品和服務。我們定期對包括供應鏈管理在內的集團運營各方面的風險進行評估、檢審和改進，包括將識別出具有重大環保和社會風險的供應商納入黑名單。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

In light of the Group's business development focus, it will continue to impose strict requirements and supervise the Service Providers for its future owned photovoltaic power station business, particularly regarding the safety management of labour dispatched to projects under development, including but not limited to, measures such as insurance for construction personnel in a compliant manner, thereby fulfilling its oversight responsibilities for risks during construction and operation.

During the Reporting Period, the Group engaged with 60 suppliers, all of whom were hired and evaluated according to its procurement and supplier management guidelines. Among these, 43 were new suppliers, while the remaining 17 were existing suppliers who all participated in and passed the annual re-evaluation. In addition to 14 suppliers from Hong Kong, the remaining 46 suppliers are from Mainland China.

Service and Feedback

In light of the Group's scope of operations and service attributes during the Reporting Period, the Group's clients include both corporate and individual tenants in the property leasing business, as well as electricity users in the photovoltaic projects, such as owners of factories, hospitals, schools, and hotels, and/or purchasers such as grid companies.

有鑒於我們業務發展的側重，在未來自有光伏電站業務中，我們將持續嚴格要求並監督服務商對在建項目派出勞務的安全保障管理，包括並不限於合規為施工人員購買保險等措施，履行施工和運營中的風險監督責任。

報告期內，本集團有商業往來的60家供應商，全部按照本集團採購和供應商管理辦法聘用和評審，其中43家為新增供應商，其餘17家為既有供應商並全部參與並通過了年度複評。除14家來自中國香港地區，其餘46家供應商均來自中國內地。

服務與反饋

鑒於本集團報告期內的業務範圍和服務屬性，本集團的客戶包括物業租賃業務中的企業和個人租戶，以及光伏項目的電力使用方（如工廠、醫院、學校和酒店等場地所有者）和／或採購方（如電網公司）。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

For the leasing business, the Group upholds the concept of “customer first, service first”, by providing high-quality services to its leasees and fulfilling its responsibilities and commitments including property security, responsible marketing, privacy protection, energy conservation, emission reduction and green procurement. During the Reporting Period, the Group strengthened the provision of additional value-added services to complement the tenants of East Gate Plaza in Beijing through cooperation with the property management company, including the followings:

- The Group collects and analyses tenants’ commuting needs, providing shuttle services between frequently used commuting locations to enhance convenience for tenants
- The Group encourages green lifestyles by offering room options equipped with more environmentally friendly materials for sustainability-conscious tenants

The Group’s leasing business ensures that tenant services and feedback comply with the requirements of the Law of the People’s Republic of China on the Protection of Consumer Rights and Interests by standardising the management and supervision of property companies. It has also established an internal standardised complaint handling procedure and expanded communication channels, such as a service hotline, to ensure that reasonable tenant requests are addressed promptly, thereby enhancing overall service quality.

在租賃業務中，我們秉持「客戶至上、服務至上」的理念，為租戶提供高質量的服務，履行包括物業安全、負責任營銷、隱私保護、節能減排和綠色採購等在內的責任和承諾。報告期內，我們通過與物業管理公司合作，加強為北京東環廣場的租戶補充提供更多增值服務，包括：

- 收集和分析租戶的通勤需求，在共同需求較多的通勤地點間提供往返班車，提升租戶通勤的便利性
- 鼓勵綠色生活方式，為注重可持續發展的租戶提供配置更多環保材料的房間選擇

我們的租賃業務通過規範管理和監督物業公司，確保租戶服務與反饋遵循《中華人民共和國消費者權益保護法》的要求，並設置內部標準化投訴處置程序，拓寬服務熱線等與客戶的溝通渠道，令客戶合理訴求得到及時回應和解決，提升整體服務質量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

During the Reporting Period, the Group continued to gather feedback through regular visits and periodic customer satisfaction surveys across seven categories, namely equipment maintenance, project operation and maintenance, customer service, security services, cleaning services, community activities, and complaint handling. This consistent engagement has resulted in positive evaluations, with a customer satisfaction rate of 99%. The Group conducted 231 tenant visits (including 117 corporate clients) and implemented appropriate improvements based on the feedback received regarding issues such as occupied electric vehicle charging spaces, smoking in restrooms, and construction noise.

報告期內，我們持續採取日常拜訪和定期進行客戶滿意度調查的方式收集客戶針對設備維護、工程運維、客戶服務、保安服務、保潔服務、社區活動和投訴處理七大類別的反饋，持續獲得良好的評價，客戶滿意率達99%。我們共拜訪租戶231次（包括企業客戶117次），並針對收集到的關於電動車充電位被佔用、衛生間吸煙和工程噪音問題採取了妥善的改進措施。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

In terms of new energy projects, in strict compliance with the regulations outlined in the Management Measures for the Development and Construction of Distributed Photovoltaic Power Generation, the Group engaged an appropriate qualified service provider for the construction and operation and maintenance of photovoltaic projects. Throughout the project design, construction, and subsequent operational phases, the Group maintained regular communication with clients to develop contingency plans for potential quality and safety hazards related to property structures and adverse weather conditions. Additionally, it mitigated risks associated with extreme weather or natural disasters by purchasing third-party liability and property insurance, so as to fulfil its responsibilities to customers who purchased electricity.

During the Reporting Period, the Group did not receive any complaints which had a material impact on its customers. The Property Leasing Business Unit of the Group set up a signboard with the complaint hotline and the Beijing 12345 Public Service Complaint Hotline in the public area of East Gate Plaza in Beijing. No major complaint was received during the year.

During the Reporting Period, the Group complied with relevant laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to the services provided by Property Leasing Business Unit and the new energy business of the Group.

Part VI: Environment and Resources Management

Sustainable development, underpinned by a low-carbon transition, is both an inevitable trend and a necessary path forward. The Group places significant strategic emphasis on climate change issues and the opportunities and challenges that environmental impacts present for business development and stakeholder well-being. In recent years, the Group has examined investment opportunities, anchoring its future business potential in the exploration of renewable energy and climate adaptation technologies. It implemented a dual-driven strategy by focusing on the development of new energy projects while addressing the low-carbon transition of traditional energy projects, to meet stakeholder expectations in the realm of sustainable development. Furthermore, during the planning process for new energy projects such as photovoltaic power stations, the Group strived to identify ecological risks associated with upstream production and construction processes, including photovoltaic components, with an aim to minimise the environmental impacts of its business activities while also analysing and participating in GHG emission reductions throughout the value chain.

在新能源項目上，本集團嚴格遵循《分布式光伏發電開發建設管理辦法》的規定，委託資質適當的服務商提供光伏項目的建設和運維服務。在項目設計、施工和後期運營過程中，我們與客戶保持常態溝通機制，就物業結構、惡劣天氣可能引發的質量和安全隱患做出預案，並通過購買第三方責任險和財產險等方式做好適當的風險（如遇極端天氣或自然災害）防範，務求履行對售電客戶的責任義務。

報告期內，本集團未有接獲任何對客戶造成重大影響之投訴，其中物業租賃業務分部在北京東環廣場項目的公共區域設有投訴舉報電話和北京12345公共服務投訴電話的公示牌，年內亦未有收到重大投訴。

報告期內，本集團已遵守與物業租賃業務單位與本集團新能源業務所提供服務有關的健康與安全、廣告、標籤及私隱事宜的相關法律法規。

第六部分：環境與資源管理

以低碳轉型為基調的可持續發展是大勢所趨也是必由之路。本集團從戰略層面高度關注氣候變化議題，以及環境影響對業務發展和持份者福祉帶來的機遇和挑戰。近年來，我們審視投資業務機遇，將未來業務潛力錨定在可再生能源和氣候適應技術的探索，著重佈局新能源項目，同時關注傳統能源項目的低碳轉型，落實雙輪驅動策略，以滿足對持份者在可持續發展領域的期待。此外，我們在光伏電站等新能源項目規劃過程中，積極識別光伏組件等上游生產和施工過程中的生態風險，盡可能降低自身業務活動產生的環境影響的同時，分析和參與價值鏈的溫室氣體減排。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Climate Change

The Group is concerned about the impact of climate change issues on social life and economic development, as well as its potential risks and opportunities brought to the operation activities of the Group. The physical risks associated with climate change primarily arise from the increasing frequency and intensity of extreme weather events, such as storms, floods, and extreme heat. These risks can significantly impact business continuity and, if they occur, may affect the Group's various office locations, the East Gate Plaza premise, and the photovoltaic projects within the Group's new energy investment segment, which includes:

氣候變化

本集團關注氣候變化議題對社會活動和經濟發展帶來的影響，以及其對我們運營活動可能帶來的風險和機遇。氣候變化帶來的實體風險多由如風暴、洪水或極熱等極端氣候事件發生的頻次和規模增加，而帶來的對業務持續性的影響，一旦發生可能對本集團各辦公地點、東環廣場物業以及本集團新能源投資板塊涉及的光伏發電項目造成影響，包括：

Physical Risks 實體風險	Impact 影響	Scale 程度	Financial Implications 財務影響
Storms and floods 風暴和洪水	<ul style="list-style-type: none">Abnormal wear and damage to office facilities, property assets, and photovoltaic power stations對辦公設施、物業資產和光伏電站帶來異常耗損和損壞Impact on the average sunlight forecasts and continuous power generation capacity of the Group's power stations; prolonged heavy rainfall may affect the waterproofing performance of roofs where power generation components are installed對自有電站的平均日照預測和持續發電能力形成影響，持續暴雨或許影響安裝發電組件的建築屋頂防濕防潮性能Delays in the supply and construction of ongoing projects對自有在建項目供貨和施工造成延誤	Low 低	<ul style="list-style-type: none">Damage to owned properties, production facilities, and data, alongside rising electricity and energy prices, resulting in increased maintenance and operational costs自有物業、生產設施和資料受損以及電價和能源價格上漲，導致維護成本和運營成本增加Continuous power generation capacity may impact service delivery, potentially leading to service disputes and litigation, as well as other costs or compensations持續發電能力對服務造成影響或會導致服務糾紛和庭訴，及其他費用或賠償

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Physical Risks 實體風險	Impact 影響	Scale 程度	Financial Implications 財務影響
	<ul style="list-style-type: none"> Damage to the buildings, factories, and facilities of invested companies located in coastal and riverine areas, as well as business disruptions due to temporary power outages and infrastructure paralysis 對位於沿海和臨近河湖地區的被投公司之建築、廠房和設施或造成損害，以及短期電力和基礎設施癱瘓造成業務受阻 Safety hazards for tenants and visitors due to potentially inadequate emergency response capabilities 給租戶和訪客帶來安全隱患，緊急救援能力可能不足 Disruption to employee commuting, preventing timely arrival at work 員工出行受到影響而不能及時赴工 		<ul style="list-style-type: none"> Additional freight costs for the resumption of supplies for projects under development, along with labour or other costs related to delays in progress 在建項目供貨恢復之額外運費，進度延誤之人工或其他成本 Damage to invested company assets and operational impacts may lead to asset impairment and rising costs, affecting expected investment returns 被投公司資產受損和運營受影響或導致資產減值和費用上升，影響預期投資回報 Potential additional costs for emergency rescue and support for personnel 對人員的緊急救援和支持或許產生額外費用
Drought and extreme heat 乾旱和極熱天氣	<ul style="list-style-type: none"> Decreased physical functioning, leading to reduced productivity of employees and outsourced contractors 造成人體功能下降，造成員工和外包施工人員工作生產能力降低 Increased sunlight duration, providing ample natural resources for the Group's power stations 光照時長增加，對自有電站提供充沛自然資源 	Low 低	<ul style="list-style-type: none"> Increased hiring costs due to reduced labour efficiency 由於勞動效率降低或導致人員僱傭成本增加 Ample natural resources support the sustainable production of the Group's power stations, ensuring power supply 自然資源充沛程度有利於自有電站持續性生產，保障電力供應

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Based on the potential impacts of physical risks associated with climate change, the Group has conducted an internal assessment of the possible financial implications related to assets, personnel, project liabilities, and business continuity. Additionally, it has conducted a comprehensive evaluation of the transition risks and opportunities presented by climate change. The preliminary assessment results indicated that:

1. Physical risks may cause impacts and related financial implications: Negative, low
2. Transition risks may cause impacts and related financial implications: Neutral to positive, moderate
3. Opportunities from climate change: Positive, medium to high

The risks posed by climate change will accelerate the energy transition across various industries, as well as society's recognition and preference for renewable energy, particularly the increasingly significant economic benefits and flexibility as well as operability of distributed photovoltaic power generation. The Group stands to benefit from new policies emerging during this transition, including support for renewable energy and new energy vehicles. It will endeavour to monitor technological breakthroughs in photovoltaic power generation, energy storage, and other applications of new energy, and will participate in investments or adoption where appropriate. In general, the Group is confident in the market prospects of the rapidly growing new energy business, despite that the implementation process for specific businesses will depend on various market factors. Currently, the financial implications associated with these opportunities lack authoritative quantification; however, the Group will continue to monitor and conduct annual reviews and updates as appropriate.

基於氣候變化實體風險可能導致的影響，本集團已就可能造成的資產、人員、項目責任、業務連續性等潛在財務影響進行內部研判；同時，我們對氣候變化的轉型風險和機遇也進行了綜合評估。初步評估結果顯示：

1. 實體風險可能造成影響和相關財務影響：負面，偏低
2. 轉型風險可能造成影響和相關財務影響：中性—正向，中等
3. 氣候變化的機遇：正向，中高

氣候變化帶來的風險會加速各產業的能源轉型，以及全社會對可再生能源的認同以至於偏愛，特別是分布式光伏發電的經濟效益以及靈活性和可操作性日益明顯。本集團將獲益於轉型過程中的新政策，包括對可再生能源和新能源車輛的支持。我們將積極跟蹤光伏發電、儲能和其他新能源應用的技術突破，並在適當的情況下參與投資或採用。總體而言，對正在集聚勢能的新能源業務，本集團對其市場前景重充滿信心，唯具體業務的落實進程還需結合多種市場因素；目前，此等機遇帶來的財務影響尚缺乏權威依據做出量化，但我們將持續監控並視乎情況做出年度檢審和更新意見。

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Despite the lower severity indicated by the analysis of physical impacts, the Group has established relevant risk mitigation and response measures. It continuously assesses the effectiveness and improvement of existing measures based on third-party professional institutions' climate forecasts for operational and investment asset locations over the short, medium, and long term. The Group's initiatives in response to climate risk include:

- Severe weather contingencies: Set up a backup power supply to maintain the operation of servers in spite of any disruptions; safety of doors and windows are inspected regularly and strictly abide by the working rules of typhoons and rainstorm warnings to protect the safety of employees, tenants and visitors; strengthen the quality supervision of the construction, operation and maintenance of photovoltaic projects and procure insurance to reduce the financial risk of related losses to customers and the Group.
- Responses to extreme weather events: Once extreme weathers have been predicted, staff were assigned to conduct site inspections, including the installation of anti-shattering tape on large glass doors and windows when necessary, in order to minimize the risks of fall from heights and accidental losses; during extreme weathers, employees are instructed to stay in safe places or work from home and provide the necessary technical support while ensuring that necessary services will be provided as usual; staff are assigned to conduct post-event inspections on each office and rental spaces, and arrange for necessary notifications and fast inspections and repairs.

儘管實體影響分析顯示的嚴重性較低，本集團仍制定了相關風險化解和應對措施，並根據第三方專業機構對運營地和投資資產所在地短中長期的氣候預測，持續評估現有措施的有效性和改善方法。本集團的氣候風險應對舉措包括：

- 惡劣天氣工作預案：設置備用電源，維持服務器在受干擾時的運行；定期檢查門窗安全，嚴格遵守颱風及暴雨警告下的工作守則，以保障員工、租戶和訪客安全；加強光伏項目建設運維的質量監督，購置保險降低相關損失對客戶和本集團的財務風險。
- 應對極端天氣事件：一旦預知極端天氣，指派工作人員進行場所檢查，包括必要時為大型玻璃窗門加貼防碎膠紙，最大幅度減低高處跌落及意外損失風險；極端天氣期間，在保證必要服務的前提下請員工留在安全的地方或在家工作，並提供所需技術支持；在事後指定員工巡查各辦公和租用場所，安排必要提示和快速檢修。

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Environmental Impact

The Group is in strict compliance with relevant laws and regulations relating to environment, including the Environmental Protection Law of the People's Republic of China and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Wastes. The Group identifies and assesses its own sources of emissions, develops internal policies, and implements necessary measures to minimise the environmental impact and burden on natural ecosystems resulting from its operational activities.

The Group's business activities are carried out in the offices located in Guangzhou, Beijing, Taizhou, Jiangsu and Hong Kong. No pollutant emissions, wastewater or hazardous waste are generated from the Group's operations³. The fuel consumption of the Group's own vehicles used in the Group's business activities and the electricity consumption of lighting, air conditioning and other office equipment at the Group's offices are the main sources of GHG emissions. The Group uses municipal water supplies for its offices. In cooperation with property management companies in the places where it operates, wastewater will be discharged to the municipal wastewater network. There was no issue in sourcing water that is fit for purpose during the Reporting Period.

Management Initiatives

The Group recognises its corporate social responsibility and commitment to environmental protection. In 2024, it continued to implement and constantly optimise the management initiatives for energy conservation and emission reduction, and reinforced the promotion of green lifestyles to stakeholders, such as employees, suppliers and customers,

環境影響

本集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》等環保相關法律法規，識別和排查自身排放源，制定內部政策和採取必要措施，降低運營活動對環境及自然生態系統帶來的負擔。

本集團的業務活動以位於中國廣州、北京、江蘇泰州和香港地區的辦公室為經營場所，運營活動並無產生污染排放物、廢水或有害廢棄物³，業務活動所使用的自有車輛的燃料消耗以及辦公地點的照明、空調和其他辦公設備的電力消耗是主要的溫室氣體排放源。我們所需的辦公室生活用水由各地市政供水提供，所產生的生活污水配合各運營地的物業管理公司排放至市政污水管網。報告期內，於獲取適用水源方面並無任何問題。

管理舉措

本集團認同自身肩負的企業社會責任及對保護環境的承諾。於2024年，本集團繼續執行和持續優化相關節能減排的管理舉措，加強對員工、供應商和客戶等持份者踐行綠色生活方式的倡導，

³ The scope of this Report does not include the rental properties that have been outsourced to third-party property management companies.

³ 本年度報告範圍不包含已外判予第三方物業管理公司的租賃物業。

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including:

- Through routine promotion regarding green office, the Group uses energy-saving lighting facilities, switch off computers and lamps during non-office hours, raise employees' awareness of water conservation, encourage paperless office and paper reuse, and adopt intelligent power control equipment to adjust air-conditioning temperatures, as appropriate.
- In regard to air emission reduction, the Group continued to implement the relevant measures during the year, including: the President's Office of the Group took the lead and the administrative departments of all business units were responsible for maintaining all vehicles under good condition. The mileage and fuel consumption of vehicles were regularly recorded and monitored. The vehicles with low fuel consumption were prioritised. Current emission reduction strategies were regularly reviewed.
- The Group advocated active participation in internal training in combination of the energy-saving measures of property management companies in the places it operated.

East Gate Plaza under the Group's property leasing business, a LEED Platinum-certified project, has complied with the relevant policies, measures and requirements of Beijing for low-carbon green urban development, and has been committed to continuously exploring the possibility of creating a "green, environmentally friendly and energy-saving building" as a benchmark.

包括：

- 通過日常宣講倡導節能綠色辦公，使用節能照明設施，在非辦公時間關閉電腦和辦公室燈光，提升員工節約用水意識，鼓勵無紙化辦公和紙張重複利用，採用智能化用電控制設備，適時調節空調溫度等。
- 降低廢氣排放方面，我們在年內繼續推行有關措施，包括由集團總裁辦牽頭，各業務單位之行政部門負責維護所有車輛處於良好狀態，定期記錄及監測其車輛行駛里程及燃料消耗量評估實際使用情況，優先使用油耗較低的車輛，並定期審查現有減排策略等。
- 配合辦公所在地物業管理公司的節能措施，積極參與內部培訓。

本集團物業租賃業務的東環廣場項目為LEED鉑金認證項目，一直以來遵守北京市低碳城市綠色發展的相關政策措施及要求，致力於不斷探索，始終打造「綠色環保節能型大樓」的標杆。

Emissions and Energy Consumption

排放與能耗

Air Emissions

廢氣排放

The Group’s air emissions came from its own vehicles. During the Reporting Period, the Group continued to monitor the status of vehicle use by administrative departments, and take the relevant measures, including regular inspection of vehicle status and actual use. Additionally, it conducted repair and maintenance, if necessary, to maintain energy efficiency, successfully achieving the three emission control targets of no more than 12 kg/year for Nitrogen oxides (NO_x), 0.3 kg/year for Sulphur oxides (SO₂) and 0.9 kg/year for particulate matter (PM) set for 2019.

本集團的廢氣排放源為自有汽車。報告期內，本集團持續監測各行政部門的車輛使用狀態，採取相關措施，包括定期檢查車輛狀態和實際使用情況，並在必要時進行維修保養以保持能源效益，全面達成於2019年設立的氮氧化物不超過12千克／年、硫氧化物不超過0.3千克／年及顆粒物不超過0.9千克／年等三項廢氣排放控制目標。

Air emissions 廢氣排放	Kg 千克		
	2024 二零二四年	2023 二零二三年	2022 二零二二年
Nitrogen oxides (NO _x) 氮氧化物 (NO _x)	9.64	12.49	1.9
Sulphur oxides (SO ₂) 硫氧化物 (SO ₂)	0.22	0.29	0.2
Particulate matter (PM) 顆粒物 (PM)	0.71	0.92	0.3

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Energy Use

The Group practices the strategy of reducing the environmental impact by enhancing resource utilisation and energy efficiency. During the Reporting Period, the Group kept improving operations and management. The total energy consumption was 250MWh, with a decrease of 15% as compared to the total consumption of the previous year, achieving the established target of reducing energy consumption by 3%–5% by 2030 as compared to that in 2021 ahead of schedule.

能源使用

本集團貫徹通過提高資源利用能效降低對環境影響的策略。期內，我們不斷改善運營管理，能源消耗總量為250兆瓦時，能耗總量均較上一年度下降15%，已提前達成二零三零年能源消耗量較二零二一年降低3%–5%的既定目標。

Energy use 能源使用	MWh 兆瓦時		
	2024 二零二四年	2023 二零二三年	2022 二零二二年
Gasoline 汽油	147	188	145.08
Purchased electricity 外購電力	103	107	317.02
Total 合計	250	295	462.10
Intensity (per square metre) 密度(每平方米)	0.12	0.09	0.10

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

GHG emissions

The GHG emission of the Group during the Reporting Period mainly came from fuel consumption of its own vehicles and electricity consumption of offices and equipment. The Group's total GHG emissions in 2024 were 89.57 tonnes, decreasing by 22% as compared to that in 2023. The emission intensity remained the same as that of the previous year, achieving the established target of maintaining basically the same emission level as that of the previous year.

溫室氣體排放

本集團於報告期內的主要溫室氣體排放源包括自有車輛的燃料消耗和各地辦公室所在建築及設備的電力消耗。2024年內，本集團溫室氣體排放總量為89.57公噸，比2023年度降低22%，排放密度與去年持平，達成較上年排放水平基本持平的既定目標。

GHG emissions 溫室氣體排放	Tonnes CO ₂ -e 公噸二氧化碳當量		
	2024 二零二四年	2023 二零二三年	2022 二零二二年
Scope 1 範圍一	41.03	52.59	35.33
Scope 2 範圍二	48.53	64.47	188.32
Total 總計	89.57	115.05	223.65
Intensity (per square metre) 密度(每平方米)	0.04	0.04	0.05

Other Resource Use

Since the Group's business units in Guangzhou, Taizhou and Hong Kong are not required to pay for water consumption, the relevant water consumption data are not available for the time being. For this Report, only the water usage of the Beijing office is disclosed. During the Reporting Period, a total of 300 tonnes of water was used in the Beijing office with water consumption intensity amounting to 30 tonnes per employee, which outperformed the formulated target of water consumption efficiency being basically the same as that in 2021. The Group will continue to improve its data collection system to strengthen monitoring effectiveness and optimise the corresponding water conservation measures, thereby achieving the established target of maintaining water efficiency level.

其他資源利用

由於本集團位於廣州、泰州及香港的業務單位不需繳交用水費用，暫無法獲取相關用水數據，本次報告僅披露本集團北京辦公室的水資源利用情況。報告期內，北京辦公室共用水300公噸，用水密度為每員工30公噸，超額完成了與2021年用水效率基本持平的既定目標。我們將持續完善數據收集系統，以期提升監控效能，並優化相應節水措施，達成保持用水效率水平的既定目標。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

The non-hazardous waste generated from the Group’s routine operations includes office paper and domestic waste. During the Reporting Period, office paper used amounted to 0.38 tonnes, dropping by 7.3% year-on-year which achieved the established target of reducing the total non-hazardous waste by 3%–5% by 2030 as compared to that in 2021. As domestic waste generated during operation is collected and disposed of by the property management company of each office, the Group is unable to obtain the relevant data for disclosure for the time being.

The Group will further optimise the information collection methods and channels, and strengthen resource conservation initiatives and measures to enhance the management and performance of resource utilisation.

本集團日常運營所產生的無害廢棄物包括辦公用紙和生活垃圾。報告期內，產生辦公用紙總量為0.38公噸，同比下降7.3%，已達成至二零三零年無害廢棄物總量較二零二一年減少3%–5%的既定目標。由於運營產生的生活垃圾由各辦公地點物業管理公司收集及處理，本集團暫無法獲取相關數據予以披露。

我們將進一步優化信息收集方法和渠道，加強資源節約倡導及措施，以提升對資源利用的管理和績效。

Non-hazardous waste 無害廢棄物	Tonnes 公噸		
	2024 二零二四年	2023 二零二三年	2022 二零二二年
Office paper 辦公用紙	0.38	0.41 ⁴	0.476
Intensity (per employee) 密度（每員工）	0.008	0.007	0.013

The Group’s business does not involve the procurement and use of raw materials or packaging materials and therefore no disclosure is made in this Report.

本集團業務不涉及採購和使用原材料和包裝材料，故本報告不對此項進行披露。

⁴ During the year, the Group improved its data collection system and review mechanism. After investigation, the amount of office paper to be used in 2023 was 0.41 tonnes.

⁴ 年內，本集團完善數據收集系統和檢審機制。經調，2023年度辦公用紙數量為0.41公噸。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Appendix: The Content Index of the “Environmental, Social and Governance Reporting Guide” under Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited

附錄：《香港聯合交易所有限公司證券上市規則》附錄C2《環境、社會及治理報告守則》之內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Part VI Environment and Resources Management > Environmental Impact</p> <p>第六部分 環保與資源管理 > 環境影響</p>
KPI A1.1 關鍵績效指標A1.1	<p>The types of emissions and respective emissions data.</p> <p>排放物種類及相關排放數據。</p>	<p>Part VI Environment and Resources Management > Emissions and Energy Consumption</p> <p>第六部分 環保與資源管理 > 排放與能耗</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
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)。	Part VI Environment and Resources Management > Emissions and Energy Consumption 第六部分 環保與資源管理 > 排放與能耗
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)。	Part VI Environment and Resources Management > Emissions and Energy Consumption 第六部分 環保與資源管理 > 排放與能耗
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。	Part VI Environment and Resources Management > Management Initiatives; Emissions and Energy Consumption 第六部分 環保與資源管理 > 管理舉措; 排放與能耗
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。	Part VI Environment and Resources Management > Management Initiatives; Emissions and Energy Consumption 第六部分 環保與資源管理 > 管理舉措; 排放與能耗

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
Aspect A2: Use of Resources 層面 A2：資源使用		
General Disclosure 一般披露	Policies on 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。	Part VI Environment and Resources Management > Environmental Impact 第六部分 環保與資源管理 > 環境影響
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)。	Part VI Environment and Resources Management > Emissions and Energy Consumption 第六部分 環保與資源管理 > 排放與能耗
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)。	Part VI Environment and Resources Management > Emissions and Energy Consumption 第六部分 環保與資源管理 > 排放與能耗
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。	Part VI Environment and Resources Management > Management Initiatives; Emissions and Energy Consumption 第六部分 環保與資源管理 > 管理舉措；排放與能耗

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
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。	Part VI Environment and Resources Management > Management Initiatives; Emissions and Energy Consumption 第六部分 環保與資源管理 > 管理舉措；排放與能耗
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。	N/A 不適用
Aspect A3: The Environment and Natural Resources 層面 A3：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。	Part VI Environment and Resources Management > Environmental Impact 第六部分 環保與資源管理 > 環境影響
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of business 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。	Part VI Environment and Resources Management > Management Initiatives 第六部分 環保與資源管理 > 管理舉措

ENVIRONMENTAL, SOCIAL AND GOVERNANCE 環境、社會及管治

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
Aspect B1: Employment 層面 B1：僱傭		
General Disclosure 一般披露	<p>Information on:</p> <p>(a) the policies; and</p> <p>(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.</p> <p>有關薪酬及解僱、招聘及晉升、工作時數、假期、平機會、多元化、反歧視以及其他待遇及福利的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Part IV Employee Well-being and Development > Recruitment and Employment; Benefits and Compensation; Development and Training</p> <p>第四部分 員工福祉與發展 > 招聘及僱傭；福利與薪酬；發展與培訓</p>
KPI B1.1 關鍵績效指標 B1.1	<p>Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.</p> <p>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。</p>	<p>Part IV Employee Well-being and Development</p> <p>第四部分 員工福祉與發展</p>
KPI B1.2 關鍵績效指標 B1.2	<p>Employee turnover rate by gender, age group and geographical region.</p> <p>按性別、年齡組別及地區劃分的僱員流失率。</p>	<p>Part IV Employee Well-being and Development</p> <p>第四部分 員工福祉與發展</p>

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
Aspect B2: Health and Safety 層面 B2：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。	Part IV Employee Well-being and Development > Health and Safety 第四部分 員工福祉與發展 > 健康與安全
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（包括彙報年度）每年因工亡故的人數及比率。	Part IV Employee Well-being and Development > Health and Safety 第四部分 員工福祉與發展 > 健康與安全
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。	Part IV Employee Well-being and Development > Health and Safety 第四部分 員工福祉與發展 > 健康與安全
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, 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。	Part IV Employee Well-being and Development > Health and Safety 第四部分 員工福祉與發展 > 健康與安全

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
Aspect B3: Development and Training 層面 B3：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。	Part IV Employee Well-being and Development > Development and Training 第四部分 員工福祉與發展 > 發展與培訓
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (for example, senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。	Part IV Employee Well-being and Development > Development and Training 第四部分 員工福祉與發展 > 發展與培訓
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。	Part IV Employee Well-being and Development > Development and Training 第四部分 員工福祉與發展 > 發展與培訓
Aspect B4: Labour Standards 層面 B4：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 or 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。	Part IV Employee Well-being and Development > Recruitment and Employment 第四部分 員工福祉與發展 > 招聘及僱傭

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
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。	Part IV Employee Well-being and Development > Recruitment and Employment 第四部分 員工福祉與發展 > 招聘及僱傭
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such violations when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Part IV Employee Well-being and Development > Recruitment and Employment 第四部分 員工福祉與發展 > 招聘及僱傭
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of supply chain. 管理供應鏈的環境及社會風險政策。	Part V Supplier Management and Customer Service > Supplier Management 第五部分 供應商管理與客戶服務 > 供應商管理
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。	Part V Supplier Management and Customer Service > Supplier Management 第五部分 供應商管理與客戶服務 > 供應商管理
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, 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。	Part V Supplier Management and Customer Service > Supplier Management 第五部分 供應商管理與客戶服務 > 供應商管理

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
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。	Part V Supplier Management and Customer Service > Supplier Management 第五部分 供應商管理與客戶服務 > 供應商管理
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。	Part V Supplier Management and Customer Service > Supplier Management 第五部分 供應商管理與客戶服務 > 供應商管理
Aspect B6: Product Responsibility 層面 B6：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。	Part V Supplier Management and Customer Service > Service and Feedback 第五部分 供應商管理與客戶服務 > 服務與反饋

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
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。	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。	Part V Supplier Management and Customer Service > Service and Feedback 第五部分 供應商管理與客戶服務 > 服務與反饋
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。	Part III Business Conduct > Information Security and Privacy Protection 第三部分 商業操守 > 信息安全與隱私保護
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。	N/A 不適用
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	Part III Business Conduct > Information Security and Privacy Protection 第三部分 商業操守 > 信息安全與隱私保護

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
Aspect B7: Anti-corruption 層面 B7：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。	Part III 第三部分 Business Conduct > Anti-corruption and Reporting Policies 商業操守 > 反貪污與舉報制度
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 during the Reporting Period and the outcomes of the cases. 於彙報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Part III 第三部分 Business Conduct > Anti-corruption and Reporting Policies 商業操守 > 反貪污與舉報制度
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, 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。	Part III 第三部分 Business Conduct > Anti-corruption and Reporting Policies 商業操守 > 反貪污與舉報制度
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Part III 第三部分 Business Conduct > Anti-corruption and Reporting Policies 商業操守 > 反貪污與舉報制度

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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Section 章節
Aspect B8: Community Investment 層面 B8：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 its business activities take into consideration 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。	Part IV Employee Well-being and Development > Community Investment 第四部分 員工福祉與發展 > 社區投資
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)。	Part IV Employee Well-being and Development > Community Investment 第四部分 員工福祉與發展 > 社區投資
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)。	Part IV Employee Well-being and Development > Community Investment 第四部分 員工福祉與發展 > 社區投資

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Part D: Climate Change- related Disclosure D 部分：氣候相關披露	Description 描述	Section 章節
Governance 管治	Governance skills, approaches and capabilities; roles and responsibilities of the Board; monitoring progress; roles and responsibilities of the management 管治技能、方式及能力；董事會的角色及職責；監察進度；管理層的角色及職責	Part II 第二部分 Practices for Sustainable Development > Structure and Focus of the ESG Control System 可持續發展建設 > ESG管控體系架構及重點工作
Strategy 策略	Climate-related risks and opportunities; business models and value chains; strategy and decision-making; climate resilience 氣候相關風險和機遇；業務模式和價值鏈；策略和決策；氣候韌性	Part VI 第六部分 Environment and Resources Management > Climate Change 環境與資源管理 > 氣候變化
Risk Management 風險管理	Risk identification and assessment 風險識別與評估	Part VI 第六部分 Environment and Resources Management > Climate Change 環境與資源管理 > 氣候變化
Indicators and Targets 指標及目標	Greenhouse gas emissions and related targets 溫室氣體排放及相關目標	Part VI 第六部分 Environment and Resources Management > Climate Change; Emissions and Energy Consumption 環境與資源管理 > 氣候變化；排放與能耗



SILVER GRANT INTERNATIONAL HOLDINGS
GROUP LIMITED

銀建國際控股集團有限公司
(Incorporated in Hong Kong with limited liability)
(於香港註冊成立之有限公司)
股份代號 Stock code: 171

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