



沪港联合

Hong Kong Shanghai Alliance Holdings Limited

滬港聯合控股有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號：1001

2024/2025

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告



Automated Rebar Processing and
Assembly Plant in Tsing Yi
位於青衣的自動化鋼筋加工及裝配廠





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ABOUT THE REPORT

Hong Kong Shanghai Alliance Holdings Limited (the “Company”, together with its subsidiaries, collectively the “Group” or “we”) is pleased to present our environmental, social and governance (the “ESG”) report (the “Report”). The Report discloses the Group’s activities and performance on issues of sustainable development in a transparent and open manner, with the aim of enhancing the confidence and understanding of the stakeholders towards the Group. The scope of the Report focuses on the Group’s core businesses in Hong Kong and Mainland China, including Steels Distribution and Processing Business, Building Products Distribution Business and Property Investment and Fund Management Business, and, which remain the same as the previous year. The Report forms an integral part of our annual reporting and should be read in conjunction with our 2024/25 Annual Report, and particularly the Corporate Governance Report contained therein.

REPORTING PERIOD

The Report provides an overview of the Group’s ESG management approach and performance during the year from 1st April 2024 to 31st March 2025 (the “Reporting Period”), unless otherwise specified.

REPORTING STANDARDS AND PRINCIPLES

The Report is prepared in accordance with the “mandatory disclosure requirements” and the “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). In preparation of the Report, the Group adheres to the reporting principles as set out in the ESG Guide:

有關本報告

滬港聯合控股有限公司(「本公司」，連同其附屬公司，統稱「本集團」或「我們」)欣然提呈其環境、社會及管治(「環境、社會及管治」)報告(「本報告」)。本報告以透明及公開的方式披露本集團在可持續發展議題上的行動和績效，藉以增加持份者對本集團的信心和了解。本報告的範圍集中於本集團於香港及中國大陸的核心業務，包括鋼鐵分銷及加工業務、建築材料分銷業務，以及房地產投資及基金運營業務，該等業務與去年保持一致。本報告是我們年度報告的一部分，應與我們的二零二四／二五年年報一併閱讀，尤其是其中包含的企業管治報告。

報告期

除另有說明外，本報告概述本集團於二零二四年四月一日至二零二五年三月三十一日(「本報告期」)期間的環境、社會及管治之管理方針及績效。

報告準則及原則

本報告乃根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2所載之《環境、社會及管治報告指引》中的「強制披露規定」及「不遵守就解釋」條文編製而成。在編製本報告時，本集團已遵循《環境、社會及管治報告指引》所載的報告原則：



Materiality 重要性

Material ESG issues have been identified through stakeholder engagement and materiality assessment and reviewed by the top management to ensure their significance to our business operations.

重大的環境、社會及管治議題已通過持份者參與及重要性評估而識別，並由高級管理層審查，以確保其對我們的業務運營的重要性。

The Report discloses information in an objective manner, giving stakeholders an unbiased picture of the Group's overall ESG performance.

本報告以客觀的方式披露資訊，使持份者能夠全面、客觀地了解本集團的整體環境、社會及管治表現。

Balance 平衡

Quantitative 量化

Quantitative metrics have been disclosed in the Report to monitor and evaluate our ESG performance for year-to-year comparisons and keep track of our progress towards our ESG targets.

本報告已披露量化指標，以監督及評估我們的環境、社會及管治績效，以便進行年度比較，並跟進我們環境、社會及管治目標的實踐進度。

The Report has adopted consistent methodologies for a fair comparison of our ESG performance over time. The Group has disclosed the changes to the methods or key performance indicators ("KPIs") used where applicable.

本報告採用一致的方法，使我們的環境、社會及管治績效於日後可作公平比較。本集團已披露在適用情況下使用的方法或關鍵績效指標的變動。

Consistency 一致性

The Report is available on the Stock Exchange's website at www.hkexnews.hk and under the section headed "Sustainability" on the Company's website at www.hkshalliance.com.

本報告可於聯交所網站(www.hkexnews.hk)及本公司網站(www.hkshalliance.com)「可持續發展」項下查閱。



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STAKEHOLDERS' FEEDBACK

The Group values the opinions of stakeholders. If you have any feedback or suggestions on the Report, please send them to the Company's email address at enquiry@hkshalliance.com. Your feedback or suggestions would greatly help the Group continuously improve its ESG performance.

THE BOARD STATEMENT

A sound governance structure is the foundation for sustainable development and value creation. The board of directors of the Company (the "Board") serves as the highest governing body and holds ultimate responsibility for all ESG-related matters within the Group. The Board reviews and approves the Group's sustainability goals and targets, strategies and policies, while also monitoring their implementation and performance.

To support the Board in supervising our business-level ESG initiatives and programs in day-to-day operations, the ESG Working Group, led by one of our Executive Directors and consisting of our line managers, is accountable for developing and executing sustainability initiatives, managing identified ESG risks and opportunities and ensuring compliance with relevant ESG laws and regulations established by regulatory agencies. The ESG Working Group also acts as the first line of defence in identifying ESG-related risks (including climate-related risks) and reporting to the Board. Moreover, as part of the ESG reporting process, the ESG Working Group contributes to ensuring that the content and quality of the report complies with the applicable regulations and meets the requirements of the Board.

持份者之意見反饋

本集團重視持份者之意見。如您對本報告有任何回饋或建議，歡迎電郵至本公司電郵地址 enquiry@hkshalliance.com。您的回饋或建議將有助於本集團持續提升其環境、社會及管治績效。

董事會致辭

穩健的管治架構是可持續發展與價值創造的基石。本公司董事會（「董事會」）作為最高治理單位，對本集團所有與環境、社會及管治相關的事宜承擔最終責任。董事會負責審閱及批准本集團的可持續發展目標與指標、策略及政策，並監督其執行及績效。

為協助董事在日常運營中監督我們業務層面的環境、社會及管治舉措及項目，我們設立了環境、社會及管治工作小組，由其中一名執行董事領導及各部門經理組成。該小組負責制定並執行可持續發展計劃，管理已識別的環境、社會及管治風險與機遇，同時確保符合監管機構制定的相關環境、社會及管治法律及規例。環境、社會及管治工作小組作為第一道防線，負責識別環境、社會及管治風險（包括氣候相關風險），並向董事會匯報。此外，作為環境、社會及管治報告編製流程的一部分，環境、社會及管治工作小組致力確保報告內容及質素遵守相關規例，並滿足董事會的要求。






STAKEHOLDERS ENGAGEMENT

Engaging with our stakeholders is fundamental to our sustainability journey. We value their feedback and recognise its importance in shaping our materiality assessment. We employ a variety of communication channels to understand the expectations and concerns of our stakeholders. This collaborative approach enables us to develop and implement improvement strategies accordingly. The expectations and requirements of our various stakeholders, as well as our methods of communication and response, are outlined below:

持份者參與

與持份者的互動是我們可持續發展旅程中的基石。我們高度重視他們的回饋，並深知該等意見對制定實質性評估至關重要。我們通過多元化的溝通渠道以了解持份者的期望與關注。此協作模式使我們能夠據此制定並落實相應的改進策略。下文將詳細闡述各持份者的期望與要求，以及我們的溝通與回應方式：




Stakeholder 持份者	Expectations and requirements 期望與要求	Communication and response methods 溝通與響應方式
Government and regulator 政府與監管機構 	<ul style="list-style-type: none"> Compliance with laws and regulations 遵守法律及規例 Support for local economic growth 支持本地經濟增長 Contribution in local employment 幫助本地就業 	<ul style="list-style-type: none"> Regular information reporting 定期資料申報 Regular meetings with regulators 與監管機構定期會面 Dedicated reports 專題報告 Pay tax on initiative 主動納稅 Public consultations 公眾諮詢 Conferences, forums and seminars 會議、論壇和研討會
Board of Directors 董事會 	<ul style="list-style-type: none"> Compliant operation 合規經營 	<ul style="list-style-type: none"> Board meetings 董事會會議 Routine communication and reporting 日常溝通及匯報
Shareholders and investors 股東及投資者 	<ul style="list-style-type: none"> Return on investment 投資回報 Information disclosure and transparency 資料披露及透明度 Protection of interests and fair treatment of shareholders 保障股東利益及公平對待股東 	<ul style="list-style-type: none"> Annual general meeting and other shareholder meetings 股東週年大會及其他股東大會 Public information disclosed on a timely manner, such as interim report, annual report, announcements, circulars, and press release 及時發佈公開資料，如中期報告、年報、公告、通函及新聞稿 Meeting with investors 與投資者會面 Company websites 公司網站

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Stakeholder 持份者	Expectations and requirements 期望與要求	Communication and response methods 溝通與響應方式
Suppliers 供應商 	<ul style="list-style-type: none"> Product quality 產品質量 Fair competition 公平競爭 Performance of contracts 依法履約 	<ul style="list-style-type: none"> Regular assessment 定期評估 On-site inspection 實地考察 Exchange of views and visits 交流互訪
Customers 客戶 	<ul style="list-style-type: none"> Quality products and services 優質產品與服務 Performance of contracts 依法履約 Business ethics 商業道德 	<ul style="list-style-type: none"> Email and customer service hotline 電郵及客戶服務熱線 Feedback and reports 反饋及報告 Regular meetings 定期會議 Company website and brochures 公司網站及宣傳冊
Employees 員工 	<ul style="list-style-type: none"> Safeguard rights and interests of employees 保障員工的權利及利益 Working environment 工作環境 Career development opportunities 職業發展機會 Remuneration and benefits 薪酬及福利 Health and safety 健康與安全 	<ul style="list-style-type: none"> Regular meetings 定期會議 Training, seminars, and briefing sessions 培訓、研討會及簡報會 Intranet and emails 內聯網及電郵 Annual performance appraisal 年度績效評估
The industry 行業 	<ul style="list-style-type: none"> Formulating standards for the industry 就行業制定標準 Promoting the development of the industry 促進行業發展 Experience sharing 經驗分享 Fair competition 公平競爭 	<ul style="list-style-type: none"> Participating in the forums of the industry 參與行業論壇 Inspection and reciprocal visits 考察互訪



Stakeholder 持份者	Expectations and requirements 期望與要求	Communication and response methods 溝通與響應方式
Environment 環境 	<ul style="list-style-type: none">Emissions in line with standards 達標排放Energy saving and emission reduction 節能減排	<ul style="list-style-type: none">Promoting green initiatives and activities 推動環保措施與活動Improving resources management 改善資源管理
Communities and the public 社會及公眾 	<ul style="list-style-type: none">Community involvement 社區參與Social responsibilities 社會責任Information disclosure and transparency 資訊披露與透明度	<ul style="list-style-type: none">Voluntary work 義工活動Charity and social investment 慈善及社會投資Company website 公司網站
Market regulators 市場監管者 	<ul style="list-style-type: none">Compliance with laws and regulations 遵守法律及規例Information disclosure and transparency 資訊披露與透明度	<ul style="list-style-type: none">Public Information disclosed on a timely manner, such as interim report, annual report, announcements, circulars, and press release 及時發佈公開資料，如中期報告、年報、公告、通函及新聞稿Consultation 諮詢

MATERIALITY ASSESSMENT

We have assessed our list of material issues that are pertinent to the Group's business and stakeholders by taking into consideration of the latest regulatory development, market trends, internal policies and development roadmaps. This assessment confirms the continued relevance and significance of our previously identified material issues. The Group continues to focus on four crucial sustainability areas, namely (i) environmental protection; (ii) caring for employees; (iii) corporate governance; and (iv) serving the community. Within each focus area, we have grouped relevant material ESG issues to provide a structured analysis of our sustainability performance and initiatives. This approach forms the backbone of the Report, enabling stakeholders to understand our progress across the crucial sustainability areas that most significantly impact our business and stakeholders.

重要性評估

我們結合最新的監管發展、市場趨勢、內部政策及發展路線圖，評估了與本集團業務及持份者相關的重大議題清單。評估結果確認我們先前識別的重大議題仍具相關性及重要性。本集團繼續聚焦於四個關鍵的可持續發展領域，即(i)環境保護；(ii)關愛員工；(iii)企業管治；及(iv)服務社區。在每個核心領域內，我們按相關的重大環境、社會及管治議題進行分類，藉以對可持續發展績效及相關議題作有系統的分析。此方針構成本報告的核心架構，使持份者能夠了解我們在對業務及對其影響最深遠的可持續發展領域所取得的進展。

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Sustainability Focus 可持續發展重點	Material ESG Issues 重大環境、社會及管治議題
Environmental Protection 環境保護 	<ul style="list-style-type: none"> • Climate Change 氣候變化 • Greenhouse Gas ("GHG") Emissions 溫室氣體排放 • Air Emissions 廢氣排放 • Energy Management 能源管理 • Water Management 水資源管理 • Waste Management 廢棄物管理
Caring for Employees 關懷員工 	<ul style="list-style-type: none"> • Labour Management 勞工管理 • Health and Safety 健康與安全 • Training and Development 培訓與發展
Corporate Governance 企業管治 	<ul style="list-style-type: none"> • Supply Chain Management 供應鏈管理 • Product Responsibility Compliance 產品責任合規性 • Anti-corruption 反貪污
Serving the Community 服務社區 	<ul style="list-style-type: none"> • Community Engagement 社區參與





ENVIRONMENTAL PROTECTION



As a responsible business operator, we recognise the urgent need for action on climate change and are committed to minimising our environmental footprint. We have embedded environmental considerations into our policies, strategies and planning, with a particular focus on reducing waste and transitioning to renewable energy. Our progress in these areas, along with initiatives to promote sustainable practices, are further discussed in the following sections.

Our Environmental Goals and Targets

The Group acknowledges the importance of the global transition to a low-carbon economy and supports the Mainland China's dual carbon goals of attaining carbon peak before 2030 and achieving carbon neutrality by 2060, as well as Hong Kong's 2050 net-zero goal. Our ESG strategy is intrinsically linked to these objectives, and we are taking active steps to reduce our carbon footprint and enhance our climate resilience.

Our commitment to renewable energy is exemplified by the large-scale solar photovoltaic system installed at our Tsing Yi Plant. Operational since January 2023, this system generates clean energy that feeds into the local grid, supporting Hong Kong's transition to a low-carbon energy future. We recognise that electricity represents a significant portion of our indirect energy consumption and carbon emissions and are actively exploring further opportunities to decarbonise our operations.

環境保護



作為負責任的企業營運者，我們深知應對氣候變化的迫切性，並致力於減少我們環境足跡。我們已將環保議題融入本集團的政策、策略與規劃之中，尤其聚焦於減少廢棄物及轉用可再生能源。後續章節將進一步闡述我們在這些領域取得的進展，以及推動可持續發展實踐的各項措施。

我們的環境目標及指標

本集團知悉全球向低碳經濟轉型的重要性，並支持中國大陸於二零三零年前實現碳達峰並在二零六零年前實現碳中和的雙碳目標，以及香港的二零五零年實現淨零排放的目標。我們訂立的環境、社會及管治策略均與這些目標緊密相連，並正積極採取措施以減少碳足跡及提升氣候適應力。

我們對可再生能源的承諾體現在青衣廠房安裝的大型太陽能光伏系統。該系統自二零二三年一月投入運作，產生潔淨能源並輸送至本地電網，助力香港為未來邁向低碳能源進發。我們深知電力在我們的間接能源消耗和碳排放中佔有重要比例，因此我們正積極探索更多機會以實現營運的減碳化。

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Climate Change

We understand that climate change presents both risks and opportunities for our business. Our operations, particularly our Property Investment and Fund Management Business and Steels Distribution and Processing Business, are already experiencing the physical impacts of climate change, including extreme weather events and rising temperatures.

Furthermore, decarbonisation targets set by Mainland China and Hong Kong pose transition risks, potentially leading to policy changes that could impact the steel industry and our associated businesses. While our Building Products Distribution Business faces less direct climate-related risks, we are mindful of potential supply chain vulnerabilities as regulations evolve.

In response, the Group is actively integrating climate considerations into our risk management and business strategies. This includes promoting green building practices within our Property Investment and Fund Management Business and strengthening our sustainability governance. We regularly evaluate climate-related risks and opportunities to inform our strategic decision-making and enhance our resilience.

氣候變化

我們明白氣候變化為業務帶來風險與機遇並存的雙重影響。我們旗下的業務，尤其在房地產投資及基金運營業務和鋼鐵分銷及加工業務已切實感受到氣候變化的實體影響，包括極端天氣事件和氣溫上升。

此外，中國大陸和香港制定的減碳目標或會構成轉型風險，可能引發政策變動，從而影響鋼鐵業以及我們相關的業務。儘管我們的建築材料分銷業務面臨的氣候相關風險較少，但我們仍密切關注隨著法規變動可能出現的供應鏈脆弱性。

對此，本集團正積極將氣候因素納入風險管理與業務策略之中。這包括於房地產投資及基金運營業務中推廣綠色建築實踐，並強化我們可持續發展的管治。我們通過定期評估氣候相關的風險與機遇，為我們的策略決策提供依據，持續提升我們的韌性。





The following table summarises the material climate-related risks and opportunities to which the Group may be exposed and how we respond to them.

下表概述了本集團可能面臨的重大氣候相關風險與機遇，以及我們的應對措施。

Risk Type 風險類別	Key Physical Risks 主要實體風險	Potential Impact 潛在影響	Our Response 我們的應對措施
Acute 急性	Extreme weather conditions (e.g. typhoon, heavy rainfall, and floods) 極端天氣狀況(例如颱風、暴雨及洪水)	These risks have the potential to heighten health and safety hazards for our employees and customers, increase insurance premiums, and cause disruptions to our business operations. 這些風險有可能增加我們員工及顧客的健康及安全、增加保險費，並導致我們的業務營運中斷。	During the period of heavy rainfall and extreme weather occurrences, the Group has established operational procedures to safeguard the well-being and safety of its employees. Additionally, the Group has implemented property insurance and public liability insurance to safeguard its interests. 在暴雨及極端天氣發生期間，本集團已制定營運程序，以確保其員工的福祉及安全。此外，本集團已備有財產保險及公眾責任保險，以保障其利益。
Chronic 慢性	Sustained high temperatures 持續高溫	The long-term impacts of climate change, including rising average temperatures at our business sites, have the potential to amplify the expenses associated with operations and maintenance. 氣候變化的長期影響，包括我們營業地點的平均氣溫上升，有可能增加與運營及維護相關的費用。	The Group has taken measures to enhance the resilience of its buildings and properties against climate-related challenges. This includes the utilisation of windproof and waterproof materials. The Group has also implemented contingency plans for emergencies, which specify the responsibilities of relevant departments and the property management team in the event of a climate emergency. 本集團已採取措施以加強其樓宇及物業應對氣候變化相關挑戰的抵禦能力。此包括使用防風及防水的物料。本集團亦已制定突發事件應急計劃，明確有關部門及物業管理團隊在氣候緊急情況下的責任。



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Risk Type 風險類別	Key Transition Risks and Opportunities 主要過渡風險和機遇	Potential Impact 潛在影響	Our Response 我們的應對措施
Policy and Legal 政策及法律	Regulatory compliance risk related to a low-carbon economy transition Stricter mandatory green building codes or standards 與低碳經濟轉型有關的監管合規風險 更嚴格的強制性綠色建築規範或標準	A stricter decarbonisation policy could result in increased capital investment and potential penalties for non-compliance. More rigorous environmental specifications for assets under management, leading to higher costs to adopt and implement new practices and processes. Increased capital expenditures for retrofitting managed assets to meet new standards. 更嚴格的碳減排政策可能會導致更高的資本投資及可能因違規行為而引致的懲罰。 對在管資產進行更嚴格的環境規範，導致採納和實施新措施和流程的成本更高。 增加用於改造在管資產以滿足新標準的資本開支。	In order to ensure adherence to relevant laws and regulations in the jurisdictions where we operate, our relevant departments remain updated on the latest regulatory developments. 為確保遵守我們經營所在地的司法管轄區的相關法律及規例，我們的相關部門一直關注最新的監管發展。
Reputation 聲譽	Reputational risk related to a low-carbon economy transition 與低碳經濟轉型有關的聲譽風險	Failure to take proactive measures to tackle climate change and meet public expectations could potentially harm the Group's reputation. 未能採取積極措施應對氣候變化及滿足公眾期望，可能會損害本集團之聲譽。	The Group is contemplating the implementation of a low-carbon operation to prevent any negative perception of the organisation resulting from a lack of progress. 本集團正考慮實施低碳運營，以防止因缺乏進展而對本集團產生負面看法。
Energy Source/ Resilience 能源來源／適應力	Leveraging lower-emission energy and enhancing energy efficiency 利用低排放能源並提高能源效率	Use of lower-emissions energy sources such as renewable energy, and applying energy efficiency enhancement measures to reduce our carbon footprint. 使用可再生能源等低排放能源，並採取提升能源效率的措施，以減少碳足跡。	The Group is investing in energy transition by adopting decarbonisation strategies and transition. This includes embracing renewable energy, as demonstrated by our installation of a photovoltaic systems, and carrying out decarbonisation projects such as RCx on HVAC and lighting systems and the replacement of heat exchangers. 本集團透過採用減碳策略與轉型措施以推動投資能源轉型，包括採用可再生能源（如安裝光伏系統）及推行一系列去碳化項目（如對暖通空調及照明系統的重新校驗、更換熱交換器）。



Emissions

We are committed to minimising the environmental footprint of our operations, with a particular focus on reducing GHG emissions, air emissions, and waste discharges generated from our daily activities. Our approach includes promoting fuel-saving practices, such as encouraging engine shutdown during idle periods, and implementing responsible waste management practices across all levels of our operations.

During the Reporting Period, the Group remained in compliance with the applicable environmental laws and regulations regarding air and GHG emissions, discharge into water and land, as well as the generation of hazardous and non-hazardous waste. No incidents occurred that had a significant impact on the Group's operations in terms of non-compliance. The Group also confirmed that no penalties were imposed by government authorities during the Reporting Period for violations of the relevant laws and regulations in relation to our business operations.

GHG Emissions

The majority of our GHG emissions stem from energy consumption at the Tsing Yi Plant and offices. These emissions encompass direct emissions from mobile combustion sources ("Scope 1"), indirect emissions from purchased electricity consumption ("Scope 2") and other indirect emissions ("Scope 3") from activities such as disposal of paper waste in landfills, electricity usage by government departments for processing fresh water, and business air travel by employees. We are actively pursuing initiatives to reduce our GHG emissions, aiming to contribute to Mainland China's dual carbon goals. These initiatives include promoting measures to reduce the unnecessary use of motor vehicles and implement energy-saving practices at our Tsing Yi Plant and offices. We also encourage employees to limit business travel whenever possible and replace it with virtual conferences. In cases where travel is essential, we prioritise the use of high-speed trains over flights.

排放物

我們致力於將營運對環境的影響降至最低，特別着重於減少我們在日常營運所產生的溫室氣體排放、廢氣排放及廢棄物排放。我們的措施包括推行節能方案(例如提倡在車輛閒置期間關閉引擎)，並於各營運層面落實負責任的廢棄物處理機制。

於本報告期內，本集團持續遵守相關的环境法律及規例，涵蓋廢氣及溫室氣體排放、水及土地的排污、以及有害及無害廢棄物的產生。本集團未發生任何對經營產生重大影響之違規事件。本集團亦確認，於本報告期內我們之業務經營並沒有因違反相關法律及規例而遭受政府部門的任何處罰。

溫室氣體排放

我們的溫室氣體排放主要源自青衣廠房及辦公室的能源消耗。該等排放包括來自流動燃燒源的直接排放(「範圍1」)、所購電力排放的間接排放(「範圍2」)，以及其他間接排放(「範圍3」)，例如將廢紙棄置於堆填區、政府部門用於處理淡水所用的電力，以及員工的航空差旅等。我們正積極推行減少溫室氣體排放的措施，以配合中國大陸的雙碳目標。該等措施包括推動減少不必要的汽車使用，並在我們的青衣廠房及辦公室實施節能措施。我們亦鼓勵員工盡量減少商務差旅，並以虛擬會議取而代之。當有必要進行商務差旅時，我們優先選擇搭乘高鐵而非飛機。

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GHG Emissions ¹ 溫室氣體排放 ¹	Unit 單位	Emissions 排放物		Emission Intensity (per million of revenue) 排放密度 (每百萬元的收入)	
		2025 二零二五年	2024 二零二四年	2025 二零二五年	2024 二零二四年
Scope 1 – Direct GHG Emissions ² 範圍1—直接溫室氣體排放 ²	kg 千克	212,631	269,827	101	117
Scope 2 – Energy Indirect GHG Emissions (Purchased Electricity) ³ 範圍2—能源間接溫室氣體排放 (所購電力) ³	kg 千克	490,666	521,161	232	226
Scope 3 – Other Indirect GHG Emissions ⁴ 範圍3—其他間接溫室氣體排放 ⁴	kg 千克	28,752	29,652	14	13
Total GHG Emissions 溫室氣體排放總額	kg 千克	732,049	820,640	347	356

1 The Group's GHG inventory includes carbon dioxide, methane and nitrous oxide. The GHG emissions are presented in CO₂ equivalent emissions.

2 The data includes GHG emissions from the combustion of fuels in vehicles and calculated based on the emission factors stated on "Reporting Guidance on Environmental KPIs" published by The Hong Kong Exchanges and Clearing Limited ("HKEX"). The global warming potential is referred to in the Sixth Assessment Report of the Intergovernmental Panel on Climate Change ("IPCC"). The Group has adopted the "operational control" approach for defining its organisational boundary for the purpose of Scopes 1, 2 and 3 GHG accounting and reporting.

3 The data includes GHG emissions from the use of purchased electricity and is calculated based on the emission factors provided by The Ministry of Ecology and Environment of the People's Republic of China and local utilities companies in Hong Kong.

4 The data includes GHG emissions from the electricity used for freshwater processing, business trips by employees and disposal of paper to landfills and is calculated based on the "International Civil Aviation Organisation Carbon Emissions Calculator" and emission factors in the "Reporting Guidance on Environmental KPIs" published by HKEX and the emission factor provided by local utilities companies in Hong Kong.

1 本集團的溫室氣體清單包含二氧化碳、甲烷及氮氧化物。溫室氣體排放量以CO₂當量排放表示。

2 數據包括車輛燃料燃燒產生的溫室氣體排放量，其按香港交易及結算所有限公司(「交易所」)刊發之《環境關鍵績效指標匯報指引》所載系數計算。政府間氣候變化專門委員會(「政府間氣候變化專門委員會」)第六次評估報告中提到了潛在的全球暖化。本集團採用「營運控制」方法來界定其組織邊界，以進行範圍1、2和3溫室氣體會計和報告。

3 數據包括使用所購電力的溫室氣體排放，其按中華人民共和國生態環境部及香港本地公用事業公司提供之系數計算。

4 數據包括處理淡水所用的電力、員工的商務差旅以及將廢紙運往垃圾填埋區的溫室氣體排放量，其按《國際民航組織碳排放計算器》、交易所刊發之《環境關鍵績效指標匯報指引》所載系數以及香港本地公用事業公司提供之系數計算。



In our efforts to reduce our carbon footprint, we recognise the significance of addressing emissions throughout our value chain. As the major suppliers of construction steels in Hong Kong, these indirect emissions, while occurring upstream and downstream of our operations, represent a significant portion of our overall impact. We are committed to improving our data collection and analysis processes to enable accurate reporting of value chain emissions in accordance with GHG Protocol guidelines in our next report, and to working with our suppliers and customers to identify and implement effective reduction strategies.

Air Emissions

Our vehicle fleet generates air emissions, including nitrogen oxides (“NO_x”), sulphur oxides (“SO_x”) and particulate matter (“PM”). To reduce air emissions, we are taking steps to minimise vehicle use, such as providing shuttle bus service for employees during lunch hours to reduce reliance on private vehicles. We also strive to procure the most fuel-efficient vehicles available and prioritise environmentally preferable fuel options.

在我們致力於減少碳足跡的過程中，我們認識到必須處理整個價值鏈中的排放問題。作為香港主要的建築鋼材供應商，這些雖然發生在我們營運上下游的間接排放，卻佔據了我們整體影響的重要部分。我們承諾將改善數據收集與分析流程，以便在下一份報告中根據《溫室氣體盤查議定書》準則準確報告價值鏈排放，並與供應商及客戶合作，識別並實施有效的減排策略。

廢氣排放

我們的汽車會產生廢氣排放，包括氮氧化物（「NO_x」）、硫氧化物（「SO_x」）及顆粒物（「PM」）。為減少廢氣排放，我們正採取措施以最大限度地減少車輛使用量，例如在午膳時段為員工提供穿梭巴士服務，從而減少對私家車的依賴。我們亦致力購買最省油的車輛，並優先選用具環保效益的燃料。

Type of air pollutants 空氣污染物種類	Unit 單位	Emissions ⁵ 排放物 ⁵		Emission Intensity (per million of revenue) 排放密度 (每百萬元的收入)	
		2025 二零二五年	2024 二零二四年	2025 二零二五年	2024 二零二四年
NO _x	g 克	134,816	212,371	63.84	97.21
PM	g 克	11,838	17,634	5.61	7.66
SO _x	g 克	1,278	1,620	0.61	0.70

5 The calculation of air pollutants has taken reference from emission factors in “Reporting Guidance on Environmental KPIs” issued by HKEX.

5 空氣污染物計算已參考交易所刊發之《環境關鍵績效指標匯報指引》的系數。

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Waste Management

Waste management is a key aspect of our environmental performance. The Group strives to minimise non-hazardous waste generation across our operations, including office, domestic, and manufacturing waste, and to ensure proper handling of hazardous waste at our Tsing Yi Plant.

Our approach to non-hazardous waste management emphasises reduction, reuse, and recycling. In our manufacturing processes, we prioritise waste reduction, particularly rebar scrap. Our operational team works to minimise waste generation through improved order planning and reuse of rebar scrap. During the Reporting Period, a total of 3,821 tonnes of scrap steel was generated at manufacturing waste, which was subsequently collected and recycled by local recyclers.

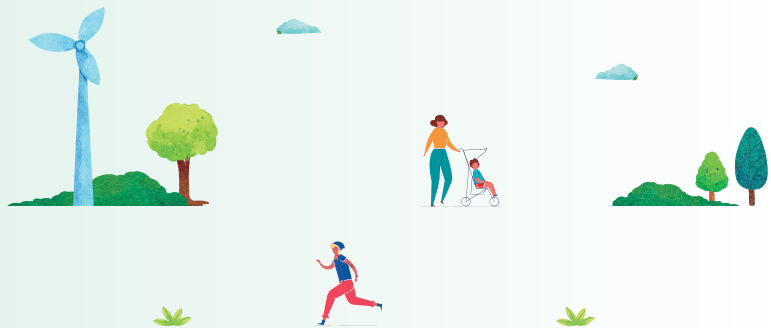
廢棄物管理

廢棄物管理是我們環境績效的重要一環。本集團致力於在營運過程中減少無害廢棄物的產生，包括辦公室垃圾、生活垃圾及生產廢棄物，並確保青衣廠房的有害廢棄物得到妥善處理。

我們對無害廢棄物的處理強調「減少、重用、回收」三大原則。在製造流程中，我們會優先減少廢棄物產生，特別是鋼筋廢料。我們的運營團隊透過完善訂單規劃及重用鋼筋廢料，以減少廢棄物產生。於本報告期內，製造過程共產生3,821噸鋼筋廢料，其後由本地回收商收集及回收。



Resource recycling bins are placed in the Plant for employees to place non-hazardous waste for recycling
於廠房放置資源回收桶供員工放置無害廢棄物作回收之用



Meanwhile, in our offices, we have implemented strict waste segregation practices, encouraging employees to recycle paper, metal, and plastic, and to reuse stationery items whenever possible. We also promote the use of recyclable and durable products over disposable alternatives. We also have a recycling program for employees to recycle used paper, computer hardware, and decommissioned electronic appliances through certified recycling companies. During the Reporting Period, qualified collectors recycled a total of 2,441kg of paper.

與此同時，我們於辦公室實施嚴格的廢棄物分類措施，鼓勵員工回收紙張、金屬及塑膠，並盡可能把文具用品重複使用。我們亦提倡選用可回收及耐用的產品，而非一次性用品。我們亦有推行回收計劃，讓員工將廢紙、電腦硬件和不再使用的電子設備回收給合資格的回收公司。於本報告期內，經合資格回收商回收的紙張總量達2,441千克。



For hazardous waste management, the hazardous waste at our Tsing Yi Plant is primarily non-halogenated solvents, which are stored at designated area and collected by qualified contractors. We actively discourage the use of machinery and equipment that emit harmful chemicals capable of depleting the ozone layer.

Beyond the current approaches, the Group continues to explore opportunities to enhance our waste management practices. This includes implementing resource-saving initiatives in our offices, promoting the recycling of non-hazardous waste, and reducing the environmental impacts of hazardous waste generated at our plant by using lubricating oil products with more environmentally friendly formulas. We aim to meet both regulatory requirements and stakeholder expectations for responsible waste management.

在有害廢棄物處理方面，我們青衣廠房之有害廢棄物主要為非鹵化溶劑，這些廢棄物會儲存於指定區域，並由合資格承包商收集處理。我們致力避免使用會釋放有害化學物質並可破壞臭氧層的機器和設備。

除現行措施外，本集團將持續探索提升廢棄物管理效能的機會，包括在辦公區域推行節約資源的措施、促進無害廢棄物的回收，以及透過使用更具環保配方的潤滑油產品以降低廠房有害廢棄物對環境的影響。我們致力同時符合監管要求及持份者對負責任廢物管理的期望。

Type of Waste 廢棄物種類	Unit 單位	Quantity Collected		Waste Intensity (per million of revenue)	
		已收集數量		廢棄物密度 (每百萬元的收入)	
		2025 二零二五年	2024 二零二四年	2025 二零二五年	2024 二零二四年
Non-hazardous waste 無害廢棄物					
General waste 一般廢棄物	kg 千克	2,441	252	1.2	0.1
Manufacturing waste 生產廢棄物	tonne 噸	3,821	3,230	1.5	1.4
Hazardous waste 有害廢棄物	L 升	1,200	1,400	0.6	0.6

Use of Resources

We are committed to environmental responsibility by promoting sustainable operations. This includes a proactive approach to continuously improve operational efficiency, utilise resources responsibly, and employ energy efficient practices. As part of our commitment to environmental stewardship, we adopt the ISO 14001 to our environmental management system to ensure that our supply of reinforcement steel bars meets international best practices for environmental requirements. We also encourage our employees to actively minimise their consumption of resources such as electricity, water, and paper in their daily routines.

資源使用

我們秉持對環境責任的承諾，持續推進可持續營運。這包括採取積極措施持續提升營運效率，妥善地使用資源，以及採用節能措施。作為我們對環境保護責任的承諾，我們把ISO 14001標準納入環境管理體系，以確保我們供應的鋼筋符合國際環保要求的最佳常規。同時，我們積極倡導員工在日常工作中主動減少如電力、水和紙張等的資源消耗。

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Energy Management

The Group prioritises energy conservation in all our operations. Our commitment to energy efficiency extends to both our Tsing Yi Plant and offices. A key initiative is our investment properties' "Building Automation System", which monitors the operational status of the equipment and carries out energy-saving scheduling. By analysing the system's data, we identify opportunities for energy-saving transformations and optimise consumption. We continuously track total energy consumption and energy consumption per unit area to identify further areas for improvement. At our office premises, we maintain a 25-degree Celsius temperature in air-conditioned offices, prioritise hardware with energy efficiency labels, and encourage employees to minimise equipment standby time by turning off unused devices. We also emphasise switching off lights and air conditioners in unoccupied areas. These measures demonstrate our commitment to energy efficiency extends to both our Tsing Yi Plant and offices.

能源管理

在本集團的所有營運中以能源節約為優先考慮因素。我們對能源效益的承諾涵蓋青衣廠房及辦公室。其中一項重要措施是我們的房地產投資物業所採用的「樓宇自動化系統」，該系統可監控設備的運行狀態並進行節能排程。透過分析系統數據，我們能識別節能轉型及優化能源消耗的可能性。我們密切監控總能源的消耗及每單位面積能耗使用量，以尋求進一步改善空間。在辦公室方面，我們把空調溫度維持於攝氏二十五度，且優先選用具能源效益標籤的設備，並鼓勵員工關閉未使用的設備以減少待機時間。我們亦強調在無人使用的區域關掉電燈及空調。以上同時適用於青衣廠房及辦公室的措施均能展示我們對能源效益的承諾。



Remind employees to turn off the air conditioners and lights when not in use
提醒員工於冷氣機及電燈閒置時將其關掉

CASE STUDY 案例分析

Renewable Energy Generation at Tsing Yi Plant 青衣廠房的再生能源發電

Since January 2023, our Tsing Yi Plant has benefited from a large-scale solar photovoltaic ("PV") system. With a total installed capacity of 900 MW, the PV system generates clean, renewable electricity equivalent to 91% of the Group's total electricity consumption. All generated power is sold through CLP Power Hong Kong Limited's "Feed-in Tariff (Business)" program, promoting the development of renewable energy in Hong Kong.



自二零二三年一月起，我們青衣廠房已安裝了大型太陽能光伏（「光伏」）系統。該光伏系統總裝機容量可達900兆瓦，產生清潔可再生的電力相當於本集團總用電量的91%。所有所產生電力均透過中華電力有限公司的「可再生能源上網電價（工商客戶）」計畫售出，以促進香港可再生能源發展。



Furthermore, our Property Investment and Fund Management Business has also implemented measures to reduce energy consumption across its portfolio. Our three Central Park projects under management have achieved both the WELL HEALTH-SAFETY RATING FOR FACILITY OPERATION and LEED EXISTING BUILDING GOLD CERTIFICATION. These certifications reflect our dedication to advanced sustainable development concepts, energy conservation, and environmentally friendly management practices. We have also installed building electromechanical system in these projects to help improve energy efficiency by controlling the usage of air conditioning units based on temperature of the condenser water loop and automatically switching on perimeter lighting based on ambient brightness after sunset. These smart energy-saving features have lead to favourable energy-saving outcomes.

此外，我們的房地產投資和基金運營業務亦在其物業組合中推行多項節能措施。我們在管的三個中港匯項目已獲得「WELL健康－安全評價準則」及「LEED現有建築金級認證」。這些認證體現了我們對追求卓越的可持續發展理念、節能及環保管理實踐的承諾。我們亦在這些項目中安裝了樓宇電機系統，透過根據冷凝水迴路的溫度控制空調的使用，並根據日落後的環境亮度自動開啟周邊的照明系統，以提升能源效益。這些智能節能功能已帶來顯著的節能成效。

CASE STUDY 案例分析

Implementing Smart Energy-Saving Technology Solutions 實施智能節能技術解決方案

Under the guidance of the national dual carbon strategy, all industries are exploring green transformation. As a major energy-consuming sector, the energy-saving renovation of commercial buildings not only helps improve operational efficiency and asset value but is also an inevitable choice for sustainable development. We focus on precise innovative renovation and diversified-empowered asset management, actively practicing green transformation. It launched the energy-saving renovation of the air-conditioning systems of the Central Park • Huangpu and Central Park • Jing'an projects, achieving effective energy conservation and emission reduction.

The AIoT-enabled intelligent air-conditioning control system combines artificial intelligence ("AI") and the Internet of Things ("IoT"). Firstly, sensors and communication modules installed on air-conditioning equipment collect various indicator data in real-time and upload it to the energy-saving cloud center. The data that the energy-saving cloud center can detect includes indoor temperature and humidity, real-time energy consumption of electrical equipment, temperature and temperature difference of the chilled water system, pressure difference of the chilled water system, humidity trend in the next 24 hours, as well as occupancy rate. After being uploaded, these data are output through the real-time algorithm of the AI cloud computing center, and the wireless intelligent control hardware that receives the instructions will execute the algorithm instructions in a timely manner. For example, the number of corresponding cooling and heating equipment can be automatically started through cloud computing and parameters can be automatically set. The operating frequency and start-stop of equipment such as water pumps can also be adjusted in real-time through cloud computing. By controlling on-site energy-consuming equipment, "intelligent energy-saving management" can be achieved all-day and from all perspectives.

在國家雙碳戰略引領下，各行各業正積極探索綠色轉型之路。作為能耗大戶，商業建築的節能改造不僅有助於提升運營效率與資產價值，更是邁向可持續發展的必然選擇。我們聚焦精準創新的改造方案與多元賦能的資產管理，積極實踐綠色轉型。我們推動中港匯•黃浦和中港匯•靜安項目的空調系統節能改造，實現有效的節能減排成效。

AIoT智慧空調控制系統融合人工智慧("AI")和物聯網("IoT")技術。首先，通過安裝在空調設備上的感測器和通信模組可即時採集各項指標數據，並上傳至節能雲端中心。節能雲端中心可偵測的數據包括：室內溫濕度、用電設備的即時能耗、冷凍水系統的溫度與溫差、冷凍水系統的壓差，未來24小時的濕度趨勢，以及空間使用率等。這些資料上傳後，經由AI雲端計算中心即時演算法處理，並由接收指令的無線智慧控制硬體即時執行演算法指令。例如，可透過雲端計算自動啟動相應的供冷暖設備，並自動設定參數；水泵等設備的運行頻率及啟動狀態也可即時調整。透過對現場高能耗設備的智慧化控制，從而起到全天候、全方位的「智慧節能管理」。





CASE STUDY 案例分析

Implementing Smart Energy-Saving Technology Solutions 實施智能節能技術解決方案

The energy-saving renovation adopts non-intrusive IoT technology. More than 180 IoT intelligent terminals are deployed inside the building. They are like intelligent “tentacles”, precisely covering every link of the entire HVAC system, collecting the system’s operation data, energy consumption data, environmental temperature and humidity data, etc. in real-time, and transmitting these data to the “super-brain” AIoT intelligent control energy-saving system through the Internet of Things. During the digital and intelligent transformation process, the daily operation of the building was not affected, and the tenants did not feel that a large-scale renovation project was underway.

Statistics show that in Central Park • Huangpu, the AIoT intelligent control energy-saving system obtains about 4.2 million pieces of data and issues about 500 control instructions on average every day. This is equivalent to an experienced engineering expert being online 24 hours a day, making fine-tuned adjustments to key equipment every 3 minutes to achieve energy-saving operation throughout the year. This greatly reduces the reliance on personal experience and judgment and improves the scientific and accuracy of decision-making. According to performance data, the energy-saving rate has reached approximately 17.5% compared to the previous year. Looking ahead, it is believed that this system — combined with other complementary energy-saving measures — will lay a strong foundation for sustainable operation and emissions reduction across the entire project.

節能改造採用非侵入式物聯網技術，在大樓內部部署了180多個IoT智慧終端機，猶如智慧「觸角」，精準覆蓋整個冷暖空調系統的各個環節，實時收集系統的運行數據、能耗數據、環境溫濕度等數據，並透過物聯網傳輸至「超級大腦」— AIoT智慧控制節能系統。而在數位化轉型過程中，大廈的日常營運未受到影響，租戶幾乎無感於大型改造工程的進行，實現了「無干擾、無中斷」的節能升級。

統計顯示，在中港匯•黃浦項目中，AIoT智慧控制節能系統平均每天獲取約420萬筆數據，並發出約500條控制指令。這相當於一個資深工程專家24小時線上，每3分鐘對關鍵設備進行精細調節，實現全年無休的節能運行。此舉大幅降低對個人經驗和判斷的依賴，提升決策的科學性與準確性。根據績效數據顯示，與去年同期相比，節能率已達約17.5%。展望未來，預計該系統結合其他輔助節能措施，將為整個項目建立穩固的可持續運營及減排基礎。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Water Management

Our Steels Distribution and Processing Business does not involve water-intensive activities, yet we remain committed to promoting water conservation throughout our operations by encouraging employees to adopt water-saving practices in their daily activities. We calculate our water consumption based on usage charges reported on our water bills and track our progress with an aim to gradually reduce our water consumption intensity. Our Building Products Distribution Business also plays a key role in promoting water conservation by partnering with suppliers of sustainable products, including sanitary ware with high water efficiency.

The Group also maintains a rigorous water quality management program to ensure the safety of our personnel and the efficient operation of our equipment. We regularly conduct water quality analysis on both domestic water and water used for equipment and facilities. This allows us to closely monitor and assess the quality of our water supply, identify any potential issues, and take prompt corrective action when needed.

Paper Usage

The Group reduces paper consumption through adopting a multi-pronged approach. We actively promote double-sided printing, reuse single-sided paper, and encourage the use of online communication platforms. Collection trays near photocopiers facilitate the collection of single-sided paper for reuse and recycling. We also reuse envelopes for internal mail to minimise waste.

Furthermore, we are transitioning to digital documentation whenever possible. We have successfully implemented e-certificates for our Steel Distribution Business, reducing our reliance on paper certificates. We are also engaging with the government to expand the use of e-certificates to our Steel Processing Business.

水資源管理

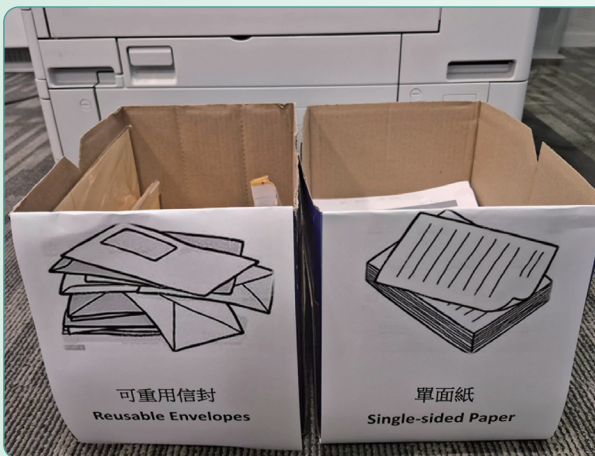
我們的鋼材分銷及加工業務並不涉及高耗水活動，但仍致力於在營運過程中推動節約用水，鼓勵員工在日常工作中採取節水措施。我們根據水費帳單所列的用水費用計算用水量，並持續追蹤用水情況，目標是逐步降低用水量。另一方面，我們的建築材料分銷業務亦在推動節約用水方面發揮重要作用，透過與供應商夥伴的合作關係，供應如高效節水衛浴潔具的可持續產品。

本集團亦實施縝密的水質管理計劃，以確保人員的安全及設備高效運行。我們定期對生活用水以及設備與設施之用水進行水質分析，藉此密切監測和評估我們的供水質量，及時識別潛在問題，並在需要時迅速採取糾正措施。

紙張使用

本集團採取多管齊下的方式減少紙張使用。我們積極鼓勵雙面列印、重用已單面列印的紙張，及鼓勵使用線上平台進行交流。影印機旁設置的收集盤方便回收單面紙張以供重用或回收。此外，我們於內部郵件傳遞時重複使用信封，以減少浪費。

此外，我們亦積極推動文件數位化，盡可能以電子方式取代紙本文件。我們已成功在鋼鐵分銷業務採用電子證書，以減少了對紙本證書的依賴。我們亦正與政府商討，推動將電子證書擴展至鋼鐵加工業務。



Paper Recycling Bins
紙張回收箱



Type of Resources 資源種類	Unit 單位	Consumption 消耗量		Intensity (per million of revenue) 密度 (每百萬港元的收入)	
		2025	2024	2025	2024
		二零二五年	二零二四年	二零二五年	二零二四年
Direct Energy Consumption ⁶ 直接耗能 ⁶	kWh 千瓦時	848,387	1,075,038	402	467
Petrol 汽油	L 升	15,871	21,573	8	9
Diesel 柴油	L 升	64,894	80,907	31	35
In-direct Energy Consumption 間接耗能					
Purchased Electricity 所購電力	kWh 千瓦時	1,210,496	1,249,081	573	542
Total Energy Consumption 耗能總量	kWh 千瓦時	2,058,883	2,324,118	975	1,009
Total Renewable Energy Generated and Sold ⁷ 可再生能源發電及出售總量 ⁷	kWh 千瓦時	1,100,483	1,082,222	521	470
Water Consumption 用水量	m ³ 立方米	2,921	2,639	1.4	1.1
Paper Consumption 紙張消耗	kg 千克	4,137	4,772	2.0	2.1

6 Energy consumption from fossil fuels in the use of vehicles is calculated with reference to "Reporting Guidance on Environmental KPIs" published by HKEX.

7 All of the renewable solar energy generated by the Group has been sold to support CLP Power Hong Kong Limited's "Feed-in Tariff (Business)" program.

6 車輛使用的化石燃料之能源消耗乃參考交易所刊發之《環境關鍵績效指標匯報指引》計算。

7 本集團產生的可再生太陽能已全部售出，以支持中華電力有限公司的「可再生能源上網電價(工商客戶)」計劃。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CARING FOR EMPLOYEES

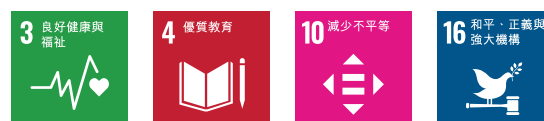


We see employees as valuable assets that underpin the success of the Group. Therefore, we strive to create a safe, engaging and diverse working environment that allows greater communication and development for our people coming from different background. The Group strictly complies with all applicable labour and human rights laws and regulations in all locations where it operates.

Recruitment, Promotion and Compensation

The Group promotes equal employment opportunities for all individuals, irrespective of their ethnic background, gender, religious affiliation, or other protected characteristics. We offer competitive remuneration packages to attract and retain top talent. These packages are regularly reviewed to ensure they remain aligned with industry standards and include not only basic salary but also benefits such as annual leave, healthcare insurance, discretionary incentive bonus, and share options for eligible employees. Eligibility for share options is determined based on both individual performance and the overall performance of the Group. To further support the career development and motivation of our workforce, we have implemented a “SMART Goal” scheme and a transparent performance appraisal system. This system provides a clear framework for promotions and salary adjustments, ensuring fairness and recognising individual contributions.

關懷員工



我們視員工為集團成功基石的寶貴資產。因此，我們致力於營造一個安全、充滿活力且多元共融的工作環境，為來自不同背景的員工提供更廣闊的溝通與發展空間。本集團嚴格遵守所有業務所在地適用的勞工與人權法律法規。

招聘、晉升及薪酬

本集團致力於為所有人士提供平等就業機會，不論其種族背景、性別、宗教信仰或其他受保護的特徵，皆享有公平的待遇。我們提供具競爭力的薪酬待遇以吸引和留住優秀人才。薪酬方案定期檢視，確保與業界標準保持一致，內容涵蓋基本薪酬、年假、醫療保險、酌情花紅及向合資格員工授出購股權等福利，而股份購股權的資格將根據員工的個人表現以及本集團整體業績而定。為了推動員工的職涯發展及激勵士氣，我們推行「SMART目標」計劃及透明的績效評估制度，以提供一個清晰的框架以支持晉升及薪資調整。此舉既確保公平性，亦能展示對個別員工之貢獻的個人認可。

Hong Kong Shanghai Alliance Holdings Limited
Listed on SEHK Stock Code 1007
欢迎参加新员工入职培训
“顺利开始篇”
2024



Equal Opportunities, Diversity and Anti-discrimination

As an equal opportunity employer, we are dedicated to providing all employees with a discrimination free working environment. The Group is committed to fostering an equal and harmonious working environment. Any form of discrimination, harassment or unethical behaviours will not be tolerated. The Human Resources Department is responsible for ongoing monitoring of changes in government policies and regulations, ensuring the Group's human resource policies comply with the applicable labour laws and regulations. During the Reporting Period, the Group did not violate the Hong Kong Bill of Rights Ordinance (Cap. 383 of the laws of Hong Kong), Sex Discrimination Ordinance (Cap. 480 of the laws of Hong Kong), Disability Discrimination Ordinance (Cap. 487 of the laws of Hong Kong), Family Status Discrimination Ordinance (Cap. 527 of the laws of Hong Kong) or Race Discrimination Ordinance (Cap. 602 of the laws of Hong Kong), etc.

平等機會、多元化及反歧視

作為提供平等機會的僱主，本集團致力為所有員工提供一個無歧視的工作環境，積極推動平等和諧的職場文化。我們絕不容忍任何形式的歧視、騷擾和不道德行為。人力資源部負責持續監察政府政策及規則之變動，確保本集團之人力資源政策遵守所有適用的勞工法律及規例。於本報告期內，本集團並無違反《香港人權法案條例》(香港法例第383章)、《性別歧視條例》(香港法例第480章)、《殘疾歧視條例》(香港法例第487章)、《家庭崗位歧視條例》(香港法例第527章)及《種族歧視條例》(香港法例第602章)等相關法例。



Celebration on Chinese New Year
慶祝農曆新年



Staff Development and Training
員工發展與培訓



Celebration on International Women's Day
慶祝國際婦女節



Team Building Event
團建活動

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



Corporate Challenge
外展衝勁樂



Lunar New Year Couplet Writing
農曆新年寫春聯活動



Workforce

As of 31st March 2025, the Group had a total of 255 employees, of which 176 are located in Hon Kong and 79 are located in Mainland China.

僱員

截至二零二五年三月三十一日，本集團共有 255 名員工，其中 176 名位於香港及 79 名位於中國大陸。

Indicators 指標		Hong Kong 香港		Mainland China 中國大陸	
		2025 二零二五年	2024 二零二四年	2025 二零二五年	2024 二零二四年
Total workforce 僱員總數		176	167	79	83
Gender 性別	Male 男性	122	117	42	44
	Female 女性	54	50	37	39
Category 類別	Managerial 管理層	12	9	12	13
	General 一般	164	158	67	70
Age 年齡	18-30	38	41	11	10
	18-30 歲				
	31-40	53	47	27	34
	31-40 歲				
	41-50	39	39	33	24
Employment Type 工種	41-50 歲				
	51 or above	46	40	8	15
	51 歲或以上				
Turnover rate 流失率	Permanent 長工	129	126	25	25
	Contract 合約	47	41	54	58
Gender 性別	Male 男性	20%	22%	21%	2%
	Female 女性	11%	34%	11%	8%
Age 年齡	18-30	29%	12%	9%	0%
	18-30 歲				
	31-40	21%	40%	15%	6%
	31-40 歲				
	41-50	18%	18%	0%	4%
Turnover rate 流失率	41-50 歲				
	51 or above	4%	30%	50%	7%
	51 歲或以上				

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

A stable and experienced workforce is essential for our long-term success. Management aims to maintain the employee turnover rate at an acceptable level in order to enhance the Group's ability to effectively accumulate professional expertise and experience. During the Reporting Period, the Group's employee turnover rate of Hong Kong is approximately 18%, while the rate in Mainland China is around 16%.

Working Hours, Rest Periods, Other Benefits, and Welfare

The Group prioritises the well-being of our employees and recognise the importance of a healthy work-life balance. All employees are entitled to statutory and discretionary holidays, such as annual leave, birthday leave, sick leave, examination leave, marriage leave, maternity leave and paternity leave. We also provide a comprehensive benefits package for full-time employees, including a range of healthcare insurance plans, retirement programs, medical benefits, group insurance, mandatory provident fund retirement benefit scheme and provident fund scheme.

We value employee feedback and continuously seek ways to optimise our welfare and remuneration packages to attract and retain top talent. To show our appreciation for long-term employees, we present service awards at our annual event, recognising those who have dedicated 5, 10, 20, and 30 years of service to the Group.

穩定且經驗豐富的員工團隊對本集團的長遠成功至關重要。管理層致力將員工流失率維持於可接受水平，以使本集團以更有效的方式積累專業知識和經驗。於本報告期內，本集團香港的員工流失率約為18%，而中國大陸之員工流失率則約為16%。

工作時數、假期、其他待遇及福利

本集團重視員工福祉，並深切認同工作與生活平衡對員工身心健康的重要性。全體員工均可享有法定和酌情假期，例如年假、生日假、病假、考試假、婚假、產假和侍產假。我們亦為全職員工提供全面的福利待遇，包括一系列的醫療保險計劃、退休計劃、醫療福利、團體保險、強制性公積金計劃及公積金計劃。

我們重視員工的反饋，並持續尋求優化福利與薪酬方案的方法，以吸引及挽留優秀人才。為表揚長期服務的員工，我們於年度活動中頒發服務獎勵，以向在本集團服務滿五、十、二十及三十年的員工致以敬意。



Termination

We strive to maintain positive employee relations even in the event of termination. When an employee resigns, we conduct exit interviews to understand their reasons for leaving and identify areas for improvement. In the event of dismissals, we provide affected employees with formal notification outlining the reasons for termination and ensure they receive all legally required severance and final payments in accordance with the Employment Ordinance (Cap. 57 of the laws of Hong Kong). We also fulfil all necessary notification requirements with the Inland Revenue Department and Mandatory Provident Fund trustee as stipulated by the Inland Revenue Ordinance (Cap. 112 of the laws of Hong Kong) and Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the laws of Hong Kong).

During the Reporting Period, we strictly adhered to the Employment Ordinance (Cap. 57 of the laws of Hong Kong) and other relevant local government laws. Our Human Resources Department ensures our employment practices are compliant with local government regulations and the Group's policies.

終止

即使在終止僱傭關係的情況下，我們仍致力維持良好的僱傭關係。當員工離職時，我們會進行離職面談，以了解其離職原因並識別可改善之處。倘若涉及解僱情況，我們會向受影響員工發出正式通知，說明終止僱用之原因，並確保其根據《僱傭條例》（香港法例第57章）的規定獲得所有法定遣散費及最終薪酬。同時，我們亦根據《稅務條例》（香港法例第112章）及《強制性公積金計劃條例》（香港法例第485章）的規定，履行向稅務局及強制性公積金受託人提交所需通知的責任。

於本報告期內，我們嚴格遵守適用的《僱傭條例》（香港法例第57章）和其他相關地方政府的法律。我們的人力資源部確保所有僱傭實務均符合當地政府之規例及本集團之政策。



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Health and Safety

Considering our business model, the health and safety of our workforce are paramount. We demonstrate this commitment through comprehensive safety protocols, ongoing training, and a proactive approach to hazard identification and risk mitigation. We strictly adhere to all applicable laws and regulations, including the Occupational Safety and Health Ordinance (Cap. 509 of the laws of Hong Kong), the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases, and the Production Safety Law of the People's Republic of China. We regularly update our safety management system and work safety responsibility system to reflect any changes in legislation.

All employees receive necessary protective equipment, comprehensive safety training, and ongoing supervision to ensure a safe working environment. New hires undergo mandatory safety training before commencing work, and all employees participate in annual refresher courses. We conduct regular fire drills at our Tsing Yi Plant and enforce additional safety control measures for employees working in high-risk environments.

健康與安全

基於我們的業務模式，我們將僱員的健康與安全視為首要考量。我們透過全面的安全守則、持續的培訓，以及主動識別危害與降低風險的措施，展現對職業安全的承諾。我們嚴格遵守所有適用的法律及規例，包括《職業安全及健康條例》(香港法例第509章)、《中華人民共和國職業病防治法》及《中華人民共和國安全生產法》。我們亦定期更新安全管理制度的工作安全責任制度，以反映法例的最新修訂。

所有員工均獲提供必要的防護裝備、全面的安全培訓及持續的監督，以確保工作環境的安全。新入職員工入職時必須接受強制性安全培訓課程，而現有員工每年均須參加安全培訓覆修課程。我們亦定期於青衣廠房舉行消防演習，並對在高風險環境工作的員工實施額外的安全管控措施。



Fire Drill to all employees at the Tsing Yi Plant
為我們青衣廠房的所有員工進行火警演習



In the unfortunate event of an accident or injury, we are prepared to respond swiftly. We conduct thorough investigations to determine root causes and implement preventive measures to avoid similar incidents in the future. We also provide appropriate compensation to injured employees in accordance with the Employees' Compensation Ordinance (Cap. 282 of the laws of Hong Kong).

Our "Occupational Health and Safety Policy" and adherence to ISO 45001 – Occupational Health and Safety Management Systems guide our efforts to maintain a safe and healthy workplace. A dedicated Safety Committee addresses all types of safety-related matters and reports to senior executives on a weekly basis. Our ultimate goal is to achieve zero fatalities, zero serious personal injuries, and zero confirmed cases of occupational disease.

Furthermore, we recognise the importance of emergency preparedness. We provide regular training to enhance employees' awareness of safety protocols and their ability to respond effectively to emergencies. The Group has established standard plans and processes for preventing, preparing for, responding to, and recovering from potential emergencies such as fires, typhoons, and evacuations.

Our commitment to safety extends beyond preventing accidents. We are also dedicated to providing a healthy and comfortable work environment. Our investment properties are designated as smoke-free buildings, with a clear no-smoking policy in place. Office areas are equipped with fresh air systems that utilise medium-efficiency filters and provide fresh air in accordance with ASHRAE62.1 standards, ensuring a comfortable and healthy workspace for office occupants.

倘若不幸發生意外或工傷事件，我們已作好迅速應對準備。我們會進行全面調查，以找出事故的根本原因，並採取預防措施，避免類似事件再次發生。根據《僱員補償條例》(香港法例第282章)，我們亦會向受傷員工作出適當的賠償。

我們的「職業健康與安全政策」遵循《ISO 45001—職業健康和安全管理系統》，為我們維持安全與健康工作環境提供指引。專責的安全委員會負責處理各類安全相關事宜，並每週向高級管理人員匯報。我們的最終目標是實現零死亡、零嚴重人身傷害及零職業病確診病例。

此外，我們深知應急準備的重要性。我們定期提供培訓，以提升僱員對安全意識及在緊急情況下的應對能力。本集團已制定標準計劃及流程，以預防、準備、應對及恢復潛在的緊急情況(如火災、颱風及緊急疏散等)。

我們對安全的承諾不僅限於防止意外事故，更致力於提供健康及舒適的工作環境。我們的投資物業均被指定為無煙建築，具有明確的無煙政策。辦公區域配備新風系統，採用中效濾網，並根據ASHRAE62.1標準提供新鮮空氣，確保辦公室人員提供舒適及健康的工作空間。

Occupational health and safety statistics 職業健康與安全之數據		2025 二零二五年	2024 二零二四年	2023 二零二三年
Number of work-related fatalities incident	因工亡故的人數	0	0	0
Rate of work-related fatalities	因工亡故率	0	0	0
Number of work-related injuries incident	因工受傷人數	9	5	4
Number of lost days due to work-related injury	因工傷損失工作日數	468	1,016	211

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Development and Training

We are committed to fostering a culture of continuous learning and development. We provide our employees with a wide range of internal and external training opportunities covering areas such as orientation, basic working skills, business knowledge, product training, management skills, leadership development, and other specific training. We also offer examination leave and subsidies to support employees pursuing further education. We regularly review and update our training programs to ensure they remain relevant and aligned with evolving business needs and industry best practices.

During the Reporting Period, the Group provided or sponsored training that was attended by 191 employees. The distribution of training participants by gender and employee level are as follows:

發展及培訓

我們致力於培養持續學習和發展的企業文化。我們為員工提供多元化的內部和外部培訓機會，涵蓋範疇包括入職培訓、基本工作技能、業務知識、產品培訓、管理技能、領導力發展及其他專項培訓。我們亦提供考試假期及進修津貼，以支持員工持續學習。我們亦定期檢討及更新培訓計劃，確保其內容切合業務發展需要並符合行業的最佳常規。

於本報告期內，本集團提供或資助培訓的參與人數達191名員工。按性別及員工級別劃分的培訓人數分佈如下：

Employee 員工		Percentage of employees trained 獲培訓員工之百分比		Average training hours per employee ⁸ 每名員工之平均培訓時數 ⁸	
		2025 二零二五年	2024 二零二四年	2025 二零二五年	2024 二零二四年
Total 總計		75%	49%	14	18
By gender 按性別	Male 男性	80%	61%	13	26
	Female 女性	66%	28%	17	5
By category 按類別	Managerial 管理層	71%	9%	27	5
	General 一般	75%	53%	13	20

8 The average training hours completed per trained employee is calculated with reference to "Reporting Guidance on Social KPIs" published by HKEX.

8 每名獲培訓員工完成之平均培訓時數乃參考刊發的《社會關鍵績效指標匯報指引》計算。



Labour Standards

We uphold high ethical standards in all our operations and have a zero-tolerance policy for child and forced labour. Our “Child and Force Labour Policy” clearly defines these terms and guides our efforts to prevent their occurrence. During our recruitment process, we conduct thorough background and reference checks on all potential candidates and require our contractors to adhere to the same strict standards. We are committed to creating a positive and inclusive work environment that respects human rights and provides equal opportunities for all employees. Any violation of our labour standards is treated with the utmost seriousness and addressed in accordance with national and local laws and regulations.

During the Reporting Period, we were not aware of any instances of non-compliance with laws and regulations regarding child and forced labour.

勞工準則

我們在所有業務運營中秉持高度的道德標準，對童工和強迫勞動採取零容忍政策。我們的《童工和強制勞工政策》明確定義相關概念，並指導我們防止其發生。在招聘過程中，我們會對所有潛在候選人進行詳盡的背景及推薦人核查，並要求我們的承包商同樣遵守嚴格的標準。我們致力營造一個積極及具包容性的工作環境，尊重人權並為所有員工提供平等的機會。任何違反勞工標準的行為均會被嚴肅處理，並依據國家和地方法律法規進行處理。

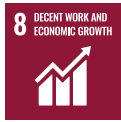
於本報告期內，我們並不知悉任何違反有關童工及強制勞工之法律和規例的情況。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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OPERATIONS MANAGEMENT



Efficient and responsible operations are the foundation of our business. This chapter outlines our commitment to excellence in supply chain management, product responsibility, quality assurance, privacy protection, and anti-corruption efforts. We believe that upholding the highest ethical and operational standards is essential for delivering value to our stakeholders and ensuring the long-term sustainability of our business.

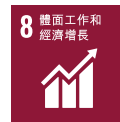
Supply Chain Management

We consider our suppliers as important partners and expect them to adhere to the same standards we set for ourselves, particularly regarding environmental and labour practices. We prioritise working with suppliers who share our commitment to sustainability, such as suppliers who have provided an Environmental Product Declaration or relevant certifications for our Steels Distribution Business. When selecting suppliers, we consider factors beyond cost and efficiency, such as their commitment to health and safety, environmental responsibility, and ethical labour practices. We conduct annual performance appraisals to ensure our suppliers continue to meet our requirements.

For our Building Products Distribution Business, we focus on partnering with manufacturers of environmentally friendly building materials. Meanwhile, for our Steels Distribution Business, we conduct annual on-site inspections of the suppliers' plants to verify compliance and address any issues promptly. We also provide our suppliers with management guidelines and procedures, based on our own best practices, to support their implementation of appropriate measures in areas such as material testing and product discharge.

Furthermore, we believe in fostering collaborative relationships with our suppliers to drive positive change throughout the value chain. We work closely with them to minimise environmental impact, reduce carbon emissions during manufacturing, and develop environmentally friendly products. Our partnerships are strengthened through shared sustainability goals, transparent communication, and a commitment to continuous improvement.

營運管理



高效且負責任的營運是我們業務的基石。本章節概述我們在供應鏈管理、產品責任、品質保證、私隱保護及反貪污工作方面追求的承諾。我們深信，秉持最高的道德和營運標準，對於為持份者創造價值及確保業務的長遠可持續發展至關重要。

供應鏈管理

我們視供應商為重要的合作夥伴，並期望他們遵守與我們相同的標準，特別是在環境和勞工常規方面。我們優先與認同可持續發展理念的供應商合作，例如能為我們的鋼材分銷業務提供環境產品聲明或相關證書的供應商。在選擇供應商時，我們不僅考慮成本與效率，更重視其在健康與安全、環境責任以及勞工道德常規等的承諾。我們每年進行供應商績效評估，以確保其持續符合我們既定的要求。

在我們的建築材料分銷業務方面，我們專注與生產環保建築材料的製造商合作。至於鋼鐵分銷業務方面，我們每年對供應商的廠房進行實地視察，以核實其合規情況並及時處理任何問題。我們亦向供應商提供管理指引及程序，該等內容以我們的最佳實務為基礎，協助其在物料測試及產品排放等方面採取適當措施。

此外，我們深信與供應商建立協作夥伴關係，有助於在整個價值鏈中推動積極變革。我們與供應商緊密合作，以減少環境影響、降低製造過程中的碳排放，並共同開發環保產品。透過共同的可持續發展目標、透明的溝通機制及對持續改進的承諾，讓我們與供應商的合作關係進一步鞏固。



During the Reporting Period, the Group has 94 suppliers, primarily located in Hong Kong and Mainland China.

於本報告期內，本集團擁有94家供應商，主要位於香港及中國大陸。

Indicators 指標	2025 二零二五年	2024 二零二四年
Total number of suppliers by geographical region 按地理區域劃分的供應商總數	94	155
Mainland China 中國大陸	36	36
Hong Kong 香港	20	84
Taiwan 台灣	7	7
Turkey 土耳其	6	6
Singapore 新加坡	4	3
Other regions (range from 1-2 suppliers) 其他地區(1至2名供應商)	21	19

Product Responsibility

As a leading provider of construction and industrial steel, building products, and a strategic investor in commercial properties, we understand the impact of our products and services. We aim to uphold high standards of quality, safety, and responsibility throughout our product lifecycle. We also place great importance on respecting, protecting, and promoting intellectual property rights. Our operations follow all relevant laws and regulations in Hong Kong and Mainland China, including Trade Marks Ordinance (Cap. 559 of the laws of Hong Kong), Copyright Ordinance (Cap. 528 of the laws of Hong Kong), Law of the People's Republic of China on the Protection of Intellectual Property Rights, the Patent Law of the People's Republic of China, and the Trademark Law of the People's Republic of China. We provide our employees with clear guidance on intellectual property policies and remain vigilant in preventing any infringement.

產品責任

作為建築及工業鋼鐵、建築材料的領先供應商，以及房地產領域的策略性投資者，我們深知自身產品及服務所帶來的影響。我們致力在整個產品生命週期中維持高品質、安全性和責任感的標準。我們亦非常重視尊重、保護及促進知識產權。我們的業務嚴格遵守香港及中國大陸的相關法律及規例，如《商標條例》(香港法例第559章)、《版權條例》(香港法例第528章)、《中華人民共和國知識產權保護法》、《中華人民共和國專利法》及《中華人民共和國商標法》。我們也為員工提供明確的知識產權政策指引，讓員工時刻保持警覺，防止任何侵權行為。

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In addition, we are dedicated to improving product and service quality to achieve sustainable business growth and meet evolving customer needs. We comply with all applicable laws and regulations related to product health and safety, labelling, and privacy. These policies are clearly communicated to our employees and suppliers, ensuring consistent adherence across our operations.

During the Reporting Period, the Group did not have any violation records on relevant laws and regulations that would have a significant impact on the Group relating to product responsibility matters.

Quality Assurance

With over 60 years of experience in the construction industry, we are committed to delivering high-quality products and services. Our pioneering automated processing and supply chain systems, coupled with traceability tagging and identification, help ensure transparency of product information. The Group has also implemented the ISO 9001 quality management system standard across our reinforcement steel bar and accessories business unit. Likewise, our suppliers are required to obtain the appropriate certificates for their products. Our inspection and testing procedures help guarantee that all products meet quality and safety standards before reaching our customers. Our “Product Return Policy” is also in place to ensure customer satisfaction by providing a clear process for returning and refunding goods if the products have quality issues or do not meet the specifications outlined in the sales contract.

During the Reporting Period, the Group recorded zero recalls and zero complaints about its products and services due to safety and health reasons. There were also no significant complaints received regarding the Group’s products and services.

此外，我們致力提升產品和服務的品質，以實現可持續的業務增長並滿足客戶不斷變化的需求。我們遵守所有與產品健康及安全、標籤及私隱事宜相關之適用法律及規例。這些政策已清楚地傳達給我們的員工和供應商，確保在整個營運過程中一致遵守。

於報告期內，本集團並無任何有關產品責任事項的違規紀錄，亦無違反相關法律法規而對本集團造成重大影響的情況。

品質保證

憑藉逾六十年的建築業經驗，我們致力於提供高品質的產品與服務。我們領先採用自動化加工及供應鏈系統，並配合可追溯標籤與識別技術，以確保產品資訊的透明度。本集團亦已在鋼筋及配件業務部門全面推行ISO 9001品質管理體系標準。同樣，我們亦要求供應商為其產品取得相應的認證。我們的檢測和測試程序有助於確保所有產品在交付客戶前符合品質和安全標準。我們亦設有《產品退貨政策》，為客戶提供清晰的退貨及退款流程，以保障在產品出現品質問題或未符合銷售合約所列規格時的客戶滿意度。

於本報告期內，本集團因安全及健康原因而導致其產品及服務被回收和投訴的次數為零，亦無接獲有關本集團產品及服務的重大投訴。



Privacy Protection

Protecting the privacy of our customers, employees, external partners, and suppliers is important to us. We have implemented confidentiality guidelines and data protection measures to safeguard sensitive information. Access to customer data is limited to authorised personnel directly involved in business dealings. In addition, we require non-disclosure agreements with potential partners to protect confidential information during negotiations and transactions. Our IT infrastructure is equipped with firewall, antivirus, and anti-spam solutions to prevent data leakage. We enforce strict policies against unauthorised disclosure of confidential information, and any breaches are subject to disciplinary action.

Anti-corruption

We are committed to conducting business with integrity and maintaining an ethical working environment. Our “Anti-Fraud and Anti-Money Laundering Policies” provide clear guidelines for preventing, detecting, and reporting any instances of fraud, bribery, extortion, corruption, embezzlement, misappropriation, false representation and collusion, and money laundering. All employees are required to comply with these policies and relevant laws and regulations.

Our “Code of Business Ethics and Anti-Corruption Policy” sets forth our commitment to ethical conduct at all levels of the organisation. Our “Whistleblowing Policy” provides a safe and confidential channel for employees to report any suspected improprieties, misconduct or malpractice. We conduct regular fraud risk assessments and implement appropriate control measures to mitigate potential risks. The effectiveness of our internal control system is regularly assessed by internal audit advisors and external professional parties.

All employees receive ethics and anti-corruption training upon commencement of employment. Our directors also undergo mandatory training and stay informed about relevant market and regulatory updates.

During the Reporting Period, we have complied with relevant laws and regulations, including the Prevention of Bribery Ordinance (Cap. 201 of the laws of Hong Kong). Importantly, we have not faced any legal cases or disputes in respect of bribery, extortion, fraud or money laundering brought against either the Group or any of our employees.

私隱保護

我們重視保護客戶、員工、外部合作夥伴及供應商的私隱。我們已實施保密指引與資料保護措施，以保障敏感資訊，客戶資料的存取亦僅限於直接參與業務往來的授權人員。此外，我們要求與潛在合作夥伴在洽談及交易過程中簽訂保密協議，以保障機密資訊。我們的資訊科技基礎設施配備防火牆、防病毒及防垃圾電郵系統，以防止資料外洩。我們亦嚴格執行防止未經授權披露機密資訊的政策，任何違規行為都將受到紀律處分。

反貪污

我們致力於以誠信經營業務，並維持具道德操守的工作環境。我們的《反欺詐及反洗錢政策》為防止、偵測及舉報任何欺詐、賄賂、勒索、貪污、挪用資金、盜用資源、虛假陳述、串謀及洗錢行為提供清晰指引。所有員工均須遵守該等政策及相關法律法規。

我們的《商業道德準則及反貪污政策》闡明本集團在各個層面堅守道德操守的承諾。我們的《舉報政策》為員工提供安全且保密的通報渠道，以舉報任何涉嫌不當行為、失職或舞弊行為。我們定期進行欺詐風險評估，並實施適當的控制措施以降低潛在風險。我們內部監控系統的有效性亦會定期由內部審核顧問及外部專業機構進行評估。

所有員工於入職時均會接受道德操守及反貪污培訓。董事亦須參加強制性培訓，並持續掌握相關市場及監管動態。

於本報告期內，我們已遵守包括《防止賄賂條例》（香港法例第201章）在內的相關法律及規例。重要的是，本集團及任何員工均未曾涉及任何有關賄賂、勒索、欺詐或洗錢的法律訴訟或爭議。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SERVING THE COMMUNITY



We believe in actively contributing to the well-being of the communities where we operate. Our corporate social responsibility initiatives focus on supporting economic development, addressing the needs of underprivileged groups, and investing in education. We also encourage our employees to participate in a variety of charitable activities.

Volunteering and Charitable Donations

During the Reporting Period, the Group contributed approximately HK\$2.9 million to various events and organisations in Hong Kong and Mainland China, including but not limited to Friends of Harvard Hong Kong Trust, the Hong Kong Association of Senior Citizens, Hong Kong Family Welfare Society and the Better Hong Kong Foundation, etc.

We remain dedicated to nurturing future generations through our ongoing support of the "Hong Kong and Shanghai Alliance Yao Cho Fai Scholarship." This scholarship program, established to support outstanding Hong Kong students pursuing four-year undergraduate degrees at Fudan University, reflects our commitment to education and community development. During the Reporting Period, we continued our support of these outstanding local students with a donation of RMB550,000.

Alongside the charitable donations, we encourage our employees to volunteer their time and talents to support our communities. For example, our employees participated in activities arranged by the Hong Kong Family Welfare Society to support elderly members of our community and supported Outward Bound Hong Kong's fundraising event that helps provide experiential education to underprivileged youth.

服務社區



我們積極回饋我們的社區，並致力於促進社會福祉。我們的企業社會責任項目重點包括支持經濟發展、關注弱勢群體的需求，以及投資教育領域。我們亦鼓勵員工積極參與各類慈善活動。

志願服務及慈善捐款

於本報告期內，本集團向香港及中國大陸的多項活動及機構捐款共約290萬港元，受惠機構包括(但不限於)哈佛香港基金、香港長者協會、香港家庭福利會及香港明天更好基金等。

為致力培育下一代，我們持續透過支持「滬港聯合姚祖輝獎學金」。此獎學金計劃旨在支持優秀的香港學生於復旦大學修讀四年制本科學位課程，體現我們對教育及社區發展的承諾。於本報告期內，我們捐款人民幣550,000元，繼續為這些優秀的本地學生提供財務資助。

除了慈善捐助外，我們亦鼓勵員工貢獻其時間與專長，積極參與社區服務。例如，我們的員工曾參與由香港家庭福利會的各類活動支持我們社區的長者，及支持香港外展訓練學校的籌款活動，為貧困青年提供體驗式教育。



Community Initiative
社區活動



The table below outlines the focus areas of donations to which we made direct contributions during the Reporting Period, with the aim of benefiting the local community:

下表概述了我們於本報告期間直接捐款的重點領域，旨在造福當地社區：

Focus areas of donation 重點捐款領域		Donation amount (HK\$) 捐款金額(港元)
Education	教育	2,555,500
Socially vulnerable groups	社會弱勢群體	31,500
Healthcare and wellbeing	醫療保健和福祉	269,000
Total donations	捐款總額	2,856,000

Supporting Sustainable Development through Green Finance

通過綠色金融支持可持續發展

The Group is also committed to supporting sustainable development through our financial practices. During the Reporting Period, we strategically allocated a portion of our liquidity to green deposits with a financial institution in Hong Kong. By participating in green deposit schemes, we aim to support projects that align with ESG principles. These projects encompass a wide range of initiatives, including green buildings, renewable energy, clean transportation, affordable housing, and socioeconomic empowerment. This strategic decision allows us to align our investments with our commitment to a more environmentally conscious and socially inclusive society.

本集團亦致力透過財務實踐支持可持續發展。於本報告期內，我們策略性地將部分流動資金配置於一家香港金融機構的綠色存款。透過參與綠色存款計畫，我們旨在支持符合環境、社會及管治原則的項目。該等項目涵蓋多個範疇，包括綠色建築、可再生能源、清潔交通、可負擔房屋及社會經濟賦權。此項策略決策使我們的投資方向與推動環境意識及社會共融的承諾保持一致。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

HKEX ESG REPORTING GUIDE CONTENT INDEX

聯交所環境、社會及管治報告指引索引

Mandatory Disclosure Requirement 強制披露規定	Description 描述	Reference and Remarks 參考及備註	Page no. 頁數
Governance Structure 管治架構	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	THE BOARD STATEMENT 董事會致辭	3
Reporting Principles — Materiality 匯報原則—重要性	<p>The ESG report should disclose:</p> <ul style="list-style-type: none"> (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified and the process and results of the issuer's stakeholder engagement. <p>環境、社會及管治報告應披露：</p> <ul style="list-style-type: none"> (i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則； (ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。 	REPORTING STANDARDS AND PRINCIPLES 報告準則及原則	1-2



Mandatory Disclosure Requirement 強制披露規定	Description 描述	Reference and Remarks 參考及備註	Page no. 頁數
Reporting Principles — Quantitative 匯報原則—量化	Information on the standards, methodologies, assumptions and/or calculation tools used and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. 有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。	REPORTING STANDARDS AND PRINCIPLES 報告準則及原則	1-2
Reporting Principles — Consistency 匯報原則—一致性	The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison. 發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。	REPORTING STANDARDS AND PRINCIPLES 報告準則及原則	1-2
Reporting Boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	ABOUT THE REPORT 有關本報告	1

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspects, General Disclosure, KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page no. 頁數
A. Environmental 環境			
Aspect A1: Emissions 層面 A1：排放物			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	ENVIRONMENTAL PROTECTION 環境保護	8-22
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	ENVIRONMENTAL PROTECTION — Air Emissions 環境保護 — 廢氣排放	14
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度。	ENVIRONMENTAL PROTECTION — GHG Emissions 環境保護 — 溫室氣體排放	13
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 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)。	ENVIRONMENTAL PROTECTION — Waste Management 環境保護 — 廢棄物管理	16
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)。	ENVIRONMENTAL PROTECTION — Waste Management 環境保護 — 廢棄物管理	16
KPI A1.5 關鍵績效指標 A1.5	Description of emissions 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。	ENVIRONMENTAL PROTECTION — GHG Emissions 環境保護 — 溫室氣體排放	12-14



Aspects, General Disclosure, KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page no. 頁數
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。	ENVIRONMENTAL PROTECTION — Waste Management 環境保護 — 廢棄物管理	15-16
Aspect A2: Use of Resources			
層面 A2：資源使用			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	ENVIRONMENTAL PROTECTION — Use of Resources 環境保護 — 資源使用	16-22
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)。	ENVIRONMENTAL PROTECTION — Use of Resources 環境保護 — 資源使用	22
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)。	ENVIRONMENTAL PROTECTION — Water Management 環境保護 — 水資源管理	22
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。	ENVIRONMENTAL PROTECTION — Energy Management 環境保護 — 能源管理	17-20, 22
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。	ENVIRONMENTAL PROTECTION — Water Management 環境保護 — 水資源管理	21-22
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)每生產單位估量。	The Group's operational activities do not involve the consumption of packaging materials or any packaging material-related businesses. No packaging materials were consumed during the Reporting Period. 本集團的營運活動不涉及包裝材料的使用或任何與包裝材料相關的業務。於本報告期並無消耗任何包裝材料。	—

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Aspects, General Disclosure, KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page no. 頁數
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。	ENVIRONMENTAL PROTECTION — Use of Resources 環境保護 — 資源使用	16-22
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	ENVIRONMENTAL PROTECTION — Use of Resources 環境保護 — 資源使用	16-22
Aspect A4: Climate Change			
層面 A4：氣候變化			
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	ENVIRONMENTAL PROTECTION — Climate Change 環境保護 — 氣候變化	9-11
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted and those which may impact, the issuer and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	ENVIRONMENTAL PROTECTION — Climate Change 環境保護 — 氣候變化	9-11



Aspects, General Disclosure, KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page no. 頁數
B. Social 社會			
Employment and labour Practices 僱傭及勞工常規			
Aspect B1: Employment 層面 B1：僱傭			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	CARING FOR EMPLOYEE — Recruitment, Promotion and Compensation — Equal Opportunities, Diversity and Anti-discrimination — Working Hours, Rest Periods, Other Benefits and Welfare — Termination 關懷員工 — 招聘、晉升及薪酬 — 平等機會、多元化及反歧視 — 工作時數、假期、其他待遇及福利 — 終止	23-24, 27
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	CARING FOR EMPLOYEE — Workforce 關懷員工 — 僱員	26-27
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	CARING FOR EMPLOYEE — Workforce 關懷員工 — 僱員	26-27

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Aspects, General Disclosure, KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page no. 頁數
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。	CARING FOR EMPLOYEES — Health and Safety 關懷員工 — 健康與安全	29-30
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	CARING FOR EMPLOYEES — Health and Safety 關懷員工 — 健康與安全	30
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。	CARING FOR EMPLOYEES — Health and Safety 關懷員工 — 健康與安全	30
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	CARING FOR EMPLOYEES — Health and Safety 關懷員工 — 健康與安全	29-30
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。	CARING FOR EMPLOYEES — Development and Training 關懷員工 — 發展及培訓	31
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	CARING FOR EMPLOYEES — Development and Training 關懷員工 — 發展及培訓	31
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。	CARING FOR EMPLOYEES — Development and Training 關懷員工 — 發展及培訓	31



Aspects, General Disclosure, KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page no. 頁數
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 and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	CARING FOR EMPLOYEES — Labour Standards 關懷員工 — 勞工準則	32
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。	CARING FOR EMPLOYEES — Labour Standards 關懷員工 — 勞工準則	32
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	CARING FOR EMPLOYEES — Labour Standards 關懷員工 — 勞工準則	32
Operating Practices			
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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 the supply chain. 管理供應鏈的環境及社會風險政策。	OPERATIONS MANAGEMENT — Supply Chain Management 營運管理 — 供應鏈管理	33-34
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。	OPERATIONS MANAGEMENT — Supply Chain Management 營運管理 — 供應鏈管理	34
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	OPERATIONS MANAGEMENT — Supply Chain Management 營運管理 — 供應鏈管理	33-34
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。	OPERATIONS MANAGEMENT — Supply Chain Management 營運管理 — 供應鏈管理	33-34

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspects, General Disclosure, KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page no. 頁數
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。	OPERATIONS MANAGEMENT — Supply Chain Management 營運管理 — 供應鏈管理	33-34
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。	OPERATIONS MANAGEMENT — Product Responsibility — Quality Assurance — Privacy Protection 營運管理 — 產品責任 — 品質保證 — 私隱保護	34-36
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。	OPERATIONS MANAGEMENT — Quality Assurance 營運管理 — 品質保證	35
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。	OPERATIONS MANAGEMENT — Quality Assurance 營運管理 — 品質保證	35
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。	OPERATIONS MANAGEMENT — Product Responsibility 營運管理 — 產品責任	34-35
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。	OPERATIONS MANAGEMENT — Quality Assurance 營運管理 — 品質保證	35
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	OPERATIONS MANAGEMENT — Privacy Protection 營運管理 — 私隱保護	36



Aspects, General Disclosure, KPIs 層面、一般披露及關鍵績效指標	Description 描述	Reference and Remarks 參考及備註	Page no. 頁數
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。	OPERATIONS MANAGEMENT — Anti-corruption 營運管理 — 反貪污	36
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. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	OPERATIONS MANAGEMENT — Anti-corruption 營運管理 — 反貪污	36
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	OPERATIONS MANAGEMENT — Anti-corruption 營運管理 — 反貪污	36
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。	OPERATIONS MANAGEMENT — Anti-corruption 營運管理 — 反貪污	36
Community			
社區			
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 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。	SERVING THE COMMUNITY 服務社區	37-38
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)。	SERVING THE COMMUNITY 服務社區	37-38
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)。	SERVING THE COMMUNITY 服務社區	37-38



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