

首程控股 
SHOUCHENG HOLDINGS

 驿停车

首程控股有限公司
SHOUCHENG HOLDINGS LIMITED

STOCK CODE 股份代號：697.HK



共塑美好
綠色未來
Build a Sustainable
Future Together

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

2020

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Environmental, Social and Governance Report

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INTRODUCTION

As the fastest-growing economy in the world, China's measures on emission control are important for slowing down the pace of global warming in general. To address climate change, President Xi Jinping promised at the 2020 United Nations (“UN”) General Assembly to adopt stronger policies and measures to reduce carbon dioxide emission intensity in China, peak carbon dioxide emissions before 2030, and achieve carbon neutrality by 2060. In this regard, the Central Government has clearly stated in the “14th Five-Year Plan” that it would accelerate the promotion of green and low carbon development, and formulated an action plan for peaking carbon emissions by 2030, to lead China towards environmental sustainability. As currently the first and only listed company in Mainland China that primarily engages in carpark facility investment and operations, Shoucheng Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is committed to actively improving its parking services, solving the social problems of parking space shortage and illegal parking, while also advancing the planning of urban parking facilities with the help of scientific technology, and rationalising traffic demand and allocating parking resources.

To align with China's sustainable development guidelines and policies, the Group adopted a variety of measures and actions to fulfil its environmental protection responsibilities. In terms of our parking business (“**parking business**”), the Group enhanced its parking facilities to promote electric cars, and installed solar-powered equipment in parking lots to promote the development of renewable energy. In terms of our infrastructure and real estate fund management business (“**fund management business**”), the Group integrated a range of water-conserving and energy-saving technologies in its “Chang'an Mills” project and other projects under construction, with an aim to build an advanced and sustainable park. In addition, the Group also invested in the new energy industry, for it hopes to promote the development of vehicles powered by new energy sources while opting for operational efficiency, to demonstrate our dedication to sustainable development.

引言

作為全球增速最快的經濟體，中國如何控制其排放，對於整體減緩全球暖化至關重要。為應對氣候變化，國家主席習近平在2020年聯合國（「**聯合國**」）大會上承諾將採取更有力的政策和措施以降低中國二氧化碳排放強度，爭取於2030年前達到高峰，並於2060年前實現碳中和。中央政府為此已於「十四五」規劃明確提出加快推動綠色低碳發展，並制定2030年前碳排放達峰行動方案，帶領中國邁向環境可持續發展。首程控股有限公司（「**本公司**」，連同其附屬公司統稱「**本集團**」）作為內地目前第一個以及唯一以停車場設施投資及運營為主的上市公司，致力於在積極提升停車服務，以解決車位短缺、非法泊車等社會問題的同時，以科學手段推進城市停車設施規劃工作，合理引導交通需求及配置停車資源。

為配合國家可持續發展方針及政策，本集團採取多樣措施及行動，以履行環境保護責任。在停車出行業務（「**停車業務**」）方面，本集團加強停車場配套以促進電動汽車的普及，並於停車樓建造太陽能發電設施，帶動可再生能源的發展。而在基礎設施不動產基金管理業務（「**基金管理業務**」）方面，本集團於「六工匯」項目及其他在建項目融合了多種節水及節能環保技術，務求打造先進的可持續園區。另外，本集團亦有投資新能源產業，在追求經營效益的同時，推動新能源汽車發展，展現對可持續發展的重視。

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We hereby express our sincere gratitude to all employees, business partners, and customers for their unwavering support over the past year. We will continue to march on courageously to make greater contributions to the sustainable development of parking and infrastructure and real estate in China.

ABOUT THE REPORT

This Environmental, Social and Governance (“**ESG**”) Report is the fifth ESG Report of the Group, in which we present our initiatives, plans, performance and achievements in relation to the Group’s operational practices, employee care, environmental protection, social contribution and other issues. We focus on the concerns of stakeholders and demonstrate our commitment to sustainable development.

The ESG Report has been reviewed internally and was submitted to the Board for review and approval. During the preparation of the Report, the Group communicated extensively with its stakeholders, to ensure that the information covered herein meets the four major reporting principles of “Materiality”, “Quantitative”, “Balance” and “Consistency”. The Group will continue to expand its scope of disclosure, to improve its performance and disclosure on sustainability issues.

REPORTING SCOPE

The ESG Report mainly covers the Group’s core businesses of parking business and fund management business. Unless otherwise specified, the ESG policies and management methods set out in the ESG Report are applicable to both the Company and its wholly-owned subsidiaries. Data related to ESG key performance indicators (“**KPIs**”) are collected from business locations under direct operation and control of the Group. The Group will improve its sustainability performance in the future and will continue to expand its scope of disclosure as needed.

REPORTING PERIOD

The ESG Report covers the Group’s activities, challenges, and measures in relation to ESG areas from 1 January 2020 to 31 December 2020 (“**FY2020**”) in detail.

本集團衷心感謝所有員工、業務夥伴及客戶於過往年度的鼎力支持。本集團將繼續勇往直前，為中國停車出行及基礎設施不動產的可持續發展作出更大的貢獻。

關於本報告

本環境、社會及管治(「**ESG**」)報告為本集團第五份ESG報告，當中載列本集團於營運慣例、員工關愛、環境保護及社區貢獻等方面的倡議、計劃、表現及成就，集中討論持份者關注的事宜，並彰顯我們對可持續發展的承諾。

本ESG報告經內部檢閱，並提請董事會審議及批准。在撰寫的過程中，本集團與持份者進行了充分的溝通，力求本ESG報告涵蓋的資訊可滿足重要性、量化、平衡、一致性的四大報告原則要求。本集團將持續加強披露範圍，以提高在可持續發展事項上的表現和披露情況。

報告範圍

本ESG報告主要涵蓋本集團的核心業務，分別為停車業務及基金管理業務。除非特別說明，本ESG報告內所載之ESG政策及管理舉措適用於本公司及其全資擁有之子公司，而ESG關鍵績效指標(「**關鍵績效指標**」)數據從本集團直接運營控制下的運營地點收集。本集團將於未來加強可持續發展表現，並會視乎需要持續擴大披露範圍。

報告期間

本ESG報告詳述本集團於2020年1月1日至2020年12月31日(「**2020財政年度**」)內涉及環境、社會及管治範疇的活動、挑戰及措施。

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Reporting Framework

The ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (“**Reporting Guide**”) in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). To enhance the comprehensiveness of the Report, its compatibility with international standards, and comparability with industry peers, we also referenced the Global Reporting Initiative (“**GRI**”) standards issued in 2019 when preparing the Report. For details of relevant indicators that reference GRI standards, please refer to the section headed “Report Disclosure Index”.

The governance structure and practices of the Group are set out in the “Corporate Governance Report” on pages 82 to 111 of the 2020 Annual Report and the section headed “Corporate Governance” of this ESG Report.

Contact Us

The Group welcomes all feedback and suggestions from stakeholders. Please feel free to contact us via the following ways:

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InvestorRelations@shouchengholdings.com

報告框架

本ESG報告按照香港聯合交易所有限公司(「**聯交所**」)證券上市規則附錄27《環境、社會及管治報告指引》(「**報告指引**」)進行編製編寫。為了提高報告的完整性、國際相容性和行業可比性，本ESG報告亦引用了2019年發佈的全球報告倡議組織(「**GRI**」)標準進行報告的編製工作。有關引用GRI標準的相關指標詳情，請參閱「報告披露索引」一節。

本集團的管治架構及常規載於2020年報第82至111頁「企業管治報告」及本ESG報告「企業管治」一節。

聯繫我們

本集團歡迎持份者提供意見及建議，歡迎閣下透過下列方式與本集團聯絡：

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ABOUT THE GROUP

關於本集團

Our Mission and Vision

使命和願景

To be “a leading enterprise that focuses on parking and infrastructure and real estate fund management and technology services in China”, and a trustworthy and superior asset investor and operator, to make city life better.

打造「中國專注於停車出行和基礎設施不動產基金管理與科技服務的領導企業」，成為值得信賴的卓越資產投資者和經營者，讓城市生活更美好。

Our Value

價值觀

Value Investment, Excellent Products, Openness and Inclusiveness
價值投資、極致產品、開放包容

1. Must uphold the principle of value investment
必須堅持價值投資原則
2. Be committed to providing the best products and services to the society
致力於為社會提供最好的產品和服務
3. Be a trustworthy, open and inclusive investor
做一個值得信任、開放包容的投資者

2020 Revenue

2020年實現收入

HKD 港幣

706
million 百萬元

僱員人數

Number of Employees

458

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Shoucheng Holdings Limited is an investment holding company. In May 2020, the Company's name was changed from "Shougang Concord International Enterprises Company Limited" to "Shoucheng Holdings Limited".

In 2019, the Group ceased its iron ore trading business and completed its business restructuring. It also expanded its capital reserves and rolled out a nation-wide business plan, which became a solid foundation for its business development. At present, the Group focuses on two major business segments, namely, parking business and fund management business, aiming for a longer-term development with a broader scope, the Group strives to be a leading Chinese enterprise that mainly engages in parking, infrastructure and real estate fund management and technology services, and to be a leading provider of urban integrated services in China.

The goals of the Group are: to create maximum benefits for shareholders and investors, and be the best employer that benefits its employees by providing them with a worry-free environment where they can contribute to the Company.

首程控股有限公司為一間投資控股公司。於2020年5月，公司將其名稱由「首長國際企業有限公司」更改為「首程控股有限公司」。

於2019年，本集團已全面停止鐵礦石貿易業務，完成業務結構調整，並擴大資金儲備，鋪開全國業務，為業務發展奠定堅實的基礎。目前，本集團專注在停車業務及基金管理業務兩大業務板塊謀求更長遠和更寬廣的發展，致力於打造中國專注於出行和基礎設施不動產的基金管理與科技服務的領導企業、中國領先的城市綜合服務企業。

本集團的目標為：為股東創造最大價值，讓投資人獲得豐富的收益，以及成為讓員工獲益、在員工為企業付出時能毫無後顧之憂的最佳僱主。

STRATEGIC INVESTORS

戰略投資者



Shougang Group
首鋼集團



ORIX Group
歐力士集團



NWS Holdings
新創建集團



HOPU Investment
厚樸投資



JD DIGITS
京東數科



CIMC Group
中集集團



Matrix Partners China
經緯中國



GBA Fund
大灣區基金

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GOVERNANCE STRUCTURE

To ensure effective implementation of our ESG development strategies, the Group has established a strict internal monitoring mechanism, and developed an ESG management system that can meet the actual needs of the Group and align with its direction of development. We have also internally set up an ESG management structure that incorporates sustainable governance strategies with “top-down” and “bottom-up” approaches. The Board formulates strategic plans for the Company to achieve sustainable growth, and is responsible for ensuring the effectiveness of ESG strategies, ESG decisions, and ESG risk management of the Group. The management works with all business segments to implement and carry out sustainable policies together. In particular, the management is responsible for setting up relevant indicators and targets, and providing guidance and supervision on policy execution and goal attainment. Each business segment is required to make regular reports to the management on the difficulties encountered during the implementation of relevant policies, and provide the management with a recap of the process; whereas the management is responsible for suggesting comprehensive solutions to the relevant problems. By maintaining our excellent and effective corporate governance practices, we fully achieved three “creations” and one “expansion” in our parking segment: the creation of future-oriented head unit products, outstanding business products, a highly efficient operation system, and the expansion into a new and innovative business area that is not related to parking.

The ESG Management Structure of the Group



管治架構

為確保ESG發展戰略的有效實施，本集團設立嚴謹的內部監控機制，制定了一套符合企業實際需求和發展方向的環境、社會及管治管理體系，在本集團內部建立起「自上而下」和「自下而上」融合化的可持續發展管治策略的ESG工作管理架構。董事會擬定企業可持續發展戰略規劃，對本集團的ESG策略、有關ESG方面的決策以及ESG風險管理的有效性負有最終責任。管理層和各業務板塊協力落實及執行可持續發展的政策，管理層負責設立相關指標和目標，並執行對政策及目標的指導與監督工作。各業務板塊定時向管理層匯報相關政策落實過程中遇到的難題和經驗總結，管理層則針對難題提供一體化解決方案。透過保持卓越和高效的企業管治，在停車板塊形成了全面貫徹落實三個「打造」和一個「拓展」，即打造面向未來的頭部產品、打造差異化的業態產品、打造精益高效的運營體系和拓展非停業務創新空間的新佈局。

本集團ESG管理架構

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UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In 2015, all members of the UN unanimously adopted 17 sustainable development goals (“SDGs”) in a joint effort to eradicate poverty and solve a series of problems related to economic, social, and environmental sustainability. These SDGs allow governments and enterprises to work together to create a more sustainable future for the betterment of society.

聯合國可持續發展目標

在2015年，聯合國全體成員國一致採納17個可持續發展目標(「SDGs」)，以協力消除貧窮並解決一系列與可持續發展的經濟、社會和環境層面相關的議題。SDGs有助政府和企業攜手合作，為追求廣大福祉而建立更具可持續發展的未來。



Not all 17 SDGs are relevant to our business operation. Hence the Group has identified current or potential impacts arising from our operation, and selected 3 SDGs that are in line with our mission, based on the impacts, and by aligning to such SDGs with our strategic plans for sustainable development, the Group endeavours to work towards these SDGs and fulfil our corporate responsibility.

17個SDGs當中，並非全部與本集團的業務相關。因此，本集團充分識別出業務營運中所產生的當前或潛在影響，據此篩選了3個SDGs與企業的使命吻合，並配合本集團可持續發展戰略規劃，竭盡所能為這些可持續發展目標作出貢獻，履行企業責任。

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4 優質教育



Education is the key to poverty alleviation, for one can climb up the socioeconomic ladder with knowledge, and create positive and long-term impacts to the society and the environment. Therefore, while expanding our business operations, the Group remains steadfast in its commitment towards the development of education in society, by striving to provide learning opportunities to the community and the younger generation to nurture their skills and knowledge.

To support and promote education in poverty-stricken areas, apart from donating stationery items to schools, the Group also organises scholarship travel programs to send disadvantaged students from mountainous areas to study in Shanghai, which provides an opportunity for underprivileged children to enrich their knowledge and broaden their horizons. The Group is also committed to promoting China's entrepreneurship education and innovative education. Gathering industrial clusters, the "CAN+ Academy" created by us is a platform that breaks down industry barriers and connects people from different industries and locations. It aims to provide business people and entrepreneurs with resource networks and opportunities for building practical experiences by organising self-learning communities, bootcamps and other activities, thereby enabling them to discuss the latest trend of industrial development.

教育能夠提升社會經濟地位，亦是擺脫貧困的關鍵，更能夠為社會及環境帶來長久而正面的影響。因此，本集團在擴展業務的同時，亦不忘貢獻於社會教育發展，致力為社區及新生代提供學習機會，培養其所需的知識和技能。

為扶助及推動貧窮地區教育發展，本集團除向學校捐贈文具用品外，更透過舉辦助學獎學金活動，資助山區學子赴上海遊學，為弱勢兒童提供教育和增長見識的機會，透過此行擴闊視野。本集團亦致力於促進國家的創業創新教育，構建了產業社群平台「參加學院」，打破行業壁壘，連接不同地域、不同領域的學員們，透過自組織學習社群以及創新營等活動，為企業家、創業者提供資源網路及實踐體驗的機會，共同探討產業發展的新趨勢。

11 永續發展的市鎮規劃



The degree of global urbanisation is getting higher and higher. Since 2007, over half of the world's population has migrated to cities, and the percentage is expected to rise to 60% by 2030. Rapid urbanisation is going to cause more problems, such as insufficiency or failure of roads, transportation and other infrastructure and services, increased air pollution, and unplanned urban expansions etc. Through our two major businesses – parking and fund management, the Group strives to help China create inclusive, safe and sustainable living spaces in urban areas.

By building intelligent carparks, the Group aims to establish a convenient and sustainable transport system, and reduce GHG emissions during parking. At the same time, the Group attaches great importance to carpark safety management, and ensures that our carparks are safe for car owners' and pedestrians' use. We have also strengthened our level of roadside carpark management. For example, to maintain road safety, unattended bicycles illegally parked in our roadside parking spaces for long hours will be towed away in a timely manner. As for our fund management business, the "Chang'an Mills" project of the Group was accredited with Three Stars under the Green Building Evaluation Label, for it creates green public spaces with an advanced and smart health management system.

全球城市化程度越來越高。自2007年以來，全球已有超過一半的人口搬到城市中，預計到2030年，這個比例將上升至60%。快速城市化將導致越來越多的問題，例如道路和交通運輸等基礎設施和服務不足或負擔過重、空氣污染加劇、城市無計劃擴張等。本集團致力透過兩大主要業務：停車及基金管理，助力於國內建設包容、安全和可持續的城市生活空間。

透過打造智慧化停車場，本集團旨在提供易於利用、可持續的交通運輸系統，以及減少停車過程中的溫室氣體排放；同時本集團重視停車場安全管理，確保車主和行人安全使用停車場；本集團亦加強了路側停車管理，比如及時清理長期佔用路側停車泊位的自行車，維護交通安全。基金管理方面，本集團的「六工匯」項目擁有綠色建築三星認證標準，以先進的智慧健康管理系統，建立綠色的公共空間。

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13 氣候行動



In 2019, atmospheric levels of carbon dioxide and other GHG reached record highs. In September 2020, China announced at the UN General Assembly that it would “adopt stronger policies and measures to peak carbon dioxide emissions before 2030, and achieve carbon neutrality by 2060”.

The Group is aware that not only do GHG emissions arising from our operations lead to potential risks to the industry, but they also affect China's economy and people's livelihoods. Therefore, climate change is incorporated into our risk management system and future planning as a risk element, such that we will improve our flexibility and adaptability towards potential effects brought about by climate change in the future. Moreover, by installing electric vehicle charging stations in its carparks to support electric cars, the Group promotes clean energy and encourages people to adopt a low carbon lifestyle.

2019年，大氣中的二氧化碳和其他溫室氣體含量達到新高。2020年9月，中國在聯合國大會宣佈：「採取更加有力的政策和措施，二氧化碳排放力爭於2030年前達到峰值，努力爭取2060年前實現碳中和」。

本集團意識到營運中造成的溫室氣體排放除了為行業帶來潛在風險外，也會影響國民經濟和人民生活。本集團已將氣候變化作為其中一項因素納入本集團風險管理體系和未來發展中，以加強我們對未來潛在氣候變化影響的靈活性和適應能力。本集團通過於停車場安裝電動汽車充電站，支持電動汽車普及，推廣清潔能源，鼓勵低碳生活。

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STAKEHOLDERS' ENGAGEMENT

The Group values its stakeholders and their advice on our business operation and ESG matters. To better understand and respond to stakeholders' concerns, the Group listens to the requests and suggestions of all parties via numerous channels and methods, to fulfil our responsibilities. The Group adheres to the principles of integrity, interaction, and equality, and actively promotes and improves communication strategies for better stakeholder engagement. The Group places great importance to communication with stakeholders, and fully considers the interests and expectations of stakeholders when making decisions. By regularly publishing financial reports and ESG reports, and constantly improving the Company's website and internal publications, the Group aims to establish and perfect its communication channels to ensure openness and transparency, to continuously improve information disclosure.

Major stakeholders of the Group include the government and regulatory authorities, shareholders, employees, customers, suppliers, professional organisations, and the public. The Group hereby extends our gratitude to stakeholders for their long-term support and help. During its everyday operation, the Group incorporates stakeholders' participation into its management system and operation procedures, to constantly improve and perfect its systems and management mechanisms. The Group is deeply aware of and attaches great importance to the requests and expectations of its stakeholders. Through various communication channels, we keep ourselves abreast of stakeholders' changes at all times and adjust ourselves constantly, to create synergy between the Group, the society and its environment as we continue to grow. Communication channels and expectations of the Group and its major stakeholders are as follows:

持份者參與

本集團重視持份者及其對本集團業務及ESG事宜的意見。為了解及響應持份者關注事項，本集團通過多種管道和方式，了解各方要求和建議，履行各類責任。本集團堅持誠信、互動、平等的原則，積極推進和完善持份者溝通參與機制。本集團重視與持份者的溝通交流，在制定決策時，充分考慮持份者的利益及期望。通過定期發佈財務報告和ESG報告，並不斷完善公司網站、內部刊物等，本集團皆在建立和完善公開透明的溝通參與機制，持續增加資訊披露。

本集團的主要持份者包括政府和監管機構、股東、僱員、顧客、供應商、專業組織及公眾，本集團感謝各持份者長久以來的支持和幫助。在日常運營中，本集團將持份者參與融入本集團管理體系和業務流程，不斷改進和完善各項制度和管治機制。本集團深刻理解並重視持份者的需求和期望，以不同溝通管道隨時了解各持份者的變化，不斷進行自我調整，實現本集團與社會及環境的協調發展。本集團與主要持份者之溝通管道及期望如下：

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Stakeholders

持份者

Communication channels

溝通管道

Major expectations and concerns

主要期望和關注點

The government and regulatory authorities
政府和監管機構



- Compliance with local laws and regulations
遵守當地法律法規的監管
- Regular reporting and payment of taxes
常規報告和支付稅款

- Compliance with laws and regulations
遵守法律法規
- Anti-corruption policies
反腐敗政策
- Occupational health and safety
職業健康與安全
- Development and training
發展與培訓

Shareholders
股東



- Financial reports
財務報告
- Company announcements
企業公告
- General meetings
股東大會
- Official website of the Group
集團官方網站
- Press releases of financial results
業績發佈會
- Press conferences
媒體見面會

- Investment returns
投資回報
- Corporate governance
企業管治
- Business compliance
業務合規

Employees
僱員



- Employee performance appraisals
僱員表現評估
- Meetings and trainings
會議和培訓
- Symposiums
專題討論會
- Emails, notice boards, hotlines, and cultural activities for employees such as sports day
電郵、通告板、熱線及僱員參與集團運動會等文體活動
- Staff meetings
員工大會
- Expansion activities
拓展活動

- Career development
職業發展
- Employees' remuneration and benefits
僱員的薪酬和福利
- Training and learning opportunities
培訓學習機會
- Healthy and safe working environments
健康安全的工作環境

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Stakeholders 持份者	Communication channels 溝通管道	Major expectations and concerns 主要期望和關注點
Customers 顧客 	<ul style="list-style-type: none"> Customer satisfaction surveys 客戶滿意度調查 Customer service hotlines and emails 客戶服務熱線和電子郵件 	<ul style="list-style-type: none"> Protection of consumer privacy and rights 消費者私隱和權利保護 Product quality control 產品品質管控 Quality products and services 高質量的產品與服務
Suppliers 供應商 	<ul style="list-style-type: none"> Public tenders 公開投標 Supplier satisfaction surveys 供應商滿意度調查 Phone calls 電話討論 Face-to-face meetings and site investigations 面對面的會議和現場調研 	<ul style="list-style-type: none"> Fair and open competition 公平公開競爭 Win-win cooperation 雙贏合作 Strengthening contact and communication 加強聯繫與溝通
Professional organisations 專業組織 	<ul style="list-style-type: none"> Phone calls 電話討論 Meetings (unofficial meetings or annual general meetings) 會議(非正式或年度股東大會) 	<ul style="list-style-type: none"> Establishment of policies to regulate employees behaviours and implement business activities 建立關於規範僱員及商業活動實踐的政策 Environmental protection and social responsibility 環境保護與社會責任 Diversified staffing 多元化的人員配置
The public 公眾 	<ul style="list-style-type: none"> ESG reports ESG報告 Press conferences and responses to enquiries 媒體見面會和問詢回應 Public welfare activities 社會公益活動 Messaging through the official account 公眾號留言 	<ul style="list-style-type: none"> Business ethics 商業道德 Promotion of social activities and company participation 社區活動大力開展以及企業的參與 Open and transparent information 公開透明資料

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MATERIALITY ASSESSMENT

To effectively understand the suggestions and expectations of stakeholders on our ESG performance, besides referencing business development strategies and industry practices, the Group also conducts materiality assessments by sending out questionnaires every year. Stakeholders related to the Group are all invited to take part in the materiality assessment, where they are asked to rank issues by their potential importance. This helps the Group to determine sustainability issues that are deemed most material to stakeholders in our core businesses.

重要性評估

為更有效瞭解持份者對本集團之ESG表現的意見及期望，本集團除了參考業務發展策略及行業慣例外，亦通過調查問卷的形式進行年度重要範疇評估工作，邀請各與本集團有關的持份者參與重要性調查，對潛在重大議題進行評級，以界定在核心業務中持份者視為最重大的重要可持續發展議題。

1. Identification 識別

Based on the review of sustainability practices, business development strategies and disclosed information, we identify important sustainability issues related to each core business and its stakeholders.

根據對可持續發展常規、業務發展策略與所披露資料的檢討，識別與每項核心業務與其持份者有關連及視為重要的可持續發展課題。

Results of the materiality assessment are analysed in the form of a materiality matrix. Material issues identified and stakeholders' concerns are discussed with the management. Carpark safety management is a material issue that is of utmost concern to the Group. Materiality assessment results are regarded by the Group as important indicators that are useful for our future planning and ESG policy making. Based on such results, we aim to strengthen our ESG strategies and promote sustainable growth.

2. Assessment 評估

Stakeholders are invited to participate in the materiality assessment, where they are asked to rank issues by their potential importance and respond to open-ended questions. Survey results are analysed and presented in the form of a materiality matrix.

邀請持份者參與重要性調查，對潛在重大議題進行評級，並回應開放式問題。將重要性調查的結果分析並呈列為重要性矩陣。

3. Approval 審批

Stakeholders' concerns are reviewed and discussed with the management. An issue will be given priority if has a potentially significant impact on the Group's ability to create long-term sustainable values. Material issues are disclosed in the ESG Report.

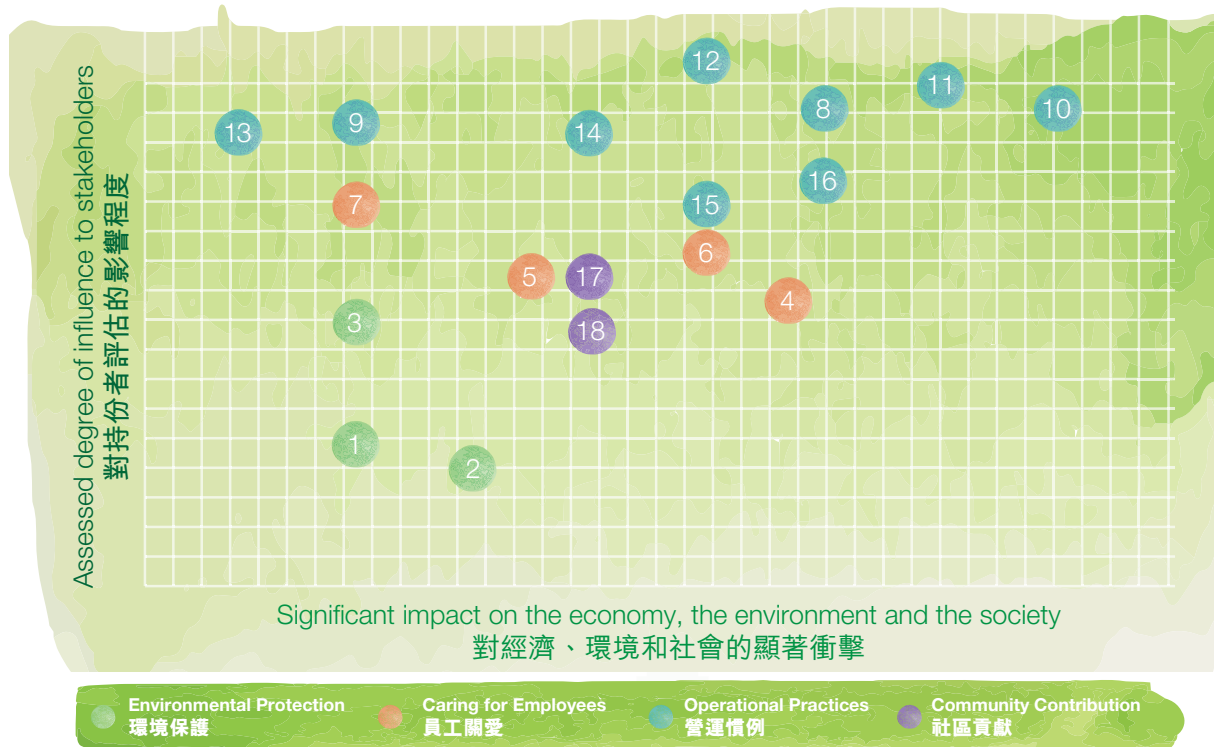
持份者關注事宜會經審閱並與管理層進行討論，倘議題對本集團創立長遠可持續發展價值的能力有潛在的重大影響，將予優先處理。而已識別的重要議題則於本ESG報告作出披露。

本集團將重要性調查的結果分析為重要性矩陣，並將已識別的重要議題及持份者關注事宜與管理層進行討論。本集團最關注的重要議題為停車場安全管理。本集團將重要範疇評估結果視為未來規劃以及ESG方面的政策制定的重要指標，旨在加強本集團的ESG策略並推進可持續發展。

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The Group's Materiality Matrix in FY2020
本集團於2020財政年度之重要性評估矩陣圖



- | | | | |
|---|---|----|---|
| 1 | Environmental Responsibility
環保責任 | 10 | Carpark Safety Management
停車場安全管理 |
| 2 | Waste Management
廢棄物管理 | 11 | Customer Information and Privacy Protection
客戶信息和隱私保護 |
| 3 | Use of Resources
資源使用 | 12 | Customer Satisfaction
客戶滿意度 |
| 4 | Talent Retention
人才挽留 | 13 | Marketing and Promotion
行銷和推廣 |
| 5 | Remuneration and Welfare
薪酬及福利 | 14 | Product and Service Compliance
產品和服務合規性 |
| 6 | Occupational Health and Safety
職業健康與安全 | 15 | Prevention of Bribery, Extortion, Fraud, and Money Laundering
防止賄賂、勒索、欺詐和洗黑錢 |
| 7 | Employee Development and Training
僱員發展與培訓 | 16 | Anti-corruption Policies and Whistleblowing Procedures
反貪污政策及舉報流程 |
| 8 | Supply Chain Management
供應鏈管理 | 17 | Understanding the Needs of the Local Community
了解當地社區需求 |
| 9 | Environmental and Social Risks in the Supply Chain
供應鏈的環境及社會風險 | 18 | Public Welfare and Charity
公益和慈善 |

OPERATIONAL PRACTICES

營運慣例

Achievement Highlights 成就摘要

- Intelligent management systems, including the intelligent car parking robot and the Cloud Service Center, were introduced to carparks
停車場引入智慧管理系統，包括智慧停車機器人、雲客服中心等
- The Group focused on the development of the “Chang’an Mills” project located in Shougang Park in Beijing. The project was accredited with Three Stars under China’s Green Building Evaluation Label and was equipped with a smart and healthy management system
位於北京首鋼園區的「六工匯」項目，擁有綠色建築三星認證標準及智慧健康管理系統
- 0 safety incidents causing work injuries
0宗造成受傷的安全事故發生
- 0 cases involving corruption
0宗涉及貪污的案件

11 永續發展的市鎮規劃



This chapter summarises the Group’s support towards SDG 11: sustainable cities and communities. The Group aims to establish an affordable and sustainable transportation system through its parking business, and create safe and inclusive green public spaces through its fund management business, to support the development of inclusive and sustainable cities.

本章節概述了本集團對SDG 11：永續發展的市鎮規劃的支持，本集團旨在透過對停車業務細緻管理建立可負擔和可持續的交通運輸系統，以及基金管理提供安全和共融的綠色公共空間，支持共融和可持續的城市發展。

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PARKING BUSINESS

The Group primarily engages in parking business and fund management business. Due to rapid urbanisation in China, the Group officially underwent business transformation in 2017, with an aim to fully expand its urban integrated service business, in order to alleviate the increasingly severe shortage of car parking spaces. At present, most of the first-tier cities and quasi-first-tier cities in Mainland China are experiencing a shortage of parking spaces, which leads to illegal parking and other problems. Therefore, parking demand and operational efficiency are key issues to be resolved for large to medium-sized cities in China.

The Group is dedicated to improving our operational efficiency, by putting our users first, and leveraging on the power of technology, we provide users with efficient and comfortable service experiences through the adoption of a standardised and sizable operational model that increases the efficiency of carparks in all aspects. Diversified value-added services are also appropriately introduced into our business to create carparks that are humanistic, user-friendly, and connected to the cultural scene. Such philosophy has been gaining recognition from more customers. During FY2020, the Group used diversified ways in Nanjing, such as franchise, PPP, setting up guiding funds, simultaneously implemented laying out the urban nodes such as public parking lots in Nanjing City's Qinhuai District, Jianye District, and Gulou District, in which the public parking lot of PPP project that the Group had partnered together with the Qinhuai District was enlisted as a Jiangsu Province trial project.

停車出行業務

本集團主要業務為停車及基金管理。鑒於中國急速加劇城鎮化，本集團於2017年正式實行業務轉型，務求全力拓展城市綜合服務業，以緩解日趨嚴峻的停車位供不應求情況。目前大部分內地一線、准一線城市都出現停車位數量短缺，導致違例停車等情況出現，所以停車的供求問題及營運效率為中國大中型城市首要解決的問題。

本集團努力在提升運營效率上下苦功夫，以人為根本，借助科技的力量，全面提升車場的使用效率，通過標準化、規模化的運營模式向使用者提供高效舒適的服務體驗，適度引入多元化的增值服務，打造有溫度、有情感、有文化的停車場。這樣的價值理念得到了越來越多客戶的認可。於2020財政年度，本集團在南京通過特許經營、PPP、設立引導基金等多樣化方式，在南京市秦淮區、建鄴區、鼓樓區同時開展實施公共停車場等城市節點的佈局，其中與秦淮區合作的公共停車場PPP項目還被列入江蘇省試點項目。

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Public parking lot in Qinhuai District
秦淮區公共停車場

Ever since we began our parking business, the Group has always regarded parking spaces as important transportation nodes in urban areas. Upholding the principles of “major cities, core areas, and quality parking spaces”, we continued to work hard in key urban areas to expand our market positions, constantly promote and launch ancillary municipal parking products, commercial parking products, and roadside parking products, and build an integrated, comprehensive and static network for regional transport services. Business plans were never hastily or randomly formulated, and new urban markets were explored only after thorough planning, for we firmly believe that future-oriented car parks can only be created when we have carried out extensive work and encountered numerous business scenarios in the same area. Starting by improving operational efficiency, we are committed to technological investment, and seek to lead the development of the industry as pioneers with innovative technological solutions.

本集團自進入停車行業以來，一直將停車空間視作城市出行重要節點。我們秉持「重點城市、核心位置、優質車位」的原則，在重點城市區域不斷做實打深，持續推廣市政配套類停車產品、商業類停車產品和路側停車產品的落地，構建區域級的一體化靜態交通綜合服務網路。本集團沒有盲目佈局和進入新城市，我們深信只有在一個集中區域內把服務密度做強，服務場景做多，才可以真正打造出面向未來的停車場。我們堅持科技投入，以提升運營效率為出發點，以敢為人先的科技投入引領行業發展。

CASE STUDY – COMFORTABLE PARKING SPACES

個案研究 — 舒適的停車空間



The Group advocates comfortable driving experiences for carpark users by building spacious and well-illuminated parking spaces under our projects.

Take Beijing Daxing International Airport (“**Daxing Airport**”) as an example. Daxing Airport carpark building is a binary structure with aboveground buildings and underground facilities. The aboveground buildings consist of the East and West Wing carparks, and an integrated service building sandwiched in between, which is the sixth pier extended from the starfish-shaped airport terminal. The underground spaces of these buildings, particularly the carparks, are interconnected to bring convenience to passengers. A total of approximately 60,000 square meters (“**sq.m.**”) of green spaces can be found in areas surrounding the carparks, the rooftop and the terraces. Besides enhancing the greening index at the terminal, these green spaces also create a more comfortable parking environment for travellers. In addition, the ventilation system of the parking lots is automatically operated based on the carbon concentration in the surrounding area. When high levels of CO₂ detected indoors, the fresh air and air supply systems will be automatically switched on, and the air volume will be automatically adjusted, to replace smog and exhaust with fresh air, and ensure that passengers feel comfortable in a green and clean indoor environment.

本集團旗下的項目主張透過寬敞明亮的停車場空間，給予用戶舒適良好的駕乘體驗。

以北京大興國際機場(「**大興機場**」)為例，大興機場停車樓屬二元式結構，分為地上和地下兩部分。地上部分為東西停車樓，而中間為航站樓延伸第六指廊即綜合服務樓，地下部分連為一體，兩區停車場相互連通能為旅客帶來很大的便利。停車樓周圍、屋頂及挑台為綠化景觀，綠化面積大概6萬平方米。綠化面積除了提升整個航站區的綠化指標，同時亦為旅客提供更舒適的停車環境。另外，停車區的排風系統可根據碳濃度進行自動運行控制，室內二氧化碳濃度超標時自動啟動送風及新風系統並自動調節風量，遠離霧霾兼為室內提供新鮮空氣，確保旅客在綠色清潔的室內環境感覺身心舒適。

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CASE STUDY – INTELLIGENT PARKING ROBOTS

個案研究 — 智慧停車機器人



AGV parking station at Daxing Airport carpark building
大興機場停車樓機器人停車站

There are 148 parking spaces on the first floor of the East Wing Carpark Building of Daxing Airport. An automated guided vehicle (“AGV”) intelligent car parking equipment is introduced to this carpark, where two robots are employed to park cars in the AGV parking station. With the AGV intelligent car parking equipment, cars can be parked precisely and compactly by the AGVs to save space. Parking lot capacity can therefore increase by approximately 30%. The entire procedure is fully automated and intelligent. To ensure safety, the AGV intelligent car parking equipment also performs interior inspection on cars. Not only can this technology reduce drivers’ time physically searching for available parking spaces, it can also lessen their trouble of retrieving their vehicles. By signing up for the car pick-up service, the waiting time for car delivery can even be shortened. As a result, the parking experience of passengers is greatly enhanced by the AGV solution.

大興機場停車樓東樓一層佈局148個停車位，本集團引入自動導引(「AGV」)智慧停車設備，在機器人停車區域依靠兩個機器人完成泊車。AGV智慧停車設備由機器人精準停車，能夠將車輛間距縮短，節省出更多空間，將停車空間使用效率提高約30%。整個過程完全自動化、智慧化，AGV智慧停車設備會對車內環境進行檢測，以確保安全。此科技不僅可以節省旅客找停車位的時間，更能減免尋找車輛的麻煩，透過預約取車服務還可以縮短等待時間，極大提升旅客的停車體驗。

CARPARK SAFETY MANAGEMENT

During project planning and execution, users’ safety remains our first priority because the Group values its users’ well-being. We have formulated and implemented a set of comprehensive policies in relation to carpark internal management and safety, including the “Implementation Standards for Road Safety and Traffic Signs in Carparks”, and “Parking Lot Safety Management Regulations”. The implementation of such policies helps us heighten road safety and fire safety in carparks, prevent theft,

停車場安全管理

本集團非常重視用戶的安全，故將用戶安全放在項目的第一位。本集團對於停車場的安全制定及執行了一套完善的內部管理政策，當中包括《停車場交通安全設施和標誌標線實施標準》、《停車場安全管理規定》等，政策的落實保障了停車場交通安全、消防安全、停車場內車輛防盜安全、停車場內資訊安全管理及

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ensure information safety, and maintain order in parking lots. In addition, the Group also strictly requires its security guards and officers to duly perform their duties, such that we can effectively and safely operate our car parks.

While we are deeply aware of the importance of daily operations, we also understand that system maintenance is equally essential. As a result, the parking systems of car parks under our management undergo routine inspections. In case of system failure, faulty equipment will be identified and replaced, and caution signs will be placed in hazardous areas. Meanwhile, staff will be reminded to double check relevant systems, to minimise the risk of accidents in hazardous areas. Emergency response plans are also an important part of the daily operations of our car parks. In this regard, the operational team conducts emergency response trainings for our staff, which covers content such as toll system failure, flood and storm prevention, and accidents involving parked cars (such as damages and oil leaks). More than one comprehensive emergency drills are organised on an annual basis. Drill records are kept for further evaluation and making conclusions. In addition, inspection routes are planned and adjusted, more security guards are deployed to patrol the area and check equipment more often, to monitor the car parks at all levels.

At the same time, the Group has created comprehensive response plans to prevent parking system failures or to address emergencies. Such plans include the “Carpark Emergency Plan”, the “Traffic Jam Emergency Plan”, the “Engine Oil Leaks Emergency Plan”, “Damaged Parked Cars Emergency Plan”, the “Carpark Accidents Emergency Plan”, the “Toll Equipment Failure Report and Emergency Plan”, which allow us to attain our goal of operating car parks smoothly and effectively. With clear guidance and proper training, our staff can remain calm and take immediate action in case of emergencies. Employees will maintain order at the relevant area under safe conditions, pay close attention to the development of the situation through the monitoring system, and write subsequent reports. It is believed that clear guidelines can effectively speed up the time for employees to carry out emergency action plans, and enhance users’ confidence in the Group’s services.

停車場內現場秩序。除此之外，本集團亦嚴格要求巡視崗／引導崗履行其職責，確保集團能有效及安全地營運停車場。

本集團深知日常營運固然重要，但系統維護的重要性亦不可忽視。因此，本集團旗下的停車場會定期檢查停車系統，如發現任何系統故障會即時安排更換故障設備，並會於危險區域放置安全標識，同時也會提醒相關人員再作檢查，希望能將危險區域發生意外的機率減至最低。人員應對緊急事故的應變方案也是停車場日常營運重要的一環，有見及此，運營團隊會每季度對人員進行應急事項處理培訓，如收費系統故障、防颱防汛、停泊車輛事故，例如損壞、漏油等，每年組織一次以上應急預案綜合演練，並保留演練記錄，演練後進行總結評價，且會調整規劃巡視路線、加強人員巡視、設備巡檢頻率，全方位監察停車場。

與此同時，本集團亦建立了完整的響應程序以防止停車系統發生故障或應對緊急狀況，如《停車場應急預案》、《交通堵塞應急預案》、《車輛漏油事故處理緊急預案》、《停泊車輛損壞處理緊急預案》、《車場事故處理緊急預案》、《收費設備故障報告處理緊急預案》等，達到既順暢又有效的停車場運營目標。由於本集團人員處理緊急事故都有明確的指引及接受過良好的培訓，在遇上緊急事故時能保持冷靜和立即採取措施。本集團員工會在確定安全情況下做好現場控制工作，及利用監控系統密切注意事發現場的情況變化，以作事後報告。本集團相信清晰的指引能有效加快員工處理事故的時間，也能提升用戶對本集團服務的信心。

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Carpark Fire Safety Management

To prepare for unexpected fires, the Group has in place the “Fire Accidents in Carparks Emergency Plan”, and makes sure that our employees are familiar with fire prevention measures, firefighting techniques against different types of fire, fire escape routes, first aid and treatment methods etc. The Group designates fire safety personnel to implement fire protection laws and regulations to ensure the fire safety of carparks. Fire safety personnel are responsible for understanding the fire safety levels in their respective departments, assisting firefighters during fire safety inspections, and inspecting carparks and reducing fire hazards in a timely manner, in order to prevent accidents from happening. Fire safety personnel are also required to strictly implement the Hot Work Permit System. They should ensure that the Company is given the Application for Hot Work Permit Form by firefighters, and urge employees to conduct fire inspections.

In addition to the operational team conducting regular fire drills to handle situations such as car fires, our fire safety personnel also organise fire awareness trainings to ensure that employees understand 1) fire hazards; 2) fire prevention strategies; 3) ways to put out fires, and that they know how to 1) call the police; 2) use a fire extinguisher; and 3) put out fires at the initial stages, in order to protect the safety of employees and the Group’s assets. The Group is also working closely with the fire and police departments at airports to share information and organise fire safety promotion events together.

停車場消防安全管理

以應付突發火災，本集團已制定《車場火災事故的處理緊急預案》，確保員工熟知防火措施、不同物質的火災撲救方法、火災逃生、互救和應急處理方法等。本集團指定消防安全責任人負責貫徹執行消防法規，確保停車場的消防安全。消防安全責任人需掌握本部門的消防安全情況，配合消防人員進行防火措施巡查，以及檢查停車場環境，作出及時整改，及早防滅火災隱患。消防安全責任人須嚴格執行動火審批制度，確保動火申請單由消防員提供，並督促員工進行防火巡視。

除了運營團隊會定期進行車輛自燃等應急演練外，消防安全責任人負責組織消防知識培訓，確保員工透過防火培訓課程掌握「三懂三會」，即1)懂火災的危害性、2)懂預防火災、3)懂撲救火災的方法；1)會報警、2)會使用滅火器、3)會撲救初起火災，從而保障員工自身及集團財產的安全。本集團亦會密切配合機場消防及公安等部門，共用資訊通報，開展消防安全培訓宣傳。



A lecture on safety training
組織安全培訓講座



An onsite fire awareness and first aid training session
at the carpark of Beijing New World Department Store
新世界北京百貨停車場消防安全知識及應急處理措施現場培訓

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CUSTOMER INFORMATION AND PRIVACY PROTECTION

Attentive to every detail in customer service, the Group carefully manages customer privacy to gain the trust and confidence from our customers. In our normal business operation, the Group may be exposed to license plate numbers, car models, parking durations and other personal information of customers. To avoid the disclosure of sensitive customer data, our operation department strives to safeguard and protect customers' personal information. The Group has formulated a comprehensive information security system, which includes the measures for the "Administration of Confidential Work". Confidentiality obligations are also clearly stated in the "Employee Handbook", stipulating that personal data can only be collected and used by employees in accordance with applicable data protection regulations and compliance with the procedures set out in the Group's data management policy.

CUSTOMER SATISFACTION

The Group has always endeavoured to improve the quality of our car parking services in all aspects. We also believe that good customer service is essential to the quality of car parking services. To maintain quality customer service, the Group has established a "five-star" service standard and ensures its effective implementation, which includes the following aspects: 1) safe car parking facilities; 2) comfortable parking environment; 3) convenient services; 4) efficient service experiences; and 5) friendly services. The Group strongly believes that our constant commitment to maintain high customer satisfaction is entirely reflected through our service quality.

客戶信息和隱私保護

本集團重視為客戶服務的每一個細節，對客戶隱私亦會進行嚴密謹慎的管理，以取得客戶的信任和信心。在日常營運中，本集團可能會觸及客戶的個人資訊，例如車牌號、車型、停車時長等。為避免客戶私隱被洩露，運營部門致力維護和保障客戶的個人資料私隱。本集團已制定了一套完善的保密工作管理制度，包括《保密工作管理辦法》、《員工手冊》中亦載明保密義務，規範員工只有在符合適用的資料保障法例之規定下，並且遵照集團的數據管理政策中的程序，方可收集和使用個人資料。

客戶滿意度

本集團一直致力於全面提升停車服務品質，並相信客戶服務對於停車服務品質而言至關重要。為保持高水準的客戶服務質量，本集團建立了「五星」服務標準，包括1)安全的停車設施、2)舒適的停車環境、3)便捷的服務方式、4)高效的服務體驗及5)友善的服務態度，確保其有效執行。本集團堅信服務質量能充分體現本集團堅定維持高客戶滿意度的一貫承諾。

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Appropriate channels have been set up to maintain good communication between customers and our customer service representatives. As we hope to understand the user experience of each customer and improve our customer service problems, the Group has established diversified communication channels and a fully functional communication mechanism (which includes a 24-hour hotline, customer service buttons installed in the carpark buildings at Daxing Airport, and customer satisfaction surveys etc.), to strive to create a barrier-free channel to understand our customers and solve their problems in real time. Moreover, it is also the policy of some of our carparks to provide uninterrupted services to customers in 24 hours and address their concerns.

To raise the awareness of customer service representatives and to improve their skills, the Group provides comprehensive training programs to our staff to enhance their skills and professionalism. For example, the Group provides service training to frontline carpark workers in Daxing Airport, Beijing New World Department Store and other locations, where our staff are trained to carefully analyse the user portfolios of different carparks, and identify, serve and communicate with different kinds of customers. This ensures that the Group's philosophy of "customers first and professional services" is shared and carried out by all employees.

The Group has also implemented the internal policies of "Services and Complaints", which provides clear guidelines for our staff to handle customer complaints in an efficient manner when our services fail to meet the customer demands, for we hope to live up to every customer's expectations. To continue to meet the needs of customers, the Group has in place a customer service training system, to establish service standards and regularly evaluate such standards.

General procedures for handling customer complaints:

本集團設有適當之管道讓客戶與客服人員保持良好溝通。由於本集團希望了解每位客戶的用戶經歷，並致力改善現有的不足之處，本集團已建立多樣化的溝通管道和完善的溝通機制，包括24小時服務熱線，在大興機場停車樓所安裝的客戶服務按鈕及進行客戶滿意度調查等，務求建立一個無障礙綠色通道，了解客戶的想法及即時化解客戶心中的問題。此外，本集團更在部分停車樓設有規定，全力在一天24小時內不間斷提供服務，化解令客戶憂心的問題。

為了提升客服人員的意識及技能，本集團為其提供全面的培訓課程，以提升客戶服務人員的技巧和專業精神。例如本集團為大興機場、北京新世界百貨停車場等眾多停車場的前線員工提供服務培訓，仔細分析不同停車場用戶構成，以及培訓對不同類別用戶的識別、服務及溝通技巧，確保員工能全面體現本集團「用戶至上，專業化服務」的服務理念。

若果服務未能滿足客戶的要求，本集團更制定了《接待處理與投訴》內部政策，為員工提供清楚指引，從而提高客戶投訴處理速度，不辜負每一位客戶對本集團寄予的期許。為了繼續滿足客戶要求，本集團已定立有關員工客戶服務培訓機制，建立服務標準及實施定期服務標準評價。

處理客戶投訴的一般程序：



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VENTURE INTO THE NEW AND GOING THE DISTANCE WITH STABILITY – INTELLIGENT CARPARKS

首程出新，行穩致遠 — 智慧化停車場



Looking ahead, the Group will continue to innovate our technology and build new and sustainable strengths, to achieve the goals set out in our sustainability plans. The Group will provide unified and efficient car parking services to users through a intelligent, standardised and sizeable business model and constantly develop new product categories, with an aim to make ourselves China's largest and most innovative smart operator of urban nodes. Through the integration of e-tickets, plate recognition, parking software, and big data analysis systems, the Group will also continue to tap the potential of intelligent car parking services, to provide car owners with intelligent and cloud-based car parking services with improved management efficiency.

展望未來，本集團將堅持科技創新，塑造可持續發展新優勢，以達致對可持續發展規劃的目標。本集團通過智慧化、標準化、規模化的運營模式向使用者提供統一、高效的停車服務，不斷創新產品品類，旨在打造中國最具規模和創新精神的都市節點智慧運營公司。本集團不斷挖掘智慧停車服務的潛力，透過整合電子票證、車牌辨識、停車軟件程序、大數據分析系統，為車主提供具備智慧化、雲端化、提升管理效能的停車服務。

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Intelligent Management System

Dedicated to digitalising our car parking assets operations and management, the Group leveraged on its technological strengths and developed the car parking assets operations and management system (the “SONIC system”) on our own. The SONIC system is the first online car parking intelligent platform developed from the perspective of assets operations and management in China. By obtaining and utilising accurate, real time operational data and image data of vehicles, parking spaces, and roads, the platform allows us to significantly improve our operational and management efficiency. Previously, the Company’s operations and management was merely on a “carpark” level. With the employment of the SONIC system, we are transforming towards a digitalised and intelligent business model where vehicles are precisely managed on a “parking space” level. The number of parking spaces managed per staff increased by 49%.

The multi-dimensional unification of customer profiles, data, transaction settlement, and business innovation in terms of digitalised operations, AI + big data, intelligent management and control, and innovative services is made possible with the SONIC system. With the synergic effect of networks, we can achieve integrated operations and management of cross-industry, cross-company, and cross-platform entities, and create a business model that enables the synergic development of nodes and data empowerment. With the use of AI + big data and mobile payment algorithms, the Group is firmly connected with the membership system on the part of carpark owners, thereby allowing us to develop a wide range of products in relation to carpark assets such as parking space booking, service booking, and rewards redemption systems, to fully explore the value of carparks. To ensure the stable operation of the intelligent carparking system, the Group always opts for experienced software suppliers and hardware suppliers with excellent market reputation, standards, and quality, and makes timely updates to and maintains its hardware and software systems. The updates and maintenance are carried out by professionals. The Group also engages staff to handle on-site emergencies.

智慧管理系統

本集團致力於停車場資產管理數字化，依託科技賦能，本集團自主研發了「速驛客」停車經營管理系統。「速驛客」停車經營管理系統為國內第一個從資產經營管理角度開發的線上停車智慧平台，通過對車輛、車位、車道即時、精準的運行資料和畫像資料的獲取和利用，企業的经营和管理效率得到了顯著提升，實現從「車場級」的運營管理向「車位級」數位智慧運營模式的轉變，人均管理停車位的數量提升了49%。

「速驛客」停車經營管理系統從數字化營運、AI+大數據、智慧管控和創新服務四方面實現客戶、數據、交易結算和創新業務的多維統一，通過網絡協同實現跨行業、跨公司、跨平台的一體化經營管理，打造了節點協同和數據賦能的營運模式。通過AI+大數據以及移動支付演算法，本集團深度與業主方的會員體系綁定，開發車位預定、服務預約、積分兌換等豐富的出行產品，充分挖掘停車場價值。為確保智能停車系統的穩定運營，本集團會選擇開發經驗充足的軟件供應商及市場口碑、標準、品質過硬的硬體供應商，以及及時更新維護硬體及軟件系統。本集團安排專人負責軟硬體更新維護，亦有現場人員的緊急情況處理。

CASE STUDY – THE CLOUD SERVICE CENTRE

個案研究 — 雲客服中心



The Cloud Service Centre is the central hub for carpark management and operation and services. It is responsible for providing remote customer services, ancillary work, and assistance in handling emergencies. At present, a total of 28 carparks are connected to the Cloud Service Centre through 60 ingoing and 73 outgoing in total 133 channels. Industries utilising such cloud-based carparks primarily include shopping malls, transport hubs, and hospitals.

The Cloud Service Centre can respond to issues arising at carpark entrances and exits through a remote client under the SONIC system. It can also handle customer enquiries from 400 customer service hotlines across China, and automate monthly parking applications remotely through a background platform.

雲客服中心是車場經營、管理、服務的中樞大腦，肩負著遠端客戶服務、輔助運營工作、突發事件處置協助的職責。現階段共28個場庫60進73出共計133條通道已接入雲客服中心，接入場庫業態主要有商場類、交通樞紐類、醫院類等。

雲客服中心可通過速驛客智慧停車系統遠端客服端處理場庫出入口異常問題呼入，接聽全國客戶撥打400客服專線答疑解惑，通過後台平台進行場庫月租遠端授權。

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Major functions of the Cloud Service Centre include anomaly detection, entrance and exit management, and system monitoring. Anomaly detection mainly refers to the dynamic monitoring of entrances and exits, dynamic monitoring of anomalies, and remote control of entrances and exits. Customer service representatives will primarily interfere when anomaly is detected in unstaffed car parks. Entrance and exit management is used by customer service representatives to access information about staffed car parks and operate different car park lanes. The system monitoring module is used to monitor the operational status of the centralised control program in real time, and enables data synchronisation.

From August 2020 to December 2020, car parks operated by subcontractors were gradually connected to the Cloud Service Centre. According to our internal statistics, the Cloud Service Centre responded to approximately 23,758 on-site customer calls (averaging 150 calls per day), answered 400 phone calls, and remotely handled approximately 5,122 monthly parking applications in total. With remote management of emergency situations, our car parks were allowed to go staff-less or operate with fewer workers. Operational and labour costs of such parking lots were reduced to a certain extent. With standardised management of monthly rental applications through the remote customer service system, we also effectively avoided the loss of monthly rental income.

雲客服中心的主要功能包括異常監控、出入口管理、系統監控等。異常監控主要分為：出入動態監控、異常動態監控、以及進出口通道遠端操控。客服人員主要通過異常動態對無人值守車場進行主動干預處理。出入口管理用於客服主動查詢值守車場和通道操作處理。系統監控模組，用於即時監控中控程式運行狀態，並提供資料同步操作功能。

2020年8月至2020年12月，承包經營類場庫陸續接入雲客服後，據內部統計，雲客服中心共完成了23,758餘次(每日約150次)的現場客戶呼叫和400次電話接聽，完成了5,122餘次的遠端月租受理。通過遠端客服異常處理的場庫以實現無人值守或減少了工作人員值守，一定程度上降低了場庫運營人力成本。通過雲客服遠端月租授權統一規範了場庫月租管理，有效的避免了月租收入的流失。

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INFRASTRUCTURE AND REAL ESTATE FUND MANAGEMENT BUSINESS

The Group adopts a “fund + property + industry” business model, and creates excellent property portfolios with its industry resources generated from its fund investments, and aims to raise the quality of spatial development, conserve resources, improve the environment, and increase asset values.

The core resource of our fund management business is the Shougang Park in Beijing. The Shougang Park positions itself as a new landmark in the modern capital city. It has a total land area of approximately 8.63 km² and a gross floor area of over 6 million sq.m., with more than 223,000 sq.m. of space available for co-development in the surrounding area. This makes Shougang Park the largest piece of land available for development in the urban area of Beijing. Major development projects in Shougang Park includes the “Chang’an Mills” project, the New Shougang International Talent Community project, the New Shougang South-East Region project, and the Yinai Retirement project. Of which, the “Chang’an Mills” project is an infrastructure project that is expected to launch at the same time as the 2022 Winter Olympics. Through the full integration of the industrial and commercial scenes, and work and life, this project aims to promote a lifestyle that blends together “cross-industry communities and the novel trend of weekend tourism”, by restoring industrial landscapes in modern business spaces, and creating low-density international grade A offices.

基礎設施不動產基金管理業務

本集團採取「基金+基地+產業」模式，以基金投資輻射的產業資源，形成卓越產業基地，提高空間開發品質，節約資源，改善環境，提升資產價值。

基金管理業務的核心資源為北京首鋼園區。首鋼園區定位新時代首都城市復興新地標，具有約8.63平方公里的土地面積，建築面積600餘萬平方米，周邊可協作發展空間共計22.3餘萬平方米，是北京城區內最大的一片可供開發的土地資源。北京首鋼園區中的重點發展項目包括「六工匯」項目、新首鋼國際人才社區項目、新首鋼東南區項目及一耐養老項目，其中「六工匯」項目作為與2022年冬奧會同期面世的基礎設施不動產項目，擬創建「跨界產業社群+新型微度假式」的生活方式，將產業和商業、工作和生活深度結合，在現代化商業空間中還原工業建築等景觀，打造低密度的國際甲級辦公樓。

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CASE STUDY – THE “CHANG’AN MILLS” PROJECT AND ITS WELL-DESIGNED SPACES

個案研究 — 「六工匯」項目高水準的空間素質



“Chang’an Mills” project
「六工匯」項目

The “Chang’an Mills” project consists of 6 interconnected parcels of land that forms a new urban complex of modern offices for entrepreneurs, composite commercial buildings, multifunctional theatres and green public spaces. The project covers an area of approximately 110,000 sq.m., and features 23 commercial and office buildings specially designed to blend in with the old, vacant industrial plants in the vicinity. Mixing natural elements with industrial decors, the project incorporates a rustic industrial style that is now the global trend. Greening ratio of the project is over 30%. In general, the project is accredited with Three Stars under China’s Green Building Evaluation Label, for it conforms with environmental friendly construction standards and has in place an advanced smart health management system, which creates a safe environment for office and business work.

「六工匯」項目由6幅互通地塊組成，是一個匯聚低密度的現代創業辦公空間、複合式商業、多功能劇場和綠色公共空間的新型城市綜合體。項目的佔地面積約11萬平方米，共23棟商業及辦公建築與周邊工業遺存進行了融合織補設計，國際化的工業時尚結合自然生態的設計風格，綠化率超過30%。項目整體擁有綠色建築三星認證標準，符合綠色環保建築標準，建立了先進的智慧健康管理系統，營造安全的辦公和商業環境。

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The Group attaches great importance to our users' well-being. This value is manifested in the fine details of the project's design. To improve air quality, the Group has installed an automated ventilation system for all buildings under the project, that measures carbon monoxide and carbon dioxide levels and indoor and outdoor temperatures. When high levels of carbon dioxide are detected, the air conditioning and fresh air systems will automatically supply fresh air and make up air to the room to replace exhaust gas, to create a clean and environmental friendly indoor environment. The buildings are also equipped with UVC disinfection lamps or photocatalytic disinfection systems, with PM2.5 filtration efficiency reaching 95% or above. This ensures that fresh and sanitary air is provided indoors.

In recent years, people's awareness of environmental health has been greatly enhanced. The Group's project development therefore complies with high hygiene standards. Our contactless elevator buttons allow users to navigate the elevator with a QR code on their mobile phones, limiting their need to touch the actual buttons, thus effectively lowers the risk of cross-infection. Each door handle is also equipped with a self-sanitisation device, which automatically breaks down organic matters on one's hand, destroys bacterial cell membranes and solidify proteins of viruses, and effectively kills bacteria and viruses.

項目中多項設計細節均能體現本集團對使用者身心健康的重視。針對空氣質素，項目全面採用樓宇自控系統，對室內一氧化碳、二氧化碳和室內外溫度進行檢測，與空調及新風系統進行聯動，當二氧化碳濃度超標時自動啟動送風及新風系統，遠離霧霾並為室內提供新鮮空氣，確保綠色清潔的室內環境。樓宇設有UVC紫外燈或光觸媒消毒殺菌措施，PM2.5過濾效率值為95%以上，確保優質及衛生的空氣向室內進行提供。

近年公眾對環境衛生的重視大大提升，本集團的項目發展亦符合高標準的衛生要求。電梯按鍵採納零接觸措施，通過手機二維碼掃碼進入門禁系統，無需實體按鍵直達目標樓層，有效避免接觸。門把手增設自動消毒裝置，與手接觸能自動分解有機物，破壞細菌的細胞膜和固化病毒的蛋白質，有效殺死細菌和病毒。



"Chang'an Mills" project
[六工匯]項目

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INTELLECTUAL PROPERTY

The Group is deeply aware of the importance of protecting intellectual property (“IP”), and is therefore committed to safeguarding the IP rights of the Group and its customers with an established IP protection system that protects the legal rights of the IP held by the Group, such as the rights of our SONIC platform. The Group strictly abides by relevant laws and regulations by closely monitoring copyright infringements in the market, and cracking down on counterfeit trademarks and other violating behaviors. If the Group is found to be a victim of IP infringement, such as malicious registration and trademark counterfeiting, we will engage relevant lawyers and professional advisors to advise us on IP protection measures. The Group strives to abide by the “Patent Law of the People’s Republic of China”, to safeguard our legal IP rights. Moreover, the Group also avoids infringing the IP rights of other parties. Our staff are required to obtain approval from relevant departments before reproducing or downloading information, software and pictures from the Internet, in order to protect the IP rights and economic benefits of third parties.

MARKETING AND PROMOTION

As a company that primarily engages in parking and fund management businesses, the Group has limited involvement in advertising and labelling matters. The Group strives to ensure that our external promotion packages, such as leaflets and press releases, are complete, accurate, clear, and in compliance with relevant laws and regulations, including but not limited to the “Advertising Law of the People’s Republic of China” and the “Trade Descriptions Ordinance” (Cap. 362 of the Laws of Hong Kong) in Hong Kong region. Before releasing any marketing or promotion material, employees must first obtain written approval from legal and compliance personnel. This ensures that all statements, undertakings and predictions that appear in our advertisements are not misleading or deceptive, and ensures that all information delivered to customers remain truthful, accurate, non-misleading, and in compliance with relevant laws and regulations.

知識產權

本集團深明保護知識產權（「知識產權」）的重要性，故此致力於保護本集團自身的及客戶的知識產權，以既定的知識產權保護制度維護本集團所持有的知識產權合法權益，例如速驛客智慧平台的自主知識產權等。本集團嚴謹遵守相關法例法規，密切監控市場中的侵權行為，並打擊假冒商標等任何侵權行為。當發現有他人對本集團知識產權侵權行為時，如惡意註冊、冒充本集團商標等，本集團會諮詢相關律師及專家顧問，在其指導下對本集團的知識產權實施保護。本集團致力確保遵守《中華人民共和國專利法》，以維護本集團所持有的知識產權合法權益。此外，本集團亦避免侵犯他人知識產權。員工如要從互聯網上複製或下載資料、軟件和圖像，必須先得到相關部門的批准，保障協力廠商的知識產權不被侵害及經濟利益不受損失。

營銷和推廣

作為一家以停車及基金管理為主營業務的公司，本集團涉及與廣告及標籤有關的事項有限。本集團致力確保公司對外宣傳資料，如公司宣傳冊及新聞稿，完整、準確、清晰，並符合相關法律法規，包括但不限於《中華人民共和國廣告法》及香港地區《商品說明條例》（香港法例第362章）。員工在任何廣告或銷售材料發佈之前，須先取得法律和合規人員的書面批准。此舉確保本集團的廣告並不包含誤導及欺詐的陳述、承諾和預測，並確保向客戶呈交的資料屬真實、準確、無誤導成分並符合相關法律法規。

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PRODUCT AND SERVICE COMPLIANCE

The Group strictly abides by relevant laws and regulations in relation to the health and safety, advertising, labelling, and privacy matters of products and services provided and methods of redress, including but not limited to the “Law of the People’s Republic of China on Product Quality”, “Law of the People’s Republic of China on Protection of Consumer Rights and Interests”, the “Advertising Law of the People’s Republic of China”, the “Patent Law of the People’s Republic of China”, the “Interim Provisions on the Construction and Management of Carparks”, the “Measures of Beijing Municipality for the Administration of Motor Vehicle Parking”, and the “Trade Descriptions Ordinance” (Cap. 362 of the Laws of Hong Kong), the “Personal Data (Privacy) Ordinance” (Cap. 486 of the Laws of Hong Kong) in Hong Kong region etc. In FY2020, the Group is not aware of any material non-compliance with relevant laws and regulations in relation to the health and safety, advertising, labelling, and privacy matters of products and services provided and methods of redress that may have a significant impact on the Group.

PREVENTION OF BRIBERY, EXTORTION, FRAUD, AND MONEY LAUNDERING

Over the past years, the Group has always attached great importance to the prevention and punishment of corrupt behaviours. Upholding integrity and committed to clean business practices, we believe that a corruption-free company culture is the key to the Group’s continuous success. Therefore, we highly value our anti-corruption work and the creation of a clean system. The anti-corruption work of the Group mainly adheres to preventive measures, and advocates a corporate culture of integrity and honesty, for we strive to create a clean business environment.

The Group strictly abides by relevant laws and regulations in relation to the prevention of bribery, extortion, fraud, and money laundering, including but not limited to the “Company Law of the People’s Republic of China”, the “Law of the People’s Republic of China on Bid Invitation and Bidding”, the “Criminal Law of the People’s Republic of China”, the “Anti-Unfair Competition Law of the People’s Republic of China”, the “Anti-Money Laundering Law of the People’s Republic of China”, and the “Anti-Money Laundering” and “Counter-Terrorist Financing Ordinance” (Cap.

產品和服務合規性

本集團嚴格遵守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法律法規，包括但不限於《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》、《中華人民共和國專利法》、《停車場建設和管理暫行規定》、《北京市機動車停車管理辦法》，以及香港地區《商品說明條例》(香港法例第362章)、《個人資料(隱私)條例》(香港法例第486章)等。於2020財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的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法律法規。

防止賄賂、勒索、欺詐和洗黑錢

本集團歷來高度重視預防和懲治腐敗工作，以誠信為宗旨，堅持廉潔經營，我們相信廉潔的企業文化是本集團持續成功的關鍵，因此我們極為重視反腐倡廉的工作及制度建設。本集團反貪污工作堅持著重預防的原則，倡導誠信正直的企業文化，努力營造廉潔的環境。

本集團嚴格遵守有關防止賄賂、勒索、欺詐及洗黑錢的法律法規，包括但不限於包括但不限於《中華人民共和國公司法》、《中華人民共和國招標投標法》、《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》，以及香港地區《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)和《防止賄賂條例》(香港法例第201章)等。

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615 of the Laws of Hong Kong), and the “Prevention of Bribery Ordinance” (Cap. 201 of the Laws of Hong Kong) in Hong Kong region. In FY2020, the Group is not aware of any material non-compliance with relevant laws and regulations in relation to bribery, extortion, fraud and money laundering nor any concluded legal cases regarding corrupt practices.

To improve corporate governance and internal control, and to promote a clean business culture, we have stipulated a code of conduct for employees in the “Employee Handbook” that provides guidelines on acceptable behaviours in the course of business activities. We adopt a zero tolerance approach against any kind of illegal behaviour, such as fraud and unjust enrichment, committed by our staff and third parties for their own gain and at the expense of the Company. The “Employee Handbook” guides and directs our staff to adhere to business ethics and the principle of integrity.

The Group always includes an “Integrity Clause” when signing contracts with business partners (such as suppliers), to prevent bribery, extortion, fraud, and money laundering in our business operations, safeguard the legal rights of the Group and our stakeholders, regulate business behaviours, and lower our operational risks. By explaining the contents of the “Integrity Clause” to our staff, we make sure that all staff members understand specific requirements that they are expected to meet, and that they will consciously regulate their own behaviours.

Anti-corruption Policies and Whistleblowing Procedure

Smooth, transparent, and safe whistleblowing channels have been established by the Group to create and maintain a corruption-free culture. Through the whistleblowing system, we have set up comprehensive and multi-channel whistleblowing channels to encourage our staff and related companies to expose business corruption, and improve the effectiveness of anti-corruption monitoring. Whistle-blowers can report any suspected wrongdoings to our human resources department and our internal regulatory department orally or in writing with details and evidences. Our regulatory department will investigate any suspicious or illegal behaviours to protect the interests of the Group. The Group also has in place an effective grievance redress mechanism to safeguard the whistle-blower’s confidentiality and protect them against unfair dismissal or retaliation. If a suspected criminal offence is discovered, the Group will immediately report to relevant regulatory or law enforcement authorities as deemed necessary by the management.

於2020財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的有關防止賄賂、勒索、欺詐及洗黑錢的法律法規，亦沒有任何已審結的貪污訴訟案件。

為加強本集團治理和內部控制，以及推廣廉潔奉公的思想教育，《員工手冊》中列明員工行為規範，規範員工在商業活動過程中的具體行為，杜絕所有本集團內、外人員採用欺騙等違法違規手段，謀取個人不正當利益，損害正當的公司經濟利益的行為，或謀取不當的公司經濟利益的行為，為員工恪守職業道德、堅守誠信原則提供了方向和方法上的指導。

本集團與商業夥伴(如供應商)簽署合同時亦會加入《廉潔條款》，以防止營運中出現賄賂、勒索、欺詐及洗黑錢的情況，維護本集團及持份者的合法權益，規範經營行為，降低經營風險。透過組織員工學習《廉潔條款》的內容，確保所有員工知悉本集團對員工行為的具體要求，自覺規範自身行為。

反貪污政策及舉報流程

本集團設立了暢通、透明、安全的舉報管道以建立及維持我們的廉潔和透明文化。透過舉報制度，我們建立全方位、多管道舉報資訊管道，鼓勵員工及有業務來往的公司檢舉揭發腐敗行為，加強反貪腐的監控成效。舉報者可以口頭或書面向本集團人力資源部門和內部監管部門報告任何可疑的不當行為，並提供詳情及證據。監管部門將就任何可疑或非法行為進行調查，以保障本集團的利益。本集團建立有效的申訴機制，保障舉報者身份的保密性，以避免舉報者遭遇不公平的解僱或傷害。若發現涉嫌犯罪行為，本集團將在管理層認為必要時立即向相關監管或執法機關報告。

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SUPPLY CHAIN MANAGEMENT

The Group's procurement mainly includes carpark management equipment and ancillary products. The Group is deeply aware of the importance of establishing a sustainable supply chain. As the Group's actual views toward sustainable development can be reflected through the business performance of suppliers, the Group is committed to bringing a culture of sustainable development into its supply chain, to ensure that the supply chain is in line with its sustainability policies.

The Group adopts a rating system to select suppliers and alternate suppliers based on factors such as product and service quality, safety standards, and conduct and integrity. To ensure suppliers' compliance with our requirements on quality, environmental, and social standards, the Group has formulated strict supplier management policies such as the "Measures for the Administration of Qualified Suppliers", to regulate the selection, assessment and management of suppliers, in order to raise procurement quality and efficiency. The Group has in place a Tendering and Procurement Committee that is responsible for guiding the Company throughout decision-making and other processes in relation to supplier management. The Group also conducts stringent evaluations during supplier selection. An Evaluation Committee consisting of more than 5 individuals with technological or business expertise was formed to choose and compile a list of qualified suppliers. In addition, the Group has also formulated the "Measures for the Administration of Tendering and Procurement" in accordance with relevant laws and regulations, to strengthen its management in relation to tendering and procurement. Besides organisational structure, division of labour, and management system, the measures stipulate formulas and principles for supplier tendering, comparison, selection, and pricing, to ensure fair competition among suppliers and that they abide by the principle of fair and open procurement.

Moreover, we try our best to source locally and incorporate sustainable practices into our business model. During the procurement process, local suppliers are given priority, with an aim to reduce product carbon footprint by buying locally. Meanwhile, this can allow us to support the development of the local economy and create job opportunities for the local community.

供應鏈管理

本集團的採購主要包括停車場管理設備和周邊產品。本集團深知建立可持續供應鏈的重要性。由於供應商的營運表現能反映本集團對可持續發展的實際看法，所以本集團致力將可持續發展的文化帶進其供應鏈，確保本集團的供應鏈符合其可持續發展的方針。

本集團採用打分評級制度，以產品服務質量、安全標準、操守誠信等因素作篩選準則，選擇供應商和備用供應商組合。為確保供應商符合我們在質量、環境及社會標準方面的規定，本集團制定了嚴格的供應商管理政策，包括《合格供應商管理辦法》，以規範供應商的甄選、評定和管理工作，提高採購品質和效率。本集團設有招標採購委員會，負責領導供應商管理的決策和過程。本集團亦嚴謹執行供應商徵集入庫的評審工作，由5人或以上單數技術及商務專家組成專家評審委員會，篩選出符合高標準的供應商名單。另外，本集團根據相關法例法規制定了《招標採購管理辦法》，加強對招標採購工作的管理。除了組織架構、職責劃分與管理制度，政策內列明招標、比選、詢價的程序及原則，確保供應商之間的公平競爭，遵守公平公開採購的原則。

此外，本集團致力於本地採購，以將可持續發展貫徹於本集團營運模式中。採購過程中，本集團將優先考慮本地供應商，期望透過本地採購減少採購造成的碳足印，同時支持本地經濟發展，為本地社區創造就業機會。

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Environmental and Social Risks in the Supply Chain

To reduce environmental and social risks for suppliers, the Group will prudently identify, manage and monitor risks in the supply chain. Before making procurement decisions, the Group will conduct due diligence checks and assessments on suppliers and advisors, and require suppliers to meet national and local market regulations. For suppliers with complex or special technologies, they must undergo inspections, license checks and qualification verifications from the Group's relevant departments and representatives, so as to ensure their compliance with the system and requirements established by the Group in accordance with environmental and social regulations. The Group also conducts reviews on the suppliers' implementation of the quality management system ISO 9001, environmental management system ISO 14001, and occupational health and safety management system ISO 45001, suppliers' financial position, market reputation, after-sales service quality and other aspects.

To promote good environmental and social practices in the supply chain, the Group maintains close contract with its suppliers. We encourage suppliers to improve their ESG performance, create a culture of business integrity, and ensure their compliance with relevant laws and regulations. The Group hopes that its suppliers can follow its footsteps in being committed to environmental protection and fulfil our common corporate responsibility. By working with suppliers, we can reduce waste of materials and energy in general, and improve the environment conditions.

供應鏈的環境及社會風險

為減低供應鏈中的環境及社會風險，本集團將謹慎地進行供應鏈的風險識別、管理及監察工作。在作出採購決定前，本集團會對供應商和顧問進行盡職調查和評估，明確要求各供應商須遵守相關國家及地方的相關市場規定。對技術複雜或特殊的供應商，有關部門及人員會透過考察、營業執照及資質證明檢查，確保供應商符合本集團按環境及社會規例而制定的制度和要求。本集團亦對供應商的品質管理體系ISO 9001、環境管理體系ISO 14001及職業健康安全管理体系ISO 45001的落實情況、財務狀況、市場聲譽、售後服務質量等方面進行審核。

為了在供應鏈中推廣良好的環境及社會慣例，本集團會與供應商保持緊密聯絡，鼓勵供應商加強其環境、社會及管治的表現、成立以誠信處事的文化及確保遵守相關法律法規。本集團希望供應商能效法其對保護環境的承諾，一同履行這份企業責任，透過與供應商合作而減少整體物料和能源的浪費，一同改善環境。

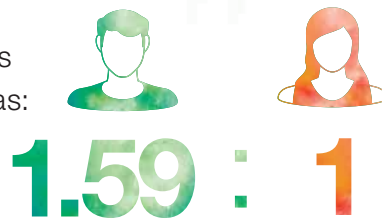
CARING FOR EMPLOYEES

員工關愛

Summary of Achievements 成就摘要

- As at 31 December 2020, the Group had a total of 458 full time employees
截至2020年12月31日，本集團合共有458名全職僱員

- Ratio of male employees
to female employees was:
男女比例為：



- Cumulative training time was approximately 18,470 hours
累計培訓時數達約18,470小時
- 0 work-related fatalities or injuries
0宗因工死亡或受傷事故

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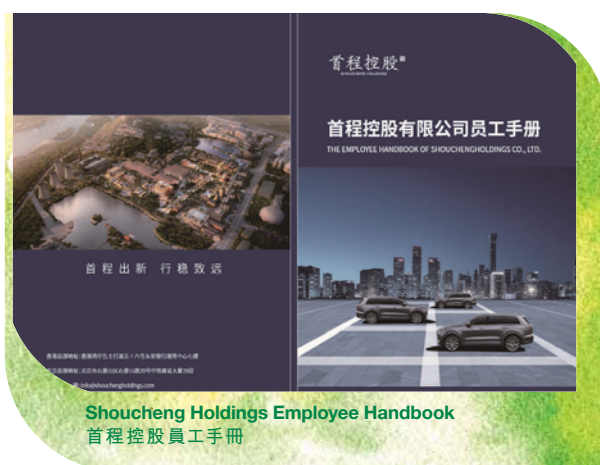
環境、社會及管治報告

TALENT RETENTION

The Group has always considered its employees to be the company's greatest wealth. We deeply aware that human resources is the foundation for corporate sustainable development. In order to build an organised and harmonious working environment that serves the needs of the Group's development, the Group has formulated the "Shoucheng Holdings Employee Handbook" (the "**Employee Handbook**") based on the "Labour Law of the People's Republic of China" and the "Labour Contract Law of the People's Republic of China" and the "Employment Ordinance" (Cap. 57 of the Laws of Hong Kong) in Hong Kong region and the Company's own circumstances. The Employee Handbook covers employment matters such as recruitment, turnover management, remuneration and welfare, promotion, leave, and performance management. The Group adopts a people-oriented management policy. By formulating a comprehensive remuneration and welfare system, providing diverse training and development opportunities, and organising an abundant programme of employee caring activities, the Group strives to build a warm living and working environment at the workplace so that every employee will feel cherished and will be able to unleash their potential.

人才挽留

本集團一直視僱員為企業最大的財富，我們深刻認識到，人力資源是企業持續發展的基礎。為了營造和諧、有序的工作環境，適應發展需要，本集團依據《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、香港地區《僱傭條例》(香港法例第57章)及公司實際情況，制訂了《首程控股員工手冊》(《員工手冊》)，涵蓋招聘錄用、入離職管理、薪酬福利、職級晉升、休假制度、績效管理等僱傭範疇。本集團採用以人為本的管理方針，通過制定完善的薪酬福利體系、提供多樣的培訓發展機會、組織豐富的僱員關愛活動等方式，在工作場所營造出溫馨溫暖的生活和工作氛圍令每一位僱員感受到關愛，並充分發揮僱員潛力。



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環境、社會及管治報告

The Group strictly complies with laws and regulations on remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination and other benefits and welfare, including but not limited to the “Labour Law of the People’s Republic of China”, the “Employment Promotion Law of the People’s Republic of China”, the “Labour Contract Law of the People’s Republic of China”, the “Social Insurance Law of the People’s Republic of China”, the “Regulation on Labour Security Supervision”, and the “Provisions of the State Council on the Working Hours of Employees”, as well as the “Provisions on Minimum Wages”, the “Employment Ordinance” (Cap. 57 of the Laws of Hong Kong), the “Minimum Wage Ordinance” (Cap. 608 of the Laws of Hong Kong), the “Mandatory Provident Fund Schemes Ordinance” (Cap. 485 of the Laws of Hong Kong), and the “Sex Discrimination Ordinance” (Cap. 480 of the Laws of Hong Kong) in Hong Kong region. During FY2020, the Group was not aware of any material non-compliance with laws and regulations on remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination and other benefits and welfare that might have a significant impact on the Group.

EQUAL OPPORTUNITY

The Group promotes the concept of employment equality in order to provide employees with an equal, diverse and discrimination-free working environment. The Group strictly complies with regulations of state and local governments and adopts a fair, just, and open recruitment process, in striving to provide equal opportunity and prevent discriminatory treatment, exclusion or special treatment at the workplace due to age, gender, marriage status, pregnancy, family condition, disability, race, skin colour, bloodline, ethnicity, nationality, religion or any other non-work related factors. In the process of recruitment, training and promotion, the Group provides equal treatment to all candidates to safeguard employees’ rights and interests, so as to build and maintain an inclusive and cooperative workplace culture. The Group encourages employees to report any suspected cases of discrimination to the human resource department, who would evaluate, handle, and record the facts and take discipline action against the responsible staff if necessary.

本集團嚴格遵守有關薪酬及解僱、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法律法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國就業促進法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》、《勞動保障監察條例》、《國務院關於職工工作時間的規定》，以及香港地區《最低工資規定》、《僱傭條例》（香港法例第57章）、《最低工資條例》（香港法例第608章）、《強制性公積金計劃條例》（香港法例第485章）、《性別歧視條例》（香港法例第480章）等。於2020財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的有關薪酬及解僱、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法律法規。

平等機會

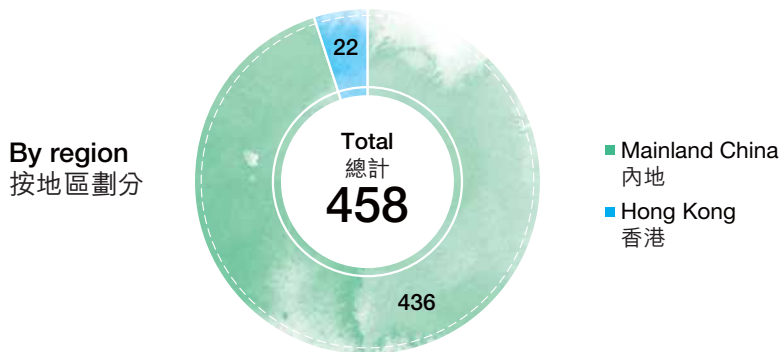
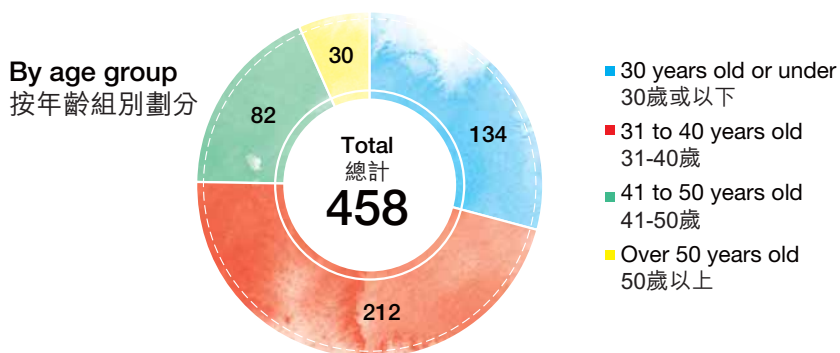
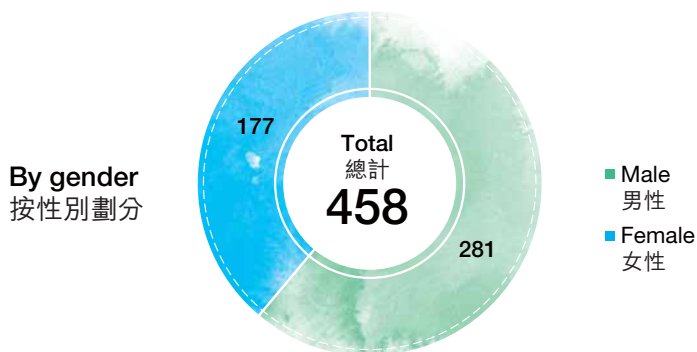
本集團提倡平等僱傭機會，為了給予僱員一個平等、多元化及不歧視的工作環境，本集團嚴格遵守國家及地方政府各項法規，採取公平、公正、公開的招聘流程，致力於僱傭方面提供平等機會及維持不受制於年齡、性別、婚姻狀況、懷孕狀況、家庭狀況、殘疾、種族、膚色、血統、民族或族裔、國籍、宗教或任何其他非工作相關因素而在工作場所受到區別對待、排斥或特別優待。在招聘、培訓及晉升的過程中，本集團對所有候選人均一視同仁，以保障僱員的權利及利益，創造及維持包容及協作的工作場所文化。本集團鼓勵僱員向人力資源部門報告任何涉嫌歧視的事件。人力資源部門將對相關屬實事件進行評估、處理、記錄及對相關責任人採取任何必要的紀律處分。

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環境、社會及管治報告

As at 31 December 2020, the Group had a total of 458 full time employees. A breakdown is as follows:

截至2020年12月31日，本集團合共有458名全職僱員，其劃分如下：



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RECRUITMENT, PROMOTION AND DISMISSAL

The Group takes a market-based staff recruitment and deployment measure to ensure the flexibility in staff recruitment and implementation. The Group adopts a diverse range of recruitment channels and carefully recruit new staff through various recruitment activities, including open recruitment, campus recruitment, and partnering with headhunting agencies. The Group formulates annual recruitment plans which specifies the number and position of openings as well as candidate criteria. In recruiting talents from society, the Group strictly complies with recruitment principles set out in the “Employee Handbook”, and follow principles of planning before proceeding, streamlined efficiency, optimised allocation and fair and transparent. Recruitment process is initiated after the human resource department has reviewed recruitment needs, and assessment is conducted based on aspects such as professional skill, position fit and value fit, with the best selected, in order to continuously attract and recruit the best talents. Other recruitment models include internal recommendation and the internal recruitment “Moving Water Scheme”. The Group has established the “Talent Scout Award” to encourage internal staff to recommend fellow industry workers or past working partners as candidates, while the “Moving Water Scheme” is an internal recruitment system based on fulfilling business needs, and encourages workers to freely seek development opportunities within the Company, providing greater and more diversified room for the growth of employees, in order to build a team of key staff equipped with strong comprehensive business ability, macro vision and cooperative awareness.

The Group has set out the basis and procedures for staff promotion, designation and demotion management and standardised process for leaving office, to safeguard the interests of both employees and the Group. The Group follows three main considerations of “strategy, consensus, mobility” in managing staff positions, with the goal of promoting rapid and healthy business development, and fully guarantee the formality and effectiveness of the position hierarchy. Having built a results-based performance culture and environment, the Group takes the performance and ability-oriented position hierarchy as basis to conduct an annual internal position review, making dynamic adjustments to the positions of employees. Each business segment has also developed a position hierarchy suitable for

招聘、晉升與解聘

本集團實行全員市場化的選人用人機制，確保了人員選聘的靈活性，真正實現「能上能下、能進能出、能升能降」機制的落地。本集團採取多元化招聘管道，通過多種招聘活動，包括社會招聘、校園招聘、獵頭合作等招聘方式，審慎選擇員工，並制定年度招聘計劃，明確員工人數，空缺職位名稱和候選人要求。本集團嚴格遵守列明在《員工手冊》中的招聘原則，秉承規劃先行、精簡高效、最優適配和公正透明的原則廣納社會英才。招聘流程由人力資源部審核招聘需求後啟動，從專業能力，崗位匹配度、價值觀匹配度等方面進行評估，擇優錄取，從而不斷吸引和招攬優秀人才。其他招聘方式包括內部推薦及內部招聘「活水計劃」，本集團設「伯樂獎」以鼓勵內部員工積極推薦業界同行或有合作經驗的候選人，而「活水計劃」是根據業務需求開展內部招聘，鼓勵員工在公司內自由地尋找發展機會，為員工提供更加多元化的成長空間，打造一個綜合業務能力強、具有大局觀及協作意識的骨幹團隊。

本集團對員工有明確人員晉升、調動和降級管理的依據及流程，規範離職流程，保護員工和本集團雙方的利益。本集團的崗位職級管理秉持「戰略導向、凝聚共識、能升能降」三大原則，以促進業務快速、健康發展為目標，充分保證職級體系的嚴肅性和有效性。本集團已形成以業績為導向的績效文化氛圍，內部以績效和能力為導向的職級體系為基準，每年度開展職級調整工作對員工職級進行動態調整，各業務板塊也會根據自身行業特點設定符合行業人才發展規律的崗位職級體系，從高管到員工都已經適應

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talent development based on its own industry characteristics. From senior management to general staff members, resources for the relevant remuneration incentives are allocated differently based on results performance, in order to provide a fair, unobstructed and clear promotion path for employees, so as to explore their work potential and promote the growth and development of employees.

In the event of employee dismissal, the Group will ensure that the termination procedure is compliant with internal policy and relevant laws and regulations and that the termination of the employment contract has reasonable and lawful basis. For employees who underperform or make mistakes repeatedly, the Group would first issue verbal warnings, then written warnings. The Group will consider dismissal for employees who repeatedly fail to respond to such warnings in accordance with relevant regulations. Details on loss of office arrangements and termination of labour contracts are set out in the “Employee Handbook”.

REMUNERATION AND WELFARE

The Group understands that remuneration and welfare is an important way of demonstrating corporate ethics and employee value. The Group strictly complies with various relevant laws and regulations, and at the same time provides a wide range of welfare policies to attract and retain workers, in an effort to provide commensurate remuneration and welfare for all employees. The Group’s remuneration policy is to ensure that employees receive a fair and competitive overall remuneration package. Based on the principle of “competitive externally, fair internally”, the Group has established a remuneration incentive mechanism with “fixed salary as basis and performance linked remuneration as main component” that is based on position value, ability, and contribution to performance, in order to motivate and retain existing employees. By making full use of a variety of long and short term incentives, the Group seeks to attract and retain talented employees to achieve the Group’s strategic goals together.

Remuneration package are designed based on the practices of the locations of the Group’s various businesses. Remuneration package for Hong Kong employees includes salary, discretionary bonus, medical allowance and hospitalisation plans. All

相關薪酬激勵資源按照績效表現進行差異化的配置，務求為僱員提供公平、暢通及清晰的晉升路程，以發掘其工作潛能，推動員工的成長和發展。

如遇到需要解僱員工的情況，本集團會確保遣散程序符合內部政策及相關法律法規，終止僱傭合約會基於合理合法的理。對工作表現不如意或重複犯錯的僱員，本集團會先予以口頭警告，再發出書面警告，對屢勸不改的僱員，本集團會考慮根據相關的法例解職。有關離職安排及解除勞動合同的情況已列明在《員工手冊》中。

薪酬及福利

本集團深知薪酬與福利制度是企業良心和員工價值的重要體現。本集團嚴格遵守各種相關法律法規，同時提供多樣化的福利政策以吸引和保留員工，努力為全體僱員提供彼等應當享有的薪酬與福利。本集團的酬金政策是要確保僱員的整體酬金公平及具競爭力，以「對外具有競爭性、對內具有公平性」為導向，建立了基於崗位價值、能力、業績貢獻等因素的「以固定薪資為基礎，績效導向浮動薪酬為主體」的薪酬激勵體系，從而推動及挽留現有僱員，充分應用多種長短期激勵手段，吸引和保留有才幹的員工共同實現集團的戰略目標。

酬金組合是根據本集團各自業務所在地的慣例設計。香港僱員之酬金組合包括薪金、酌情花紅、醫療津貼及住院計劃，本集團在香港之所有附屬公司均為香港

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Hong Kong subsidiaries of the Group provide retirement fund scheme for Hong Kong employees as part of employee welfare. Remuneration package for Mainland China employees includes salary, discretionary bonus, project bonus, medical allowance and share option scheme for subscribing for the Company's ordinary shares as part of employee welfare. To fully cover the needs of employees, the Group also provides social insurance welfare (i.e. pension insurance, medical insurance, unemployment insurance, work injury insurance, maternity insurance and housing provident fund) as well as annual medical check for all employees according to state regulations.

In addition, the Group has established a share option scheme for subscribing for the Company's ordinary shares and formulated and implemented a restraint mechanism which tracks business performance. With reference to industry models, the Group incentivises core management staff for their long-term contributions to the Company through ways such as "tracking investment", "post-investment assessment", and "risk fund". The Group has also established project bonus as a way of motivating employees and rewarding employees for their contribution to the Group. By offering comprehensive remuneration package, the Group strengthens its employees' pride and sense of belonging and relieves their worries, helping the Group realise sustainable stable growth.

WORK LIFE BALANCE

The Group acknowledges the significance of employee professionalism and loyalty to corporate development. Maintaining employee work life balance is extremely important. Thus, the Group emphasises work life balance. To strengthen employees' sense of belonging, the Group arranges a variety of recreational activities for all employees, including a sports meet organised by the Group to strengthen team cohesion, and a town hall meeting to commend excellent individual and team performances. The Group believes that participation in team building activities not only helps with work but also help to build a positive living attitude among employees, promoting teamwork, tenacity and sportsmanship and achieving self-improvement. Workers unions also provide welfare such as festival gifts and birthday gifts as well as organising exciting activities such as badminton and yoga clubs. By organising a wide range of staff activities, from policy development to actual implementation, showing care with little details, the Group improves staff happiness, ensuring that staff work without worries and live happily.

僱員提供退休金計劃，作為員工福利之部份。內地僱員之酬金組合包括薪金、酌情花紅、項目獎金、醫療津貼及認購本公司普通股之股權認購計劃，作為員工福利的一部份。為了全面照顧僱員的需要，本集團亦按照國家規定為所有僱員辦理社會保險福利(或「五險一金」，即養老保險、醫療保險、失業保險、工傷保險、生育保險及住房公積金)及年度體檢活動。

除此之外，本集團制定認購本公司普通股之股權認購計劃，建立並推行實施與業務相匹配的約束機制，借鑒行業操作模式，通過「跟投」、「投後評級懲處」、「風險金」等方式以激勵主要管理人員對公司長期貢獻。本集團亦設有項目獎金，作為員工的推動力並以此獎勵員工對本集團作出的貢獻。通過全面的薪酬方案，本集團提升了員工的歸屬感和自豪感，解除了員工的後顧之憂，從而實現本集團持久穩定增長。

工作及生活平衡

本集團深明員工的敬業度和忠誠度對企業的發展廣度影響重大，維持員工生活作息十分重要，故此強調為員工提供工作與生活平衡的生活方式。為了提高僱員的歸屬感，本集團為全體員工安排多項聯誼、康體與文娛活動，包括集團組織的運動會以增強團隊凝聚力和員工大會以表揚卓越的個人和團體表現。本集團認為開展與參與團隊建設活動可以為員工在工作之餘營造積極向上的生活態度，促進員工通過團隊合作和堅持不懈的體育精神，達到提升自我的目的。工會亦提供節日禮、生日禮等福利，並組織員工開展諸如羽毛球俱樂部、瑜伽俱樂部等豐富多彩的活動。本集團通過積極組織各種員工活動，從政策制定到具體的操作實施，從點滴的關懷中提升員工的幸福感，讓員工安心無憂地工作，幸福快樂地生活。

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During FY2020, the Group organised many staff activities, including:

- **“Cooking Goddess” Online Culinary Competition**

In March 2020, the Group celebrated International Women’s Day “8 March” by sending festive greetings and well wishes to all female employees who have been quietly working hard at their respective positions. In view of the special circumstances under the Coronavirus Disease 2019 epidemic (the “**epidemic**”), the Group sought to “quarantine the virus but not love and warmth”, as the union specially organised a 2020 “Cooking Goddess” online culinary competition for all the female employees of the Group to showcase their culinary talent and unleash their skills with the skillet, the wok, the saucepan and the fryer, with an online vote conducted to select the “top 10 dishes”.

- **Establishing a Union Recreational Club**

The Group established a union recreational club to enrich the free time of union members at large and facilitate communication within the Group. Based on cultural and sports activities, the Group seeks to cultivate personal interests and enhance cultural literacy for union members, allowing them to participate in cultural and sports activities that promote their physical and mental well-being, and achieve “happy life, efficient work”. Currently, the club is in the first phase of development, having established a yoga club and a badminton club with articles and event plans to commence organised activities, providing workers with a relaxing and fun group environment.

於2020財政年度，本集團舉辦的員工活動包括：

- **「女神杯」線上廚藝比賽**

於2020年3月，本集團藉著「三八」國際勞動婦女節之際，向辛勤耕耘、默默奉獻在各自崗位上的廣大女員工，致以節日的問候、崇高的敬意和良好的祝願。在2019新型冠狀病毒疫情（「**疫情**」）防控的特殊時期，為「隔離病毒、但不隔離愛與溫暖」，工會特開展2020年「女神杯」線上廚藝比賽，讓本集團全體女員工大顯身手，秀出煎炒烹炸十八般廚藝，通過線上投票方式評選出「十佳菜品」。

- **組建工會會員俱樂部**

為豐富廣大會員的業餘生活和推動本集團內部溝通，本集團成立了工會會員俱樂部。依託文體活動，本集團旨在培養會員的個人興趣愛好和提高娛樂文化素養，讓更多的會員參與有益身心的文體活動，實現「快樂生活，高效工作」。目前正處於第一階段，率先成立了瑜伽俱樂部和羽毛球俱樂部，制定章程和活動計劃，開始有序地組織活動，為員工提供輕鬆愉悅的集體氛圍。



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EMPLOYEE DEVELOPMENT AND TRAINING

The Group acknowledges the importance of talent to sustained success, and provides diverse training for employees accordingly, in order to develop their potential, strengthen their ability in completing their work tasks and tackling work challenges. The Group has formulated a strategic talent training policy, setting out and effectively implementing relevant policy requirements. By providing a variety of training, not only would employees acquire sufficient skills, knowledge, qualifications, experience and good judgement, but the Group would also have a highly professional and qualified team to serve as talent support for the Group's rapid development.

The Group's learning and development policy is based on "emphasis on practicality, following learning patterns, realising learning values". An online learning platform provides online and offline training support for timely, interesting and bite-sized learning. The Group mainly provides two types of learning models: all-staff training and special training. All-staff training is a system of learning development for all staff based on position requirements and ability models. It provides training programmes for employees in aspects such as professional ability, management ability, general ability and values. Based on requirements, employees will complete an individual annual training scheme. Special training refers to specialised training programmes focused on teamwork and themes. It includes induction training, management trainee training, newly promoted management training, potential talent training, middle and upper management training, etc. Based on requirements, employees will participate in special training programmes, and training results will form an integral part of the assessment for probation evaluation, promotion, and deployment. The Group will also arrange suitable external training based on employee development needs. To ensure employees maintain professionalism, the Group has made induction training integrated into the training platform as compulsory training. Based on operational requirements, the Group also organises carpark operations forums, REITs operations forums, etc. For management staff, the Group organises leadership, strategy and organisational training from time to time, to further instil the Group's corporate values.

僱員發展與培訓

本集團深明人才對持續成功的重要性。因此，本集團為僱員提供多樣化培訓，以開拓僱員的潛能，去加強完成本職的工作及面對工作上的挑戰。本集團制定人才培養戰略方針，擬定並有效實施相關政策要求。透過提供各方面的培訓，不但讓員工掌握足夠的技能、知識、專業資格、經驗和良好判斷力，同時提供了一批專業素質高、綜合素質強的優秀團隊，為本集團的快速發展提供了人才支撐。

本集團的學習發展方針秉持「強調學以致用、遵循學習規律、突出學習價值」的原則，通過線上學習平台提供線上、線下培訓運營支援，開展及時化、趣味化、碎片化的學習。學習發展形式主要分為全員培訓及專項培訓兩種；全員培訓指以崗位需求和能力模型為基礎，打造全員學習發展體系，為員工提供專業能力、管理能力、通用能力、價值觀等方面的培訓課程，員工將按要求完成個人年度培訓計劃；專項培訓指以重點群體和重點事項打造精品培訓項目，包括將新員工培訓、管培生培訓、新晉管理者培訓、高潛人才培訓，中高管培訓等，員工將按要求參加專項培訓項目，培訓情況將作為試用期考核、職級晉升、人員任用等重要依據。根據員工發展需要，本集團亦會安排適當的外部培訓。為確保員工的工作專業性，本集團已將新員工培訓嵌入培訓平台作為必修課；結合業務需要，本集團亦會組織停車業務交流會、REITs業務交流會等。針對管理人員，本集團不定期開展領導力、戰略與組織等培訓，從而進一步提升與企業價值觀的契合度。

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Regarding production safety training, the Group has formulated the Production Safety Training System to strengthen education on employee labour protection and production safety basic knowledge as well as standardise safe skills training, in order to further enhance employee safety protection awareness and safety protection skills. During second half of FY2020, the Group commenced safety training aimed at improving fire safety and production safety knowledge and awareness for persons in charge of safety of projects and subsidiaries and site managers. In response to epidemic arrangements, video training was also provided. For more details on production safety education, please refer to “Safety Training” under the section “Occupational Health and Safety”.

To further promote the parking business, the Group organised a town hall meeting for the entire staff of the parking segment in September 2020, explaining in detail its carpark products, standardised operations and management, technology empowerment and the performance assessment incentive mechanism, to ensure better business development. In addition, the Group also provided training in service techniques and staff professionalism training for frontline workers at Daxing Airport. For further details, please refer to the section “Customer Satisfaction”.

針對安全生產教育，本集團已制定《安全生產教育培訓制度》，以加強對員工勞動保護、安全生產基本知識的教育和安全技術培訓的規範，從而進一步提高員工的安全防範意識和安全防護技能。於2020財政年度下旬，本集團開展了安全培訓工作，皆於提高各項目部、子公司安全負責人及場庫經理對消防安全及安全生產相關注意事項的認識及意識。為配合2019新型冠狀病毒疫情安排，培訓更提供視頻參訓的選擇。有關更多安全生產教育的詳情，請參閱「職業健康與安全」中「安全培訓」一節。

為進一步對停車業務進行宣貫，本集團於2020年9月舉行了停車板塊全體員工大會，對停車產品、運營管理標準化、科技賦能以及績效考核激勵機制進行了詳細解讀，保證業務更好開展。此外，本集團亦為大興機場的前線員工提供服務技巧培訓及員工職業素養培訓，詳情請參閱「客戶滿意度」一節。



Town hall meeting of the parking segment
停車板塊全體員工大會



Induction training on online learning platform
線上學習平台的新員工培訓

During FY2020, all employees of the Group participated in training with a total training hour of 18,470. Average training hours for male and female employees were approximately 38 hours and approximately 44 hours respectively. Average training hours for management, staff at managerial level and above, and general staff were approximately 217 hours, approximately 111 hours and approximately 31 hours respectively.

於2020財政年度，本集團的所有員工均有參與培訓，總累計課時達18,470小時。男性和女性員工的平均受訓時數分別為約38小時及約44小時。管理層、經理級及以上和一般員工的平均受訓時數分別為約217小時、約111小時及約31小時。

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OCCUPATIONAL HEALTH AND SAFETY

The Group prioritises workplace safety and strives to create a safe working environment. Accordingly, the Group has formulated a series of occupational health and safety management policies and guidelines based on relevant laws and regulations, which is regularly reviewed to ensure it is updated to the latest circumstances, and requires employees to strictly comply and mutually supervise to ensure safety.

To further strengthen project safety management and improve employee safety awareness, the Group's carpark operations department has formulated a "Production Safety Incentive System" for carpark management. Incentives are provided to employees who seriously execute plans for hazard management and raise potential health and safety risks encountered in day to day operations, while employees who break rules are sanctioned. The Group adopts a safety management system which features visualisation, regionalisation and networking, clearly presenting accurate safety signs in operation areas as well as setting perimeters and access restrictions around hazardous areas while ensuring employees are equipped with working equipment and protective equipment that meet safety standards and providing training, guidance, and supervision on their correct usage. During the second half of FY2020, the Group reviewed production safety for all units and required them to conduct self-appraisal and correction. Subsequently, the president's office and relevant departments checked each unit on a sample basis. To safeguard occupational health of employees, the Group strives to create a comprehensively clean and tidy working environment, prohibiting smoking and drinking in working areas, in order to build a healthy and positive working atmosphere for employees.

The Group strictly complies with relevant laws and regulations on health and safety, including but not limited to the "Law of the People's Republic of China on Prevention and Control of Occupational Diseases", the "Regulation on Work-Related Injury Insurances", and the "Fire Protection Law of the People's Republic of China", and "Occupational Safety & Health Ordinance" (Cap. 509 of the Laws of Hong Kong) in Hong Kong region. During FY2020, the Group was not aware of any material non-compliance with relevant laws and regulations on health and safety that might have a significant impact on the Group, nor was there any work-related fatalities, work-related injuries or work days lost due to work-related injuries.

職業健康與安全

本集團以工作場所安全為首要目標，力求締造安全的工作環境。因此，本集團已根據相關法律法規制訂一系列職安健管理政策及指引，並定期予以檢討以確保緊貼最新狀況，要求員工嚴格遵守及互相監督，以保障安全。

為進一步加強項目安全管理，提高員工安全意識，本集團的停車運營部已為停車場管理制訂《安全生產獎懲制度》，對認真執行危險源管理辦法、提出在日常營運中意識到潛在的健康與安全風險的員工予以獎勵，並對違章違紀的員工施加懲罰。本集團實行安全形象化、區域化及網絡化管理，在營運範圍內將準確的安全標誌清晰呈現，對危險區域設置圍網和門禁，並為員工配備符合安全標準的勞動工具及勞動防護用品，並培訓、指導、監督其正確使用。本集團於2020財政年度下旬對各單位開展了安全生產檢查工作，要求各單位先自我進行檢查並整改，再由總裁辦聯同相關部門對各單位進行抽查。為保障員工的工作健康，本集團致力於全面營造乾淨整潔的辦公環境，禁止辦公區域內吸煙、酗酒，努力為員工創造健康良好的工作氛圍。

本集團嚴格遵守健康與安全相關的法律法規，包括但不限於《中華人民共和國職業病防治法》、《工傷保險條例》、《中華人民共和國消防法》，以及香港地區《職業安全及健康條例》(香港法例第509章)等。於2020財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的健康與安全相關的法律法規，亦無因工死亡事故、因工受傷事故及因工傷損失工作日數。

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Safety Training

The Group understands that safety precaution awareness and skills of employees is vital to building an accident free working environment. Accordingly, the operation department of parking segment has formulated a “Production Safety Education Training System”. The Group requires operation staff to undergo production safety education training prior to taking up new positions or deployment to a new site and pass the relevant education training assessment. The system also requires staff of the operation department to participate in stipulated training hours and content of safety education training and annual assessment.

Based on this system, the Group has formulated a comprehensive intensive health and safety training course, in order to help employees strengthen basic knowledge on production safety, instill self discipline on compliance with project production safety rules and enhance their self protection awareness. The training course is separated into company group, operations group and specialised group. The Group requires persons in charge of project safety management to conduct training at least once every quarter, and educate staff on production safety rules, standard regulation systems, production safety management and techniques, emergency response plans and case studies. The training focuses on work safety, equipment usage safety, traffic safety, etc. Training records will be saved to ensure the attendance of key positions and key personnel. During the second half of FY2020, the Group conducted a one-off safety training which mainly covered fire safety and production safety.

Fire Safety

The Group is also concerned with potential fire risks at operation locations. Accordingly, it has adopted an integrated fire safety system based on inspection and elimination of potential hazards, management of measures, fire drill plans and compliance assessment. For inspection and elimination of potential hazards, the Group conducts daily and routine fire prevention checks based on standards such as the “Fire Control Law of the People’s Republic of China”, the “Provisions on the Supervision and Inspection over Fire Control” and “Methods for Major Fire Potential Judgement”, to identify general hazards, major hazards and systematic hazards. For management of measures, the

安全培訓

本集團意識到要營造零意外的工作環境，員工的安全防範意識及技能尤為重要。故此，本集團的停車運營部制定了《安全生產教育培訓制度》，規定運營員工進入新的崗位或者新的施工現場前，必須進行安全生產教育培訓，並在教育培訓考核取得合格的成績。此制度亦規定運營員工必須參加規定課時和規定內容的安全教育培訓及年度考核。

本集團根據此制度建立了一個全面的密集式健康及安全訓練課程，以加強員工對安全生產的基本知識、使員工自覺遵守項目安全生產規章制度及增強員工自我保護意識。培訓課程分為公司班組、運營班組及特殊工種三種形式。本集團要求各項目安全管理負責人在每季至少進行一次培訓的情況下，就安全生產法規、標準規範及規章制度、安全生產管理和技術、應急預案和事故案例教育等議題，對員工進行教育。培訓的主要內容圍繞工程作業安全、工具使用安全、交通安全等。而各員工的培訓紀錄將會被存檔，以確保關鍵崗位和關鍵人員持證上崗。於2020財政年度下旬，本集團開展了一次性的安全培訓工作，主要內容包括消防安全及安全生產相關注意事項。

消防安全

本集團亦注重可能在營運地點發生火災的隱憂，因而採取了消防「查、講、練、評」(即隱患排查、措施管理、預案演練及合規評估)一體化。在隱患排查方面，本集團依據《中華人民共和國消防法》、《消防監督檢查規定》及《重大火災隱患判定方法》等標準進行日常和定期防火檢查，以分別識別一般隱患、重大隱患及系統性隱患。在措施管理方面，本集團分別制定了預防措施、限制措施、滅火措施和疏散措施，使員工知悉事前應採取的

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Group has developed preventive measures, restrictive measures, firefighting measures and evacuation measures, to raise the awareness of employees on preventive measures to be adopted and emergency response measures in case of fires. For fire drill plans, the Group has designed firefighting and emergency evacuation plans based on the “Provisions on the Administration of Fire Control Safety of State Organs, Organizations, Enterprises and Institutions”, and conducts drills semi-annually. The plans are constantly improved upon, in order to raise employees’ fire prevention awareness and ability to respond to fires. For compliance assessment, the Group conducts compliance assessment on aspects such as fire hazard identification, firefighting and rescue facilities, and building fire prevention facilities, to ensure fire prevention safety.

In addition, the Group also provides employees with fire safety knowledge training in an effort to prevent fires and minimise fire hazards. The training covers basic concepts of fire prevention, detailed methods of firefighting, and keys to escaping fires, with the following four learning and four knowledge objectives:

- Learning the dangers of fires
- Learning basic knowledge of fire prevention
- Learning firefighting methods
- Learning fire escape methods
- Knowing how to report fires
- Knowing how to use firefighting equipment and facilities
- Knowing how to handle unexpected incidents
- Knowing how to organise safety evacuation

Fighting the Epidemic

In view of the epidemic, the Group remained highly alert to the potential impact of health and safety on its employees. To prevent an outbreak of the epidemic at the Group’s workplace, the Group complies with guidelines issued by the local government of its business locations. The Group adopts multiple preventive measures to safeguard employees’ health and safety, including stringent organisation of disinfection and safety checks, requiring the wearing of masks and taking of temperature, and verifying and registering access personnel and vehicles.

預防措施以至火災時應採取的應急措施。在預案演練方面，本集團根據《機關、團體、企業、事業單位消防安全管理規定》設計滅火和應急疏散預案演練內容及頻次，每半年進行一次，並不斷完善預案演練，以提升員工防火意識及應對火災的能力。在合規評估方面，本集團會從火災危險辨識、滅火救援設施、建築防火設施等層面上進行合規性評估，以確保消防安全。

此外，本集團亦為員工提供消防安全知識培訓，致力於預防火災和減少火災的危害。培訓內容包括預防火災的基本概念、滅火的詳細方法、火場逃生要訣等，達致「四懂四會」：

- 懂得火災的危險性
- 懂得預防火災的基本知識
- 懂得撲救火災的方法
- 懂得火災逃生方法
- 會報火警
- 會使用消防器材、設施
- 會處理險肇事故
- 會組織安全疏散

抵抗疫情

由於爆發疫情，本集團始終高度警惕健康及安全對其僱員的潛在影響。為避免工作場所爆發疫情，本集團遵循各地業務所在地之地方政府發佈的指引，採取多項預防措施以保障員工健康及安全，包括嚴格組織消毒和安全檢查、要求員工進出需佩戴口罩和測量體溫、核實登記來往人員和車輛等。

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CASE STUDY: 37° APARTMENT DURING THE EPIDEMIC

個案研究：疫情下的37°公寓



Among measures taken by the Group, special arrangements were made for 37° Apartment as a featured epidemic control project. The Group formulated the “Prevention and Control of Coronavirus Epidemic Emergency Plan”, which determined control measures for the apartment and dormitory areas, internal staff epidemic control measures and project health management standards, in order to avoid and minimise losses caused by the epidemic, and prevent the spread of the epidemic as far as possible, to safeguard the health and safety of employees, occupants, and families. In addition, 37° Apartment established a leadership group, a comprehensive coordination working group, a project epidemic monitoring and reporting working group, and an internal staff epidemic monitoring and reporting group, which were charged with leadership, coordination and monitoring the situation as well as implementing control measures taken against the epidemic. Besides increasing disinfection in public areas, strict standards were established for ventilation and air disinfection as well as personal disinfection for working staff of 37° Apartment.

本集團採取的眾多措施中，作為重點防疫項目的37°公寓作出了特殊安排。本集團制定了《新型冠狀病毒疫情防治應急預案》，釐定公寓、宿舍區域防控措施、內部職工防控措施及項目衛生管理標準，藉此避免和最大程度上減輕此次疫情造成的損失，並最大限度地減少疫情的擴散，保障員工、住戶、家屬的健康和安全。此外，37°公寓分別成立了領導小組、綜合協調工作組、項目疫情監測及報告工作組、及內部職工疫情監測及報告工作組，分別進行領導、協調及監測等工作，貫徹執行疫情防疫抗措施。除了加強公共區域消毒，37°公寓在通風及空氣消毒處理和工作人員的手部消毒上都有嚴格要求。

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Furthermore, the apartment suspended visitors and family visits during the epidemic with unregistered personnel restricted from entering the area. The Group ordered staff who had left Beijing for their hometown in Hubei to suspend their return to Beijing and closely monitor their own physical condition. At the same time, the Group strictly monitored personnel who accessed 37° Apartment. Besides daily registration and temperature taking, the smart locks on room doors were disabled once every three days, restricting access to occupants who had to take their temperature to reset the keycode. During the epidemic, all occupants had to sign an undertaking to acknowledge that they had carefully read the notice and committed to complying with the notice and epidemic control plans as well as regulations set out in the notice.

During the fight against the epidemic, Vstartup displayed outstanding performance in epidemic control, and was honoured with the title of Outstanding Contribution Unit in Fighting the Epidemic by the Shijingshan government. In the future, the Group will continue to be alert to developments in the epidemic, and adopt measures as necessary and appropriate, in order to help employees tide over this extraordinary period.

另外，疫情期間，公寓暫緩訪客、探親，非登記在冊人員不得進入所轄區域。而湖北籍離京職工則暫緩返京，並需密切關注身體情況。同時間，本集團對入住37°公寓的人進行嚴格防控，除了每日登記測量體溫外，房間智能門鎖還會每三天禁用一次，客戶需要測量體溫重啟密碼，方可進入房間。而所有在疫情期間入住的人需要簽署承諾書，認真閱讀告知函並承諾按告知函及防控方案執行，遵守告知函規定。

在抗擊疫情過程中，創業公社防疫工作表現突出，被石景山政府授予抗擊疫情突出貢獻單位。往後，本集團會繼續就疫情發展保持警惕，並採取必要和適當的措施以協助員工渡過這個非常時期。

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LABOUR STANDARDS

The Group's recruitment process is based on laws and regulations, strictly forbidding the use of underage labour in its operations, or forcing or virtually forcing workers to work overtime. The Group strictly complies with laws and regulations on prevention of child labour or forced labour, including but not limited to the "Labour Law of the People's Republic of China", the "Provisions on Special Protection of Minor Workers" and the "Provisions on the Prohibition of Using Child Labour", and the "Employment Ordinance" (Cap. 57 of the Laws of Hong Kong) in Hong Kong region. During FY2020, the Group was not aware of any material non-compliance with laws and regulations on prevention of child labour or forced labour that might have a significant impact on the Group.

To prevent hiring of child workers, the Group's recruitment process strictly complies with the "Employee Handbook". The human resource department conducts background check on all new employees prior to induction, who have to provide relevant original identification for verification and photocopies to be put on file. In the event child labour is discovered, the Group would immediately cease work for the relevant employee.

The Group strictly abides by relevant laws and regulations and commits to no forced overtime while providing relevant overtime meals and transport allowance for overtime workers to safeguard their interests. The Group has formulated a comprehensive set of employment rules and regulations which specify that every department should make reasonable working time arrangements in an effort to ensure employees work for a reasonable amount of time.

勞工準則

本集團在招聘過程中根據法律法規，嚴格禁止在運營範圍內使用未成年人勞工，或強逼、變相強逼勞動者加班。本集團嚴格遵守有關防止童工或強制勞工的法律法規，包括但不限於《中華人民共和國勞動法》、《未成年工特殊保護規定》、《禁止使用童工規定》，以及香港地區《僱傭條例》(香港法例第57章)等。於2020財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的有關防止童工或強制勞工的法律法規。

為防止誤聘童工，本集團的招聘流程嚴格遵守《員工手冊》所述。新員工入職前人力資源部會進行背景調查，新員工需提供相關證件原件供校驗，同時提供相應影印本供公司存檔。如發現誤聘童工，本集團會立即停止該員工的工作。

本集團嚴格按照相關的法律法規，承諾不會強迫員工加班，並會向加班的僱員提供相應的加班餐及通勤費，維護員工利益。本集團已制定了完善的僱傭規則及規例，規定各部門合理安排工作時間，致力保證僱員合理勞動。

ENVIRONMENTAL PROTECTION

環境保護

Summary of Achievements 成就摘要

- During FY2020, GHG emissions was approximately 13,785.09 tCO₂e, representing approximately 30.10 tCO₂e produced per employee.
於2020財政年度，溫室氣體排放量為約13,785.09噸二氧化碳當量，相當於每名員工產生約30.10噸二氧化碳當量。
- Contribute to new energy development by equipping the Daxing Airport carpark building with 630 electric vehicle charging stations, and investing in Li Auto.
透過於大興機場停車樓配備充電車位630個，及投資致力研發電動汽車的理想汽車，助力推動新能源發展。
- The Daxing Airport carpark building is equipped with solar energy photovoltaic generation panels. It is estimated to contribute to a reduction in annual carbon dioxide emissions of approximately 3,040 tonnes annually, equivalent to the annual carbon uptake of approximately 132,000 saplings planted.
大興機場停車樓配備太陽能光伏發電板，預計每年減排二氧化碳約3,040噸，相當於種植約132,000棵樹苗的每年吸碳量。

13 氣候行動



This section describes the Group's measures adopted in support for SDG 13: climate action and initiatives to raise public awareness, as well as its ability to adapt to climate change and minimise its impact on climate change.
本章節概述了本集團支持SDG13：氣候行動所採取的措施、提高大眾意識的倡議，以及適應氣候和降低影響的能力。

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ENVIRONMENTAL RESPONSIBILITY

The Group considers minimising the environmental impact of its operations as its mission and attaches importance to the Company's responsibility in environmental protection management. A sustainable natural environment is considered to be the basis for corporate existence and development. The Group understands the potential environmental impact of commercial activities, and thus take active steps in fulfilling its social responsibility of environmental protection, integrating sustainable development in its policy formulation and operating processes, in order to achieve ideals such as energy saving, emissions reduction and green production, and minimise any adverse impact to the environment.

環境責任

本集團以減低營運對環境造成的影響為宗旨，重視負責任的環境管理，以建立可持續的自然環境為企業存在和發展的基礎。本集團了解商業業務對環境造成潛在的影響，因此積極履行保護環境的社會責任，將可持續發展融入政策制定及營運過程，以落實節能減排、綠色生產等理念，盡可能減少對環境帶來的負面影響。

CASE STUDY - ENVIRONMENTAL PROTECTION ACTIVITIES THROUGH CARPARK SPACES

個案研究 — 通過停車場空間進行環保活動



20 February 2021 was the tenth "World Pangolin Day", a day where we called for people to protect pangolins, a vulnerable species that plays a critical role in maintaining the balance of the forest ecosystem, by refusing to purchase any pangolins and related products. In this regard, the Group cooperated with the World Wild Fund during Chinese New Year to display pangolin-themed artwork on Floor 1M of the P1 Carpark at Daxing Airport, filling the holidays with lovely pangolins.

2021年2月20日，是第10個「世界穿山甲日」，為了號召人們守護這一為維持森林生態系統平衡起著重要作用的珍稀物種，拒絕消費穿山甲及其製品，春節期間，本集團與世界自然基金會進行合作，在大興機場停車樓P1車場1M層展出穿山甲藝術裝置，可愛的穿山甲也成為了節日期間的一道靚麗風景。

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On one hand, the Group hoped to make use of Daxing Airport as an international platform to raise public awareness about pangolins, a wild animal species that is threatened with extinction despite having armour-clad bodies. On the other hand, the initiative was another attempt by E Park to create parking scenarios.

The Group has always strived to build a warm and humanistic carpark to demonstrate our genuine care for users. In 2019, in cooperation with World Wild Fund and the China Wildlife Conservation Association, the Company designed 4 artworks to be displayed in different areas of our carpark based on the themes of wildlife protection, maintaining biodiversity, and the creation of a better future where humans and nature co-exist in harmony. We also blended art into our signage carpark pillars in each area featuring one of 16 animals living in different altitudes, to integrate animal welfare with the business environment.

CLIMATE CHANGE

As the environmental threat from climate change becomes ever more urgent, requires the joint efforts of all the society. Governments around the world are increasing efforts in sustainable development, usage of clean energy and the development of new industries. New energy has become a major strategic initiative for global energy transformation and response to climate change. The Group maintains its focus on green development, and continues to explore, test and invest in new energy in its business development and operation processes.

As a company engaged in carpark management, the Group believes that it has the responsibility to operate in a sustainable manner, and has invested in knowledge and resources to minimise the adverse environmental impact from traffic congestion. The intelligent carpark system developed by the Group greatly improves the problem of insufficient parking space and the resulting environmental issues, indirectly reducing exhaust and GHG emissions caused by traffic congestion on urban roads and low parking efficiency.

Looking ahead, the Group plans to cover relevant risks and opportunities in its strategy planning, and take into account climate change as one of the factors and vital issues in considering its development. Through mitigation and adaptation models, the Group will adopt various environmental policies and measures in response to the climate change issue.

本集團一方面希望借助大興機場這個國際化平台，呼籲公眾關注穿山甲這種雖身披鎧甲卻難逃瀕危命運的野生動物；另一方面也是驛停車對營造停車場景的又一次嘗試。

本集團一直致力於打造有溫度、有情懷的人文停車場。2019年，公司就聯合世界自然基金會、中國野生動物保護協會，以保護野生動物、維護生物多樣性、創造人類與自然和諧相處的美好未來為主題，設計了4層分區域插畫，並從不同海拔環境區域內挑選16種動物形象，作為每層樓不同區域的停車柱體標誌，將導視與藝術在公益與商業上進行融合。

氣候變化

隨著氣候變化帶來的環境威脅迫在眉睫，社會日益要求各界共同努力採取緊急行動。世界各國政府在可持續發展、清潔能源使用和新產業開拓的發展不斷加速，新能源已成為全球能源轉型及實現應對氣候變化的重大戰略舉措。本集團堅持以綠色發展為核心，在其業務發展和營運過程中不斷發展對新能源的探索、嘗試和投資。

作為一家從事停車場管理的公司，本集團認為其有責任以可持續的方式運營，並投入知識和資源來減輕交通擁堵對環境造成的不利影響。本集團的智慧停車開發不僅大大改善了停車供應不足及其引起的環境問題，間接減少了由於城市道路交通擠塞和停車低效所造成的廢氣和溫室氣體。

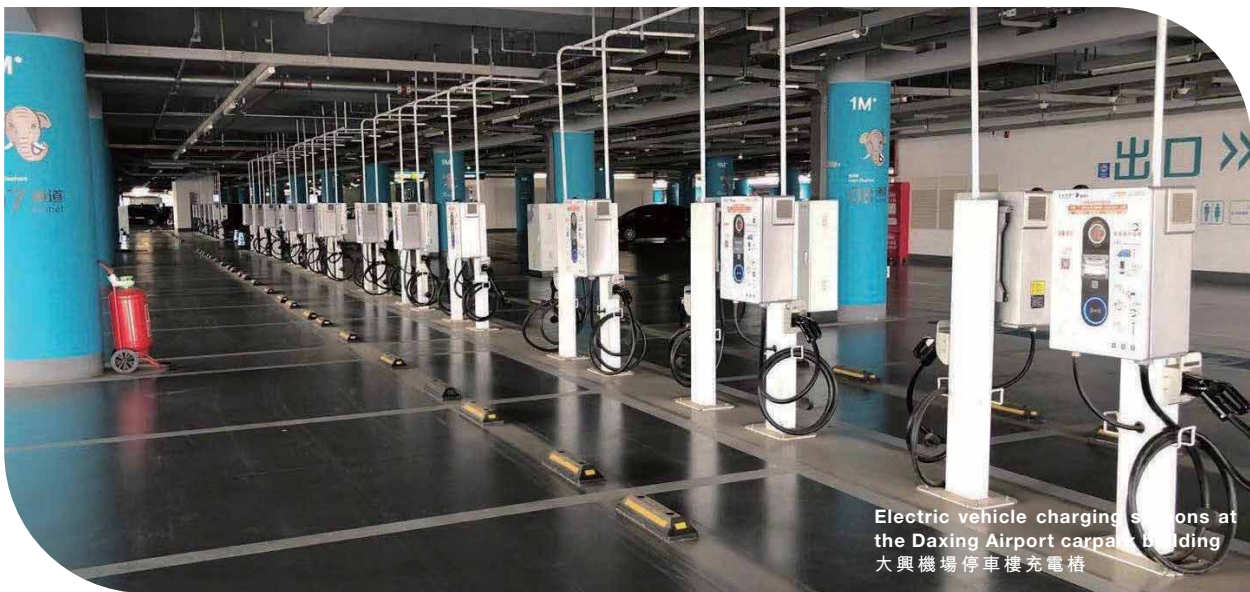
展望未來，本集團打算在策略規劃中涵蓋與氣候相關風險和機遇，並將氣候變化納入發展考慮因素及重大議題之一。通過緩解及適應的方式，本集團將採取不同環境政策及措施，以應對氣候變化問題。

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CASE STUDY - IMPROVING CARPARK FACILITIES TO PROMOTE THE POPULARITY OF ELECTRIC VEHICLES

個案研究 — 加強停車場配套，促進電動汽車普及



With lower carbon emissions and higher energy efficiency compared to gasoline vehicles, electric vehicles are seen as one of the ways to slow down climate change. With more and more motor companies joining in to produce revolutionary eco vehicles, ownership of electric vehicles continues to grow at a fast rate.

As a pioneer and driver in the parking industry, the Group is committed to help raise the popularity of electric vehicles and promote a more environmentally friendly choice. In the design and operation of its car parks, the Group has promoted and provided electric vehicle charging stations.

In particular, the Group has planned a total of 630 charging stations at the carpark building of Daxing Airport, the largest airport in the world. The Group collaborates with companies such as Star Charge and Tesla, and has already installed 101 new energy vehicle charging stations in the Daxing Airport carpark building, of which 8 are the first Tesla superchargers to be deployed in the Asia-Pacific region, while the rest are under construction. The Group hopes that by supporting clean energy, it will provide a strong driving force and demonstration effect for the industry.

電動車的碳排放量比汽油車少，具有更高的能源效率，因此被視為緩減氣候變化的其中一個方法。隨著愈來愈多汽車公司投入生產革命性的環保汽車的行列，電動汽車的擁有量正在持續快速增長。

作為停車行業的先行者和推動者，本集團致力為電動汽車的普及出一份力，推進更環保的選擇，在大多數停車場的設計和使用中推廣和提供電動汽車充電站。

當中，在全世界最大的機場 — 大興機場停車樓總規劃充電車位630個，本集團與星星充電、特斯拉等企業合作，已在大興機場停車樓安裝新能源汽車充電樁共101個，其中8個為特斯拉於亞太區的首座超級充電樁，其餘陸續建設中。本集團期望透過對清潔能源的支援，能為行業具有強大的帶動和示範作用。

CASE STUDY - INVESTING IN NEW ENERGY INDUSTRIES AND DRIVING DEVELOPMENT OF NEW ENERGY VEHICLES

個案研究 — 投資新能源產業，推動新能源汽車發展



While most intelligent car parking companies remain in the data collection and sharing stage, the Group has already understood that for the intelligent car parking industry, solutions are needed not just for specific carpark issues, but also ways to improve urban dynamic traffic and in turn overall critical car parking issues at the city level. Thus, the Group maintains its belief in “actively responding to the roots of the problem”, and once again taking the initiative in attacking the problem of climate change.

As an active FOF investor in the market, the Group has constantly and actively monitored the development of new industries. With the outlook of new energy industries becoming increasingly certain, the Group has lent its help in the rapid development of Li Auto. Earlier in 2018, the Group was already a firm strategic investor and supporter of Li Auto.

Investing in Li Auto not only would generate revenue for the Group but might also create strategy synergies for the Group to achieve highly efficient closed loop models for the parking industry in the future. At the same time, the Group also hopes that by investing in new energy industries, it would help drive low carbon development and a greener parking industry, in turn tackling the roots of the climate change issue.

在大部分智慧停車企業仍然停留在信息收集及共享階段的時候，本集團已明瞭於智慧停車產業來說，需要解決的不僅僅是某個特定停車場的問題，而是如何去促進城市動態交通的改善，從而解決城市層面的全域性停車痛點。由此可見，本集團一直秉持「主動從根本應對問題」的信念，並再一次在應對氣候變化的問題上主動出擊。

作為市場上積極的母基金投資人，本集團一直積極關注新產業的發展，並在新能源行業未來前景愈發確定的趨勢下，助理想汽車高速發展。早在2018年，本集團已成為理想汽車的堅定戰略投資者與支持者。

理想汽車的投資，除了為本集團帶來收益，更有望在未來與本集團發揮戰略協同、實現出行產業的高效閉環循環。與此同時，本集團也希望能藉著投資新能源產業，推動低碳發展以及出行行業綠色化，從而達到從根本應對氣候變化問題。

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環境、社會及管治報告

EMISSIONS

The Group's main emissions in its operations include exhaust emissions, GHG emissions and disposal of non-hazardous waste. The Group has formulated relevant environmental policies such as the "Vehicle Usage Management Methods" to standardise emissions management. The Group also implements various environmental protection measures and encourages emissions reduction practices, in order to mitigate its environmental impact. Through implementing various energy saving and emissions reduction measures, the Group believes that it serves as a good role model for fulfilling corporate social responsibility and has built a corporate image of promoting environmental protection and low carbon operation.

The Group strictly complies with relevant laws and regulations on exhaust and GHG emissions, water and land discharge, and production of hazardous and non-hazardous waste, including but not limited to the "Environmental Protection Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control on Environmental Protection by Solid Wastes", the "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", and the "Law of the People's Republic of China on Prevention and Control of Water Pollution", and the "Waste Disposal Ordinance" (Cap. 354 of the Laws of Hong Kong) and the "Air Pollution Control Ordinance" (Cap. 311 of the Laws of Hong Kong) in Hong Kong region. During FY2020, the Group was not aware of any material non-compliance with laws and regulations on exhaust and GHG emissions, water and land discharge, and production of hazardous and non-hazardous waste that might have a significant impact on the Group.

排放物

在營運過程中，本集團的主要排放物包括廢氣排放、溫室氣體排放及無害廢棄物棄置。本集團已制定相關環境政策，如《車輛使用管理辦法》，以規範排放管理。本集團亦透過實施各種環保措施及鼓勵減排常規，以致力減輕對環境造成的影響。通過各種節能減排的措施，本集團相信其已經樹立履行企業社會責任的良好典範，建立促進環保及低碳經營的企業形象。

本集團嚴格遵守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法律法規，包括但不限於《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》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》，以及香港地區《廢物處置條例》(香港法例第354章)、《空氣污染管制條例》(香港法例第311章)等。於2020財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的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法律法規。

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Exhaust Gas Emissions

Exhaust gas produced by the Group in its business operations mainly comes from the consumption of transport fuel in the usage of vehicles. In order to minimise exhaust produced in its business operations, the Group has formulated the “Vehicle Usage Management Practices” to strengthen the standardised and effective usage of its own and rental vehicles and comply with the principles of “protecting official business, increasing efficiency, standardising management”. It specifies enhanced management of vehicle refueling for all vehicles and charges the asset management department with the responsibility of vehicle maintenance. In the event of vehicle malfunction, it should be reported and repaired as soon as possible to avoid causing wastage of fuel, in turn reducing carbon emissions and exhaust gas emissions.

During FY2020, the Group's emission of sulphur oxides (“**SOx**”), nitrogen oxides (“**NOx**”) and particulate matter (“**PM**”) decreased as compared to FY2019, amounting to approximately 0.30 kg, 12.10 kg and 0.89 kg respectively.

GHG Emissions

The Group's main sources of GHG emissions are direct GHG emissions (scope 1) arising from consumption of fuel in the usage of vehicles, energy indirect GHG emissions (scope 2) arising from consumption of purchased electricity, and other indirect GHG emissions (scope 3) arising from disposal of paper in landfills and electricity used in treatment of freshwater and sewage by government departments.

廢氣排放

本集團在商業運作過程中所產生的廢氣主要來自於車輛的使用過程中運輸燃料的消耗。為了盡可能減少業務營運中產生的廢氣，本集團制定《車輛使用管理辦法》以加強自有及租賃車輛使用的規範性、實效性，遵循「保障公務、提高效率、規範管理」的原則。當中列明所有車輛需加強對車輛加油的管理，資產管理部負責車輛的保養工作，車輛故障時亦應盡快通報及維修，避免造成燃油浪費，從而減少碳排放及廢氣排放。

於2020財政年度，本集團硫氧化物（「**SOx**」）、氮氧化物（「**NOx**」）和顆粒物（「**PM**」）的排放量分別為約0.30公斤、12.10公斤和0.89公斤，與2019財年相比有所降低。

溫室氣體排放

本集團的主要溫室氣體排放來源於車輛的使用過程中燃料消耗造成的直接溫室氣體排放（範圍一）、外購電力消耗造成的能源間接溫室氣體排放（範圍二）及堆填區棄置的廢紙和政府部門處理淡水及污水的用電造成的其他間接溫室氣體排放（範圍三）。

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In conjunction with the national policy development on general reduction of GHG emissions, including the action plan to peak carbon emissions by 2030 in the “14th Five-year Plan”, the Group strictly complies with various environmental policies and actively implements multiple environmental protection measures, in order to achieve SDGs in energy saving and carbon reduction and enhance its corporate image. The Group has formulated policies such as the “Vehicle Usage Management Methods” and the “Energy Saving Management Rules”. It also strictly monitors and manages GHG production from its operations to reduce GHG produced from vehicle fuel usage and energy consumption in its operations. The Group encourages employees of every business segment to use public transport or walk to work, and fully utilise electronic equipment and technology to conduct online meetings to reduce the frequency of business trips. The Group also strictly manages the usage of vehicles in order to effectively reduce the usage of gasoline. For details, please refer to “Exhaust Emissions” and “Waste Management” sections under “Emissions” and “Energy Consumption Management” and “Water Usage Management” sections under “Usage of Resources”.

The above measures have strengthened the water conservation awareness among employees. During FY2020, the Group’s GHG emissions was approximately 13,785.09 tCO₂e. No comparison with FY2019 data is available due to changes in the composition of GHG emissions.

Sewage Discharge

The Group’s sewage treatment is conducted by the relevant authorities of its business locations, such as building property management. Sewage is discharged through sewage pipes to municipal sewage treatment plants. Thus, the Group’s water usage reflects its sewage discharge. For data on sewage discharge and water conservation measures, please refer to the “Water Usage Management” section under “Usage of Resources”.

為配合國家整體溫室氣體減量策略發展，包括「十四五」規劃中2030年前碳排放達峰行動方案，本集團嚴格遵循各環境政策及積極採取多項環保措施，以達成節能減碳之SDGs，提升企業的形象。本集團制定《車輛使用管理辦法》、《節能降耗管理規定》等政策，並對營運過程中產生的溫室氣體進行嚴格監控管理，以減少營運中車用燃油及能源消耗產生的溫室氣體。本集團鼓勵各業務板塊員工以公共交通工具或步行代替開車上班，充分利用電子設備和科技手段進行在線會議，減少差旅的頻率。本集團亦對車輛的使用作出嚴格管理，從而有效降低對汽油的使用。詳情請參閱「排放物」中「廢氣排放」和「廢棄物管理」章節及「資源使用」中「能源消耗管理」和「用水管理」章節。

通過上述措施，僱員的減排意識得以加強。於2020財政年度，本集團的溫室氣體排放量為13,785.09噸二氧化碳當量。由於溫室氣體排放的組成有所調整，因此無法與2019財政年度數據進行比較。

污水排放

本集團污水處理由營運區域的相關部門負責，如大廈物業管理部門，通過污水管道工程進一步排放到市政污水處理廠，因此本集團的用水量反映污水排放。有關污水排放的數據及相應節水措施，請參閱「資源使用」中「用水管理」一節。

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Waste Management

The Group maintains its policy on waste management and strives to reasonably manage and dispose of waste produced from business activities. The Group maintains a high standard for reducing waste. It educates employees the importance of sustainable development and provides them with relevant support to enhance their skills and knowledge in sustainable development.

Due to the nature of its business, the Group does not directly produce any hazardous waste in its operations.

The Group's major non-hazardous waste generated is solid waste produced by employees in the course of ordinary business. To minimise the production of solid waste, the Group strongly promotes a recycling plan for sorting garbage and promote reuse of waste. The Group encourages employees to bring their own lunch box, to effectively use office supplies, and to reduce consumption of single use items. To minimise environmental damage from waste and discharge, the Group strictly monitors, manages and improves its business model, prohibiting employees from unauthorised dumping, piling or disposal of solid waste.

For the fund management business segment, the Group focuses on integrating environmental protection concepts into industrial park development projects. It provides effective guidance and constructive recommendations on the reduction of waste produced in development and construction. For the "Chang'an Mills" project, the Group implements garbage sorting and collection in its operations and uses a system to collect accurate data on collection results, in order to track the volume of waste disposal for the project. During the development and design phase of the industrial parks, in order to strengthen user awareness of garbage handling, the Group designs garbage bins and collection points to blend into the surroundings of the industrial park, in order to achieve both environmental protection and design aesthetics.

The above measures have strengthened the water conservation awareness among employees. During FY2020, the Group's disposal of non-hazardous waste was approximately 7,320.00 kg. No comparison with FY2019 data is available due to changes in the categorisation of non-hazardous waste.

廢棄物管理

本集團堅守廢物管理原則，致力於合理管理及處置業務活動所產生的廢物。本集團維持減廢方面的高標準，教育僱員可持續發展的重要性，並為彼等提供相關支援以提升彼等在可持續發展方面的技能與知識。

基於業務性質，本集團營運過程並不會直接產生有害廢棄物。

本集團產生的無害廢棄物主要為員工日常辦公過程中產生的固體廢棄物。為減少產生的固體廢物量，本集團大力推動回收計劃，執行垃圾分類並提倡對廢棄物的重複使用。本集團鼓勵員工攜帶自己的飯盒，鼓勵有效利用辦公用品，並減少對一次性物品的消耗。為了減少廢棄物和排放物對環境的破壞，本集團嚴格監控、管理和改善其業務模式，規範員工不得擅自傾倒、堆放、丟棄固體廢物。

在基金管理業務板塊，本集團注重將環保概念融入園區開發項目，對開發建設中減少廢棄物的產生做了有效指導並提供建設性意見。在「六工匯」項目中，運營過程執行垃圾分類收集，並使用系統對清運結果進行精確統計，以追蹤項目的廢棄物排放量。園區開發設計階段旨在加強使用者對垃圾處理的意識，為此垃圾容器和收集點的設置盡量與園區周圍景觀協調，推廣環保的同時追求美觀設計。

通過上述措施，僱員的減廢意識得以加強。於2020財政年度，本集團的無害廢棄物棄置量為約7,320.00公斤。由於無害廢棄物的類別有所調整，因此無法與2019財政年度數據進行比較。

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USE OF RESOURCES

The Group considers active promotion of efficient usage of resources as its mission. It has formulated emissions reduction and energy saving policies to ensure that the usage of resources in its business operations are reasonable and highly efficient, to promote a green operating environment. The Group takes a three-step approach to energy resource control, namely formulating targets, implementing and reviewing management plans, and data collection, analysis and promotional education.

In order to effectively implement these three steps, the Group accurately monitors resource consumption data. The Daxing Airport carpark building is equipped with BIMS integrated electricity monitoring system, remote meter transmission system, building equipment monitoring system, lighting monitoring system, elevator and escalator monitoring system, constituting a smart energy efficiency platform, collating data on energy consumption from electricity, water, air conditioning, as well as equipment running time. Such a full life cycle equipment operation and monitoring management control platform enables the Group to manage energy targets.

Energy Consumption Management

The Group's main energy consumption in its operations include gasoline used by motor vehicles as well as electricity consumed in administrative offices and carpark business operations. For details on energy saving measures for gasoline used by motor vehicles, please refer to the section "Exhaust Emissions" under "Emissions".

To ensure that carpark building equipment and facilities meet energy saving and emissions reduction quality control targets while satisfying the demands of the project's service positioning and function, the Group has formulated the "Energy Saving Management Rules" to standardise energy saving management and assess the effectiveness of energy saving management work. The Group assigns staff to be responsible for supervision and management of energy saving trends in every system, and collect energy consumption data for analysis and recommendations on the practicality and feasibility of technological improvement in energy consumption management, as well as being responsible for promoting energy saving quality

資源使用

本集團以積極推動有效使用資源為宗旨，制定減排節能的政策，保證業務營運合理高效地使用資源，推廣綠色營運環境。本集團的能源資源控制分為三個步驟，分別為制定目標指針、實施和檢查管理方案，以及統計、分析和宣傳教育。

為了有效地採用這三個步驟，本集團準確地監控資源消耗數據。大興機場停車樓配有BIMS集成電力監控系統、電錶遠傳系統，建築設備監控系統、照明監控系統、電梯扶梯監控系統，構成智慧能效管控平台，對用電、用水、用冷、用熱等能源消耗，以及設備執行時間統計匯總，全生命周期設備運維管控平台，進行能源目標管理。

能源消耗管理

本集團營運過程中所使用的主要能源包括車輛使用的汽油，以及行政辦公室和停車場業務運營消耗的電力。針對車用汽油的節能措施請參閱「排放物」中「廢氣排放」一節。

為保證停車樓設備設施在滿足該項目服務定位與功能使用需求的前提下，達到節能降耗減排的品質管制目標，本集團制定了《節能降耗管理規定》，以規範節能降耗操作管理，合理評估節能降耗管理工作的成效。本集團委派員工負責各系統節能降耗動態性監督管理，收集能源消耗資料作能耗管理技術改進的可行性、可操作性分析與建議，亦負責加強向工作人員宣傳節能降耗的品質管理服務意識。為保持能耗管理的靈活性，政策列明負責人員可按使用者量調整溫度

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control service awareness to other staff members. In order to retain flexibility in energy consumption management, the policy specifies that persons in charge may adjust temperature settings and air conditioning operation times according to the number of users, and make temporary adjustments to lighting timings according to seasonal changes in natural lighting to fully utilise natural lighting.

Focusing on energy efficiency of its equipment, the Group strongly promotes the usage of LED lighting features to replace traditional lighting. The Group installs lighting at intervals for underground car parks and upgrades them to energy saving lighting. In particular, the Daxing Airport carpark building uses a smart lighting system, which can switch between automatic and manual control of circuits, and features scenario control, delayed time control, time control, brightness detection control, server remote control, etc. It is rated grade 1 in energy efficiency under the standard energy saving assessment. By using equipment with high efficiency and low consumption, the Group hopes to maximise efficiency in reducing consumption.

In addition, the Group also implements other energy saving measures to achieve effective usage of energy. The Group strictly monitors electricity usage efficiency in its operations and make timely upgrades to office lighting features. Equipment and facilities assessed to be damaged or obsolete are replaced by energy saving equipment with equivalent output. Air conditioning and lighting are switched off after work or meetings to reduce electricity usage, and if discovered to remain on without anyone present, are timely switched off to prevent wastage. During FY2020, the Group issued an initiative on energy saving and eliminating wastage. It includes measures such as setting air conditioning to no higher than 29°C in winter and no lower than 25°C in summer, encouraging appropriate ventilation, and encouraging workers to be responsible for switching off electrical appliances such as lighting, air conditioning, and drinking fountains in their work areas.

During FY2020, the Group's energy consumption was approximately 15,144.35 MWh, representing an increase of approximately 53.06% as compared to FY2019, mainly due to the expansion of the parking business causing an increase in electricity consumption.

設定值及空調機組啓停時間，及季節性自然光照有較大變化時，作臨時性開關時間的調整，已充分善用自然光。

從能源消耗設備的效率著手，本集團大力推廣使用LED照明設備，取代傳統光源。本集團在地下停車場使用間隔照明，並著手升級為節能燈具。其中，大興機場停車樓採用智慧照明系統，可以對所控制的回路自動／手動切換控制、場景控制、延時控制、定時控制、亮度探測控制、伺服器遠端控制等，標準的節能評價值，能效等級均為1級。透過選用高效能低消耗的設備，本集團期望達致最大化降耗效益。

此外，本集團亦透過其他節能措施達致能源有效使用。營運過程中，通過對電力使用效率進行嚴格管理，並不時對辦公室的照明設備進行更新。設備設施檢測判定損壞或過舊的，均更換功率相當的節能設備。下班或會議後及時關閉空調和照明燈以減少用電，若出現人離燈未關的，及時關閉，避免浪費。於2020財政年度，本集團發出關於節能降耗、杜絕浪費的倡議書，包括針對空調溫度設定冬天不高於29°C、夏天不低於25°C的規定，鼓勵適當通風，以及鼓勵員工擔負起關閉所在區域的照明燈、空調、飲水機等電器的責任。

於2020財政年度，本集團的能源總消耗量為約15,144.35兆瓦時，與2019財政年度相比增加了約53.06%，其主要原因是停車業務擴展，導致電力消耗增加。

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CASE STUDY- ROOFTOP SOLAR ENERGY PHOTOVOLTAIC GENERATION PANELS ON THE DAXING AIRPORT CARPARK BUILDING

個案研究 — 大興機場停車樓太陽能光伏發電板



As a top global mega integrated aviation traffic hub, Daxing Airport maintains a belief in green construction and highly efficient usage of various energy sources. In 2019, the Group invested over RMB16 million in constructing a solar energy generation facility at the Daxing Airport carpark building, making Daxing Airport the top in China in terms of percentage of renewable energy usage.

The rooftop of the carpark building is equipped with solar energy photovoltaic generation panels of approximately 20,000 m², forming a photovoltaic generation system of approximately 2.8 MW. It is estimated that approximately 3,050,000 units of electricity will be generated in the first year, representing annual savings of approximately 1,080 tonnes of standard coal and reduction of approximately 3,040 tonnes of carbon dioxide emissions, equivalent to the annual carbon uptake of 132,000 saplings planted. The electricity supplied from the solar energy photovoltaic generation panels will first be used to satisfy the demands of the carpark building, and any remaining electricity generated will be supplied for internal consumption by the airport. It is estimated that the average annual electricity generation over 25 years will be approximately 2,670,000 units of electricity.

The introduction of solar energy photovoltaic generation not only mitigates the impact of GHG emissions, but also drive the development of renewable energy, demonstrating the Group's resolute belief in a green future.

作為全球屈指可數的超大型航空綜合交通樞紐，大興機場堅持綠色建設理念，高效利用各種能源。本集團於2019年投資超過人民幣1,600萬元於大興機場停車樓建造太陽能發電設施，令大興機場成為目前全國運用可再生能源比例最高的機場。

停車樓屋頂佈置2萬平方米左右的太陽能光伏發電板，形成約2.8兆瓦的光伏發電系統，預計首年發電量為約305萬度電，每年可節約標準煤約1,080噸，減排二氧化碳約3,040噸，相當於種植約132,000棵樹苗的每年吸碳量。太陽能光伏發電板的供電會先滿足停車樓所需，剩餘發電則供機場內部消耗。預計25年平均年發電量為約267萬度電。

透過引入太陽能光伏發電，不但可以緩和溫室氣體排放帶來的影響，更可帶動可再生能源的發展，這就是本集團堅持的綠色理念。

CASE STUDY - ENERGY SAVING REMODELING PROJECT FOR BEIJING NEW WORLD DEPARTMENT STORE UNDERGROUND CARPARK

個案研究 — 北京新世界百貨地下停車場的節能改項目

Located on the Chongwenmenwai Street in Dongcheng District, the Beijing New World Department Store is a major complex in the Chongwenmen business district. Its operation types include hotel, office building, and commercial offices. Its underground carpark is one of the Group's car park developments. The Group has always been upgrading the carpark's features, environment and smart technology, effectively improving the safety, convenience, and comfort of the carpark. During FY2020, the Group evaluated the energy efficiency of the facilities of the carpark, and decided to conduct an energy remodeling for the carpark, including replacing old lighting features with high energy consumption with new energy saving lighting features, as well as creating a new lighting plan for the carpark, in an effort to maximise the utility of each light source. Upon completion of the energy remodeling, the carpark's energy consumption decreased significantly.

Water Usage Management

For the parking business, the Group's major water consumption is employees' ordinary water usage. Thus, the most important aspect of the Group's water conservation work is on strengthening water conservation education for employees. The Group strives to change employees' water usage habits and encourage water saving practices through providing water conservation training to its entire staff. The Group has developed an energy saving and wastage elimination initiative, in which the Group encourages employees to form a habit of shutting water taps, in order to eliminate wastage from running, overflowing, dripping and leaking water.

北京新世界百貨位於東城區崇文門外大街，為崇文門商圈核心綜合體，具有酒店、寫字樓、商業辦公等多種業態，其地下停車場是本集團其中一個停車項目。本集團一直對停車場進行功能升級、環境提升和智慧化改造，有效提高了車場的安全性、便捷性、舒適性。於2020財政年度，本集團在評估停車場設備的能源性能後，決定對停車場進行能源改造，包括將耗電量高的老舊燈具換成新型節能燈，以及重新規劃車場燈光分佈，力求單個光源利用率最高。經過能源改造，車場能源消耗大幅下降。

用水管理

在停車業務方面，本集團的主要水資源消耗在於僱員的生活用水，因此本集團的節水工作的開展最重要的部分在向員工強化節水教育。本集團致力透過對全體員工進行節水培訓，推動改變員工用水習慣，並鼓勵節約用水。在本集團發出關於節能降耗、杜絕浪費的倡議書中，本集團鼓勵員工養成隨手關閉水龍頭的習慣，消除由於跑、冒、滴、漏造成的浪費。

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The Group inspects water facilities (taps, pipes, and water closets) from time to time to ensure they are in working condition. If timed discharge valves are not working or have long discharge time, taps or pipes are broken or couplings are loose, inspectors are required to make timely reports and make immediate repairs to the water facility, in order to prevent any leakage in the water system which causes wastage. The above measures have strengthened the water conservation awareness among employees.

With the expansion of the parking business, the Group's number of employees have increased. Thus, employees' ordinary water usage during the period increased. During FY2020, the Group's water usage increased as compared to FY2019, amounting to approximately 130,526.74 m³.

During FY2020, the Group did not encounter any issues in obtaining suitable sources of water.

本集團不時對用水設施(水龍頭、水管及水箱等)進行檢查，確保可正常使用，若出現延時沖水閥失靈或時間較長、水龍頭及水管破裂或接頭鬆脫等情況，檢查人員需及時統計上報並即時修理用水設施，以避免供水系統出現任何滲漏，造成水資源浪費。通過上述措施，僱員的節水意識得以加強。

由於停車業務擴展，本集團的員工人數增加，因此營運期間的員工生活用水增加。於2020財政年度，本集團的用水量為約130,526.74立方米，與2019財政年度相比有所上升。

於2020財政年度，本集團在求取適用水源方面並無任何問題。

CASE STUDY - WATER CONSERVATION IN THE "CHANG'AN MILLS" PROJECT

個案研究 — 在「六工匯」項目珍惜水資源

The "Chang'an Mills" project integrates various energy saving and environmental protection technologies, in order to build an advanced and sustainable industrial park. Besides energy saving measures such as utilising dispersed photovoltaic energy storage, LED lighting in public areas, microcirculation integration with new energy public vehicle stations, and establishing electric vehicle charging stations, the "Chang'an Mills" project also includes multifaceted water conservation measures. For example, it is equipped with wastewater treatment and rooftop rainwater collection systems to achieve a balanced hydrologic cycle. The project emphasises priority usage of "green" features such as grass swales, permeable tiles, rain gardens, and sunken green space to organise drainage and improve the permeability, storage, purification, usage and drainage of runoff. The project uses high quality energy saving equipment that meets standards, including draft cooling towers, high efficiency and energy saving chillers and air conditioning systems. Through the implementation of the above measures, water usage of the "Chang'an Mills" project has reduced by 40% on average.

「六工匯」項目融合了多種節能及環保技術，打造先進的可持續園區。除了採用分散式光伏儲能、公共場所使用LED照明、與新能源公交汽車站點形成微循環一體化、建設電動汽車充電樁等節能措施外，「六工匯」項目納入多方面的節水舉措，如具備處理廢水以及屋頂雨水收集系統，實現良性水文迴圈。項目強調優先利用植草溝、滲水磚、雨水花園、下沉式綠地等「綠色」措施來組織排水，提高對徑流雨水的滲透、調蓄、淨化、利用和排放能力。項目採用合資高品質節能設備，包括鼓風式冷卻塔、高效節能冷水機組、空調機組等。透過上述舉措，「六工匯」項目的用水量平均降低40%。

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Packaging Materials Management

As a carpark management company, the Group does not have any industrial production or plant facilities, and thus does not consume any significant amount of product packaging materials.

The Environment and Natural Resources

The Group is highly concerned about the impact on the environment and natural resources from its operations, and strive to minimise the impact on the environment and natural resources from its operations. Although the Group's parking business does not have any significant impact on the environment, the Group still believes that it has the responsibility to develop, invest and provide smarter, greener and more energy saving parking models.

Paperless Office

The Group's main impact on the natural environment is mainly from its purchase and consumption of natural resources and energy, one of which is paper for office use.

The Group pursues the ideal of a paperless office, hoping to achieve green operations and at the same time improve office productivity and efficiency while saving corporate operational costs and resources. Where possible, the Group uses electronic files in daily operations, such as handling of official documents and dissemination of documents through email or the office automation ("OA") system. The Group also encourages no printing of general meeting materials in daily operations and usage of multimedia forms such as video projection (for example, Xiaoyu mobile conference system), double sided and black and white printing, and reuse of envelopes and file cases. Through implementation of the above measures, the Group hopes to realise the benefits of a paperless office, including high flexibility, enhanced employee working efficiency, timely communication of information, and reducing corporate office costs, and at the same time minimising any adverse impact to the environment from operations.

包裝物管理

作為一家停車場管理公司，本集團沒有任何工業生產或廠房設施，故此不會消耗大量用於產品的包裝材料。

環境及自然資源

本集團重視其運營業務對環境及天然資源的影響，並致力於減少業務對於環境以及天然資源的影響。儘管本集團的停車業務對環境的影響並不重大，本集團仍然認為其有責任開發、投資及提供更智慧，更綠色，更節能的停車和出行方式。

無紙化辦公

本集團對自然環境的主要影響主要來自其對自然資源和能源的購買和消耗，而辦公室用紙則是其中之一。

本集團追求無紙化辦公理念，皆在達致綠色營運的同時，提高辦公室的生產力和效率，節約企業運行成本及和資源。本集團將員工在日常工作中的文件資料盡可能電子化，例如公文處理、文件傳閱盡可能通過郵件或辦公室自動化(「OA」)辦公系統處理。本集團亦鼓勵員工在日常工作中做到日常會議材料均不列印，採用視頻投影等多媒體方式(如小魚移動會議系統)，盡可能使用雙面及黑白列印，以及重複使用信封、檔袋。本集團期望透過以上措施達致無紙化辦公帶來的好處，包括靈活性強、提高員工工作效率、及時傳達資訊、減少企業辦公成本等，同時竭力減低營運對環境造成的負面影響。

COMMUNITY CONTRIBUTION

社區貢獻

Summary of Achievements 成就摘要

- Through its principal business, the Group strives to drive China's research and development capability, improve people's quality of life, and promote entrepreneurship and innovation education in China.
透過主要業務，本集團致力於推動國家自主研發能力、改善人民的生活質素、促進國家的創業創新教育等。
- During FY2020, the Group contributed on public welfare, providing resources to different social groups in various aspects, giving back to society, equivalent to approximately RMB150,000 in monetary terms.
於2020財政年度，本集團貢獻在公益事業，在各方面向不同的社會群體提供資源，回饋社會，以貨幣形式計算約人民幣15萬元。



The Group takes initiative in committing to social responsibility in line with SDG 4: quality education and the mission to ensure inclusive and fair quality education. During FY2020, the Group participated and contributed to public welfare activities, with aims including driving education development in poverty regions and entrepreneurship and innovation education.

本集團主動承擔社會責任，與SDG4：優質教育確保包容和公平的優質教育為宗旨相符。本集團於2020財政年度所參與及貢獻的公益活動不乏以推動窮地區教育發展或創業創新教育為目標。

Besides maintaining positive corporate development, the Group never forgets to give back to the society and share its prosperity with the community. Maintaining the belief of "making the city life better", the Group strives to contribute to national development and improve livelihoods in its business operations.

在保持企業良好發展態勢的同時，本集團也從未忘記回報社會，與社區共生共榮。秉承著「讓城市生活更美好」的理念，本集團在業務營運途中，亦不忘助力國家發展，改善人民生活素質。

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CASE STUDY - INVESTING IN TECHNOLOGY INNOVATION ENTERPRISE TO HELP IMPROVE CHINA'S RESEARCH AND DEVELOPMENT CAPABILITY

個案研究 — 投資創科企業，助力國家自主研發能力提升



Apart from driving entrepreneurship development, the Group has spared no effort in driving the development of China's science and technology innovation ecosystem. Nonetheless, with accelerated development of science and technology, research and development of science and technology not only requires massive investment of resources at the preliminary stages, but also compatible practical environments to match. Thus, external support in the investment of resources to lead development as well as in building a favourable development space is crucial. Accordingly, in its pursuit of long term sustainable development of the country and environment in which it operates, the Group strives to support China's research and development capability, injecting new momentum in the drive of economic and technological sustainable development.

本集團除了推動創業者發展，在推動國家創新科技發展的生態系統一事上更是從來不遺餘力。然而，隨著科技發展的速度逐漸加快，在科技的研發上除了需要在初期投入大量的資源，更需要能與之兼容的應用場境相配合。因此，投放資源以引起協同作用以及為其營造有利的發展空間等外力的支持尤甚重要。因此，為了追求本集團經營所處之國家及環境的長期可持續發展，本集團致力從支持國家自主研發能力為推動經濟及科技持續發展的切入點注入新動能。

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Beijing Bayi Space LCD Technology Co., Ltd. (“**Bayi Space**”) is one of the Group’s fund investment projects. The Group’s investment in Bayi Space can be traced back to 2013 and has always been its biggest institutional investor. Bayi Space maintains a “win-win cooperation” belief which is consistent with the Group, providing a research and development platform for Chinese and foreign colleges and universities and enterprises to develop new materials by leveraging its advanced scientific research environment and comprehensive equipment. Bayi Space regularly invites industry experts and scholars to organise research and development seminars for scientific research personnel to expand ideas, as well as partnering with various universities in China on a wide range of technology interaction. In addition, Bayi Space partners with higher education institutes in China to establish internship bases and jointly develop practical bases, providing support for nurturing scientific research talents.

The Group firmly believes that there is massive potential for development in utilisation of technology. Thus, in addition to strong efforts in developing the Group’s technology levels to drive enterprise and industry digitalisation transformation, the Group will strive to discover more technology innovation enterprises, in order to help drive China’s research and development capability, building a system with sustainable development and mutual benefit.

北京八億時空液晶科技股份有限公司（「**八億時空**」）乃本集團其中一個基金投資項目。自2013年起，本集團已投資於八億時空，並一直為其最大的機構投資者。八億時空一直秉承與本集團相呼應的「合作共贏」理念，並利用先進的科研條件以及配套齊全的設備優勢，為國內外高校和企業提供科研平台，開發新材料。八億時空定期邀請行業內專家學者為科研人員做研發講座，開拓思路，並與國內多所大學開展了廣泛技術交流合作。除了上述技術交流，八億時空與國內高等院校建立實習基地、聯合培養實踐基地，為培育科研人才提供支持。

本集團堅信在運用科技力量方面還有很大的發展潛力，因此，除了大力發展本集團的科技水平以推動企業及行業的數字化轉型，本集團將致力發掘更多創科企業從而推動國家自主研發能力，營造可持續發展、互惠互利的系統。

CASE STUDY - INTELLIGENT TECHNOLOGY + PRECISE OPERATION TO ADDRESS PARKING ISSUES

個案研究 — 智慧科技+精細運營破解停車難題



The Group is determined to help address difficult social management issues, such as traffic issues of difficult parking, haphazard parking, and shortage of parking space through integrating smart technology and precise operation into the parking business, developing smart parking solutions and at the same time improve livelihoods.

During FY2020, the Group's V-Park Management Team picked up a carpark area management project of Ganmian Alley in Dongcheng District, Beijing, under an entrusted operation cooperation model. The management team decided to implement elements of resident autonomy, smart parking, precision management of parking space and shared alternating timeslot parking in this project. Prior to commencement, management analysed the parking needs of ordinary residents, temporary parking, offices on business days, nearby restaurants and shops, and nearby hospital, and implemented various management systems based on the principle of "serving livelihoods and facilitating parking", providing users with quality parking experiences.

透過將智慧科技及精細運營融入停車業務中，本集團決心助力解決社會管理難題，如停車難、停車亂、車位少等交通問題，在發展智慧停車的同時改善國家人民的生活質素。

於2020財政年度，本集團旗下微停車管理團隊以委託經營的合作模式負責北京市東城區干面胡同的停車區域管理項目，並決定在此項目實行居民自治、智慧停車、車位精細化及錯時共享停車的元素。管理團隊在項目開始前對固定居民停放需求、臨時停放需求、單位辦公工作日停放需求、周邊餐飲消費停放需求、周邊醫院停放需求等進行了梳理，本著「服務民生，暢通出行」的理念落實各種管理系統，為用戶提供優質的停車體驗。

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Sharing of parking space through alternating parking timeslot in daytime can provide parking space for nearby offices, simultaneously addressing the issue of parking space shortage and unoccupied parking spaces, increasing operation efficiency. Management makes a precise account of parking time, and designates 5 parking areas accordingly, 4 of which are verified resident parking areas and 1 for shared alternating timeslot parking area. Through collection of parking data, management has developed parking space products in different timeslots for ordinary residents in each parking area, thus achieving shared alternating timeslot parking for different needs at different timeslots.

The management also firmly believes that technology empowerment can enable the Group to develop a new precise parking space intelligent operation model. The carpark area of Ganmian Alley is equipped with 22 cameras covering all parking spaces to achieve real time monitoring of parking spaces. Based on a smart system of observational video monitoring with complete coverage, the carpark is subdivided into several areas. An "Illustration of Carpark Parking Space Area Layout" has been prepared, covering information such as area designation and layout of parking space numbers, which is displayed in real time on large screens in prominent areas such as car parking areas and carpark entrance/exit. Real time monitoring strengthens the security of the carpark area. Combining technology with personnel monitoring, the issue of unauthorised parking of external vehicles is addressed. Observational video monitoring transmits car plate information and parking space number to the back-end system for identification, and instantly sends the corresponding alert to the handheld terminal of the carpark's management staff. Verified vehicles which are improperly parked are displayed as low priority alert, while unverified vehicles which occupy parking space are displayed as high priority alert.

During the epidemic, the management team also cooperated with the Jianguomen Subdistrict Office and Jinbao Street North Community to establish a joint epidemic control unit. Together with community volunteers, the unit conducted registration and temperature taking of vehicles and personnel accessing the alley, as well as performing disinfection to ensure that the carpark is kept sanitised, thus safeguarding the health of car owners.

錯時共享停車在日間可為周邊的辦公需求車輛提供空車位，解決車位緊缺及車位空置的問題，提升運營效率。管理團隊對停放時間進行精準把控，劃分了5個停車區域，其中包括4個認證居民停放區域及1個共用錯時停放區域。通過停車資料資訊採集，管理團隊在不同的車位區域開放了對常住居民開發了不同時段的車位產品，實現不同時段不同需求的錯時共享停車。

另一方面，管理團隊堅信通過科技賦能可以打造精細化車位智慧運營新模式。干面胡同的停車區域共採用22個攝像頭覆蓋了所有車位，實現車位的即時運營管控。通過高位視頻監控全覆蓋的智慧化系統，對區域進行詳細區分，製作《停車場車位區域特點分佈示意圖》，內容包括車區標注、車位號分佈等資訊，並在停車區域、車場出入口等明顯位置的大螢幕上即時顯示。即時監控更可保障停車區域的保安，通過科技監控與人員管控相結合的方式，解決外來車輛隨意停車的問題。高位視頻監控將車輛牌照結合車位編號進行後台系統判別，並即時將相應的分級警報資訊發送到停車管理人員手持終端。其中對於認證車輛沒有正常停放在已分配區域內的，顯示為二級警報，對於非認證的車輛佔用停車位顯示為一級警報。

在疫情期間，管理團隊亦配合建國門街道辦事處、金寶街北社區設立了聯合防控崗，與社區志願者一同對進入胡同的車輛及人員進行登記、測溫，並進行消毒，確保了停車場的衛生，從而保障車主的健康。

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• Learning Assistance Activities

During FY2020, the Group organised a public welfare scholarship event, selecting 22 children from the rural mountain area of Liupanshui, Guizhou, to join a learning trip to Shanghai. The Group conducted a learning tour for the students to the enterprises served by “CAN+ Academy”, and visited places such as the Shanghai Museum, providing students with an opportunity to increase knowledge and broaden horizons. Hailuo Village in Baohua Town, Liupanshui City, Guizhou Province is a minority village populated by different ethnic groups. The village sits on steep hills, lack water resources, has backward infrastructure and a shortage of development funds, contributing to a high poverty rate. Besides providing learning assistance, the Group also donated 30 sets of painting brushes to students living in poverty, to encourage their creativity and unleash their imagination, in turn boosting their confidence.

The Group also donated 10 sets of professional painting brushes to students in Caofeidian, Tangshan, as a reward for outstanding students in the academy year, in order to support social education development. Caofeidian Bachang Zhongxin Secondary School is a respectable secondary school in Caofeidian with links to the Shougang Group. Back in 2018, the Company invited students from the school to join a learning tour to Beijing.

• 助學獎學金活動

於2020財政年度，本集團舉行了公益助學活動，在貴州六盤水山區選取22名孩子赴上海遊學，帶他們到公司旗下「參加學院」的服務企業拜訪學習並參觀了上海博物館等地。本集團為學生提供了增長見識機會，透過此行開闊視野。貴州省六盤水市保華鎮海螺村，是多民族雜居的少數民族村寨，寨子山高坡陡，水源缺乏，基礎設施落後，發展資金短缺，種種原因導致這裡貧困發生率居高不下。除助學活動外，本集團更為他們的貧困學生捐助30套畫筆，以鼓勵他們多多創作，發揮自己的想像力，獲得自信。

此外，本集團更向唐山曹妃甸的學生捐贈了10套專業畫筆作為學年優秀學生的獎勵，以支持社會教育事業發展。曹妃甸八場中心校中學，是首鋼集團對接的曹妃甸本地優秀中學，公司曾在2018年邀請該校學生前往北京遊學。



Donating painting brushes to Liupanshui Primary School
向六盤水小學捐贈畫筆



Students visiting Zhaogang.com
同學們參觀找鋼網

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PUBLIC WELFARE AND CHARITY

- Giving Event

In December 2020, the Group organised a winter giving charity event in the spirit of “delivering warmth in the cold”. The Group donated 172 winter uniforms to Tieyuan Primary School in Tiancheng Town of Long County in Baoji City, Shaanxi Province, warming up the winter for the entire school. Long County is the last county in Baoji City to be rid of poverty. In particular, Tieyuan Primary School in Tiancheng Town, located in a rural mountains area, did not have school uniform in the past. The Company directly contacted the school principal, donating a total of 172 winter uniforms, not only helping the school to identify and secure the safety of its students, but more importantly enable students to stay warm in winter.

公益和慈善

- 溫暖包活動

2020年12月，本集團發起冬季溫暖包主題公益活動。本著「雪中送炭」的精神，本集團向陝西省寶雞市隴縣天成鎮鐵原小學捐贈了172件冬裝校服，為全校學生的冬季送上溫暖。陝西省寶雞市隴縣是寶雞最後一個摘掉貧困帽的縣，隴縣天成鎮鐵原小學位於山區，一直以來沒有校服，此次公司直接和校長取得聯繫，總共捐贈冬裝校服172件，在幫助學校進行統一識別，保障學生安全的同時，幫助同學們度過一個暖冬。



Students participating in extracurricular activities in their new uniforms
同學們身著新校服參加課外活動

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• Volunteer Training Seminar

The Group organised a public welfare seminar on “How to become a qualified volunteer” to allow employees who wish to become a volunteer to learn the public welfare volunteer process and requirements of volunteer service. The Group encourages employees to participate in public welfare volunteer service and cultivate their understanding of public welfare volunteering.



Volunteer training seminar
志願者培訓講座

• 志願者培訓講座

本集團組織進行了《如何成為一名合格志願者》的公益講座，讓參與成為志願者的員工熟悉了公益志願流程和公益志願服務的要求，鼓勵員工參加公益志願服務並培養他們對公益志願的認識。



A scene from the youth dance festival
青年躁動節活動現場

• Community Involvement

The Group constantly strives to strengthen community engagement, and contributes efforts to supporting organisation of community events. In July 2020, the Group's E Park helped to organise a youth party, “X Life of Wonders” for the Gaoxin District Guixin Yueyahu Community, tapping into the community's youth culture to promote diversified community involvement. As it is a very youthful community, with over 75% of customers aged at 35 or below, the youth party featured activities such as social media photography and disco dancing, tapping into the community's youth culture to promote diversified community involvement. Besides providing carpark space for organisation of the event, as well as decorating the space with paintings and graffiti that matches youth styles, the Group also provided funding support. The Group understands that youths in China need more space to express their culture, and hopes that by investing resources in community involvement, it can assist with community matters and build a community culture.

• 參與社區治理

本集團一向致力於加強社區聯動，亦會竭盡所能支持社區活動的舉辦。於2020年7月，高新區桂溪街道月牙湖社區在本集團旗下的驛停車的協助下舉辦了一場名為「X異想人生」的青年躁動節，借助社區青年文化，推動多元化主體的參與社區治理。由於該社區是一個非常年輕的社區，轄內75%以上的服務對象都是35歲以下，因此青年躁動節的主題活動包括場景打卡、蹦迪狂歡等內容，借助青年文化的打造，推動多元主體的參與社區治理。本集團不僅為活動的舉辦提供了停車場作場地，特意噴上了許多符合年輕人風格的彩繪和塗鴉，還提供了經費支援。本集團理解國內青年人需要更多活動空間去體現青年文化的理念，期望透過投放資源參與社區治理，協助解決社區事務、營造社區文化。

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Understanding the Needs of the Local Community

The Group's parking business is an urban integrated service business, while developing the level of return on assets, the Group also takes into consideration the communities' interests as a whole. The Group hopes to help solve social issues through reasonable planning that addresses local community needs, including strengthening urban public safety, improving traffic management, etc. The Group also aims to improve employment through project recruitment, providing ample employment opportunities for local communities in major project operations. For example, the Hebei Baoding Roadside project gave priority in engaging local security companies, in order to help local employment.

- **Tiding over the Epidemic**

During FY2020, the world economy has been greatly impacted by the epidemic. Travellers transportation and management, which was subject to massive restrictions, also suffered massively. To minimise personal economic losses to travellers due to the epidemic, the carpark buildings of Daxing Airport and Beijing Capital International Airport jointly launched fee relief schemes, exempting parking fees for vehicles parked for long periods in the carpark buildings due to travellers being unable to return or quarantined as a result of lockdowns caused by the epidemic, demonstrating the Group's corporate social responsibility.

了解當地社區需求

本集團停車業務屬於城市綜合服務業，在發展資產收益水平的同時，本集團亦考慮社區利益。本集團期望通過合理規劃滿足當地社區需求，解決社會問題，包括提升城市公共安全、加強交通管理等。本集團亦旨在透過項目招聘解決當地就業需求，在各大項目營運中為本地社區提供大量就業機會，例如於河北保定路側項目優先聘請當地保安公司，更好地助力當地就業。

- **疫情期間，共渡時艱**

於2020財政年度，世界經濟受疫情衝擊，旅客運輸管理亦首當其衝，受到很大程度的限制。為盡最大可能降低旅客因疫情原因造成的個人經濟損失，彰顯企業社會責任，大興機場及北京首都國際機場停車樓在疫情期間聯合推出費用減免政策，免除因封城原因無法返回的旅客及因疫情被採取留觀或隔離的旅客在停車樓長期停靠車輛的停車費。

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• Carpark Barrier-Free Design

The Group's carpark are designed to accommodate people with special needs. Carpark developments at airports have incorporated human-centered design, including handicapped parking lots, pavements for the visually impaired, and wheelchairs for the mobility impaired. To ensure that people with special needs have safe access to the carpark, the Group has also installed low height locks, call for help buttons and emergency sirens in handicapped washrooms. By implementing such planning and designs, the Group aims to provide a safe, convenient and comfortable user experience, while satisfying diversified needs and promoting tolerance in society.



Carpark barrier-free design
停車場無障礙設計

The Group's fund management business upholds six major design values to empower various kinds of projects, namely "maximise preservation of historical memories, industrial touch to enhance space creativity, community parks creating multipurpose space, human-centered sustainable modular office, maximise commercial and landscape value, green and smart buildings". This design belief enables the Group to support national development policies with respect to community needs, talent development, cultural and sports creativity.

• 停車場無障礙設計

本集團的停車場設計旨在滿足社會上有需要的人，尤其是各機場的停車場項目均加入人性化設計，包括增設殘疾人士車位、盲道，以及為行動不便人士準備輪椅。為確保有需要人士安全使用停車場，本集團亦在殘疾人士衛生間安裝低位開關及、求助報警按鈕和緊急聲光報警器透過該等規劃設計，本集團旨在保證使用者出行的安全、方便和舒適的同時，以滿足多元化的需求，促進社會包容。

本集團的基金管理業務秉持「最大化保留歷史記憶、工業感提升空間創意、社群園區創造多維空間、以人為本可生長的模組化辦公、商業和景觀價值最大化、綠色建築智慧建築」六大設計核心價值點，為各類項目充分賦能。此設計理念讓本集團貢獻於社區需求、人才培養、文體創意各方面，扶助國家的政策方針。

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• Respecting Industrial Heritage

“Chang’an Mills”, the core project of the Group’s fund management business, is located in Shougang Park, an urban renaissance landmark project that has captured widespread attention with its great potential. Comprised of 6 land parcels, it is surrounded by natural and man-made landscapes of Shijingshan District and the Shougang Park area, as well as the Shougang Industrial Heritage Park. Major operation types include urban offices, commercial buildings, shopping mall, and multipurpose integrated areas. The Group strives to make the project the future center of business, commerce and lifestyle in western Beijing, and a world industrial heritage icon featuring fashion, creativity, technology, sports and great food.

The building design of “Chang’an Mills” makes full use of the original structure left behind by the Shougang Factory, retaining classic industrial features such as pump and ventilation systems. The newly constructed space forms a sharp contrast with the original industrial setting. A new commercial area straddles the two industrial structures, connecting the old blast furnace and Qunming Lake from north to south, and a visual corridor sits on the space running from east to west, allowing the natural environment of the park outside the complex to engage with the industrial view within. The central area, once the site of 4 settling basins, is remade into a large outdoor activity space, making it an ideal location for organising various commercial, cultural and sporting events. The old clarifier will be remade into an observation structure in the future.

• 尊重工業遺存

本集團基金管理業務的核心項目「六工匯」地處最受矚目也最具發展潛力的城市復興地標 — 首鋼園內，由6塊不同的地塊組成，周邊擁有石景山區與首鋼園區極佳的自然、人文景觀以及首鋼百年工業遺址公園，涵蓋城市辦公、獨棟商業、購物廣場、多功能綜合區等核心業態，未來將著力打造成為京西新的商務、商業和生活中心，集時尚創意、科技運動、美食地標的世界工業遺產範例。

「六工匯」的建築設計中，充分利用了首鋼工業遺存中的原有建築本體。保留了二泵站和風機房等典型工業遺存，並將商業主軸線穿過這兩個建築，同時將新建的空間與這兩個工業場景並置以形成鮮明對比。南北向的商業軸連通了三高爐和群名湖，東西向的視覺通廊，讓園區內外自然和工業景觀能積極對話。中心地帶設置了以4個工業晾水池為基礎改造而成的室外開敞活動區域，是舉辦各類商業和文體活動的絕佳場所。原有的加速澄清池，未來將成為景觀構築物。

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Through a series of additions and expansions, an industrial layout has been remarkably transformed into a commercial district with vitality and an office area with a beautiful view. The design brings back the “traditional courtyard and street markets” into our community space, calling for a return to an authentic, “gathering” oriental lifestyle.

通過一系列插建和加建的建築，使原本工藝導向下建立的佈局被巧妙轉化為充滿活力的商業街區和景色宜人的辦公院落。「院落和街區」回歸了人性空間，設計希望以這種形式語言回歸東方最本真的、關於「聚」的生活態度。



Artist impression of the "Chang'an Mills" project
「六工匯」項目效果圖

• Supporting Entrepreneurship

The Group strives to promote entrepreneurship and creativity education in China and has established an industrial community platform “CAN+ Academy” to build a strong empowerment system integrating “community + education + consultation + capital”. It strives to build a student-centered and warm learning institute. As of FY2020, “CAN+ Academy” has provided services to over 500 renowned industrialists and entrepreneurs, including 65 listed companies and 49 unicorn companies with a total market value exceeding RMB1,000 billion.

• 支持創業者發展

本集團致力於促進國家的創業創新教育，發起名為「參加學院」的產業社群平台，構建「社群+教育+諮詢+資本」多位一體的強大賦能體系，致力於打造一所以學員為中心的、有溫度的學院。截至2020財政年度，「參加學院」已服務超過500名行業知名企業家、創業者，其中上市企業65家，獨角獸企業49家，總市值超過人民幣10,000億元。

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Based on the Group's capital strength, wide industrial coverage and rich industrial resources, "CAN+ Academy" breaks down industrial barriers and connects students from different regions and industries to build a massive alumni institution, forming a large resource network through building an alumni with trust, vitality and warmth and vitalising community resources. Four of "CAN+ Academy" alumni was featured in the 2020 "40 business elites aged below 40" ranked by "Fortune" magazine. Further, "CAN+ Academy" has organised close to 53 learning tours, providing field trip and first-hand experience for industrialists to observe and experience new trends in industrial development. "CAN+ Academy" also features its own project, Zixueshe:

➤ Zixueshe

Zixueshe is not only the first self-organised learning community built by "CAN+ Academy", but also a community built by a new generation of industrialists who have experienced growth breakthrough. Zixueshe gathers close to 30 top new generation industrialists and investors in China, establishing self-learning and cooperation as its core belief and making itself the top self-learning industrialist association in China as its goal. It strives to create a common place for industrialists to participate in lifelong learning, contributing to innovation education in China.

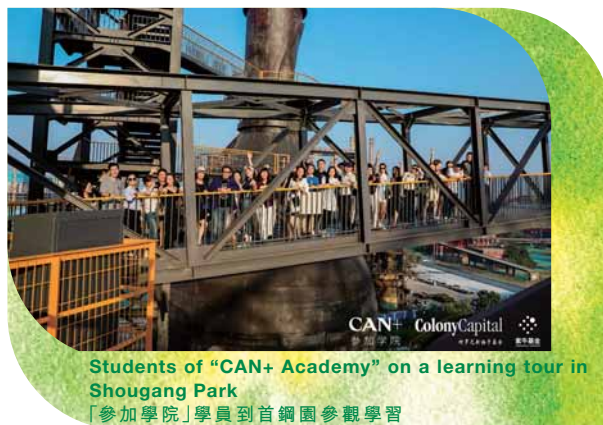
依托本集團強大的資本實力、深度的產業佈局與豐富的產業資源，「參加學院」打破行業壁壘，將不同地域、不同領域的學員們連接起來，建立了龐大的校友會體系，通過創建有信任、有活力、有溫度的校友會，盤活社群資源，形成強大的資源網路。在2020年度《財富》雜誌評出的「40位40歲以下的商界精英」中，「參加學院」有4位參加校友榮幸入選。此外，「參加學院」還組織了近53場遊學團，通過實地考察和親身體驗，帶領企業家觀摩和體會產業發展的新趨勢。以「參加學院」項目自學社為例：

➤ 自學社

自學社是「參加學院」打造的第一個自組織學習社群，也是一個共同實現成長突破的新生代企業家共創社群。自學社匯聚了近30位國內最頂級的新生代企業家、投資人，以自學共創為核心理念，以成為中國企業家第一自學組織為目標，致力於打造企業家終身學習共同體，為中國創新教育作出貢獻。



Students of "CAN+ Academy" on a learning tour in enterprise it served
「參加學院」學員到其服務企業參觀學習



Students of "CAN+ Academy" on a learning tour in Shougang Park
「參加學院」學員到首鋼園參觀學習

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- **Drive the Development of Village Collective Economy, Inherit and Promote Traditional Culture**

“E Park” is the car parking brand of the Group, inspired by the ancient culture of “yi zhan” (resting stations). It inherits from ancient “yi zhan” the spirit of connecting cities, and infuses modern elements of smart operations and technology. It aims to build a warm, cultured and smart car parking space, helping to build a good life in the city.

The Group is located in Shijingshan District in western Beijing, in the vicinity of a major ancient road, the Jingxi Old Road, calling to mind classics such as the poet Ma Zhiyuan’s famous line, “An old road winding, the west wind blowing, a bony horse trudging...”. “Yi zhan” along ancient roads served as important resting stations for coaches, horses and travellers, and forms an integral part of ancient transport networks. Shanshenmiao Village in the Mentougou District of Beijing was a chokepoint and important “yi zhan” along the Jingxi Old Road. Today, its collective economy is small, with almonds and walnuts being the main economic crops of the village, in spite of low yields.

To help Shanshenmiao Village increase collective income and to inherit and promote the village’s cultural heritage, the Group collaborated with the “Guoli” design team of Beijing Academy of Arts and Crafts. In 2018, the design team created the “winged tiger” as a visualisation of Shanshen, featured in the legends told of Shanshenmiao Village. Based on this design, further products were developed, including agricultural product packaging and souvenirs such as scarfs and tea sets. Besides making bulk purchases of the Tianlu series of products for promotional usage, the Group also developed co-signed products with “Shanshen” and “E Park” IP. The Group hopes to contribute to the development of new collective economic pathways through efforts to develop the “Shanshen” cultural icon and products for Shanshenmiao Village and help more people understand the village’s cultural heritage at the same time.

- **推動村集體經濟發展、傳承與發揚傳統文化**

「驛停車」是本集團旗下的停車品牌。驛停車正是脫胎於古代驛站文化的停車品牌，既傳承了古代驛站作為連通城市之節點的精神內核，也加入了現代化的智慧運營和科技元素，旨在打造有溫度、有文化、有智慧的停車空間，為構建城市美好生活做出貢獻。

本集團位於京西石景山區，毗鄰著名的古代驛道 — 京西古道，曾有馬致遠「古道西風瘦馬」等名句流傳於世。其沿途的驛站，作為車馬停靠和人員休憩的必要場所，也成為了古代交通最為重要的組成部分。而北京市門頭溝區山神廟村是進京古道上的一個重要隘口，為京西的重要驛站。然而村集體經濟薄弱，杏扁、核桃是村民主要的經濟果樹，但成果數量不多。

為了增加山神廟村集體收入，以及傳承與發揚山神文化，本集團與北京工美藝術研究院「國禮」設計團隊合作。於2018年，設計團隊根據山神廟村流傳的山神故事創作的「帶翼老虎」的山神形象，為山神廟村打造出特有的山神形象 — 「天祿」，並在此基礎上開發包含農特產品包裝以及絲巾、茶具等旅遊紀念品的設計。本集團除了大量採購了山神廟村的天祿系列產品用於宣傳使用外，啟動了「山神」和「驛停車」知識產權的聯名產品開發。通過「山神」文化符號和文創產品，本集團期望在為打通山神廟村集體經濟發展新路徑作出貢獻的同時，讓更多的人了解山神文化。

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Shanshen cultural products
山神文化產品

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ENVIRONMENTAL AND SOCIAL KEY PERFORMANCE INDICATORS

環境及社會關鍵績效表現

Environmental 環境	Unit 單位	FY2020 2020財政年度
Nitrogen oxides (NOx) 氮氧化物(NOx)	kg 公斤	12.10
Sulphur oxides (SOx) 硫氧化物(SOx)	kg 公斤	0.30
Particulate matter (PM) 顆粒物(PM)	kg 公斤	0.89
GHG emissions¹ 溫室氣體排放¹		
Direct GHG emissions (Scope 1) — Gasoline consumption 直接溫室氣體排放(範圍一) — 汽油消耗	tCO ₂ e 噸二氧化碳當量	54.37
Energy indirect GHG emissions (Scope 2) — Purchased electricity 能源間接溫室氣體排放(範圍二) — 外購電力	tCO ₂ e 噸二氧化碳當量	13,695.58
Other indirect GHG emissions (Scope 3) — Business travels 其他間接溫室氣體排放(範圍三) — 商務出行	tCO ₂ e 噸二氧化碳當量	35.14
Total GHG emissions 溫室氣體排放總量	tCO ₂ e 噸二氧化碳當量	13,785.09
Total intensity of GHG emissions ² 溫室氣體排放總密度 ²	tCO ₂ e/employee 噸二氧化碳當量/員工	30.10
Non-hazardous waste 無害廢棄物		
Paper 紙張	kg 公斤	7,320.00
Paper intensity 紙張密度	kg/employee 公斤/員工	15.98
Sewage discharge 污水排放		
Total sewage discharge 污水排放總量	m ³ 立方米	130,526.74
Total intensity of sewage discharge 污水排放總密度	m ³ /employee 立方米/員工	284.99

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Environmental 環境	Unit 單位	FY2020 2020財政年度
Energy consumption 能源消耗		
Direct energy — gasoline 直接能源 — 汽油	MWh 兆瓦時	198.09
Gasoline intensity 汽油密度	MWh/employee 兆瓦時／員工	0.43
Indirect energy — electricity 間接能源 — 電力	MWh 兆瓦時	14,946.26
Electricity intensity 電力密度	MWh/employee 兆瓦時／員工	32.63
Water (sewage discharge) 用水(即污水排放)		
Total water usage 總用水量	m ³ 立方米	130,526.74
Total water usage 總用水量密度	m ³ 立方米／員工	284.99

Notes:

- GHG emission data is presented in terms of carbon dioxide equivalent and are based on, including but not limited to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, “How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange, the latest published Baseline Emission Factors for Regional Power Grids in China, and “Global Warming Potential Values” from the “Fifth Assessment Report” issued by the Intergovernmental Panel on Climate Change.
- As at 31 December 2020, the Group had 458 employees in total. The data is also used for calculating other intensity data.

附註：

- 溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、聯交所發佈的《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》、最新發佈的中國區域電網基線排放因數、政府間氣候變化專門委員會發佈的《第五次評估報告》的全球升溫潛能值。
- 於截至2020年12月31日止年度，本集團的僱員總數為458人。此資料亦會用作計算其他密度資料。

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Social 社會	Unit 單位	FY2020 2020財政年度
Total no. of full-time employees (As at 31 December 2020) 全職僱員總數 (截至2020年12月31日)	No. of employees 僱員人數	458
By gender 按性別		
Male 男性	No. of employees 僱員人數	281
Female 女性	No. of employees 僱員人數	177
By age group 按年齡組別		
30 years old or below 30歲以下	No. of employees 僱員人數	134
31–40 years old 31–40歲	No. of employees 僱員人數	212
41–50 years old 41–50歲	No. of employees 僱員人數	82
50 years old or above 50歲以上	No. of employees 僱員人數	30
By geographical location 按地區		
Mainland China 內地	No. of employees 僱員人數	436
Hong Kong 香港	No. of employees 僱員人數	22

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Social 社會	Unit 單位	FY2020 2020財政年度
Total employee turnover 僱員流失總數	No. of employees 僱員人數	116
Employee turnover rate³ 僱員流失率 ³	% %	14.17%
By gender 按性別		
Male 男性	No. of employees (%) 僱員人數 (%)	65 (12.89%)
Female 女性	No. of employees (%) 僱員人數 (%)	51 (16.02%)
By age group 按年齡組別		
30 years old or below 30歲以下	No. of employees (%) 僱員人數 (%)	32 (18.49%)
31–40 years old 31–40歲	No. of employees (%) 僱員人數 (%)	58 (15.12%)
41–50 years old 41–50歲	No. of employees (%) 僱員人數 (%)	14 (7.90%)
50 years old or above 50歲以上	No. of employees (%) 僱員人數 (%)	12 (14.68%)
By geographical location 按地區		
Mainland China 內地	No. of employees (%) 僱員人數 (%)	113 (14.26%)
Hong Kong 香港	No. of employees (%) 僱員人數 (%)	3 (9.48%)
Health and safety 健康及安全		
Work-related fatalities 因工死亡事故	Cases 宗數	—
Work injuries 因工受傷個案	Cases 宗數	—
Days lost to work injuries 因工傷損失工作日數	Days 日數	—

Note:

3. The annual turnover rate is calculated by the sum of quarterly turnover rates.

附註：

3. 年度流失率為每季流失率的總和。

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Social 社會	Unit 單位	FY2020 2020財政年度
Development and training 發展及培訓		
Total training hours 總培訓時數	Hours 小時	18,470.00
Average training hours 平均培訓時數	Hours/employee 小時／僱員	40.33
By gender 按性別		
Male 男性	Hours/employee 小時／僱員	38.00
Female 女性	Hours/employee 小時／僱員	44.02
By employee category 按僱員類別		
Management 管理層	Hours/employee 小時／僱員	217.14
Managerial positions or above 經理級及以上	Hours/employee 小時／僱員	110.50
General staff 一般員工	Hours/employee 小時／僱員	30.87
Product responsibility 產品責任		
Complaints received in relation to products and services 已收到產品及服務相關投訴	Cases 宗數	—
Anti-corruption 反貪污		
Concluded legal cases involving corruption 涉及貪污的已結案法律案件	Cases 宗數	—
Community investment 社區投入		
Amount invested in public welfare 在公益事業投放金額	RMB 元人民幣	150,000

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REPORT DISCLOSURE INDEX

報告披露索引

Aspects, General Disclosures, and KPIs			
層面、一般披露及 關鍵績效指標	Description 說明	GRI Standards and Disclosures* GRI標準與披露*	Page 頁碼
A. Environmental 環境			
A1 : Emissions 排放物			
General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 305: Emissions, and GRI 306: Effluents and Waste) GRI 305: Emissions: Management approach disclosures guidance GRI 307: Environmental Compliance: Disclosure 307-1	60-63
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例的資料。	GRI 103：管理方針：披露條款103-2 (c-i) (與 GRI 305：排放物及GRI 306：廢水和廢物一併使用) GRI 305：排放：管理方針披露指南 GRI 307：有關環境保護的法律遵循：披露條款307-1	
KPI A1.1	The types of emissions and respective emission data.	GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-6, and 305-7	61,85
關鍵績效指標A1.1	排放物種類及相關排放數據。	GRI 305：排放：披露條款305-1、305-2、305-3、305-6及305-7	
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-4	61-62,85
關鍵績效指標A1.2	溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	GRI 305：排放：披露條款305-1、305-2、305-3、305-4	
KPI A1.3	Total hazardous waste produced (in tonnes) and (where appropriate), intensity (e.g. per unit of production volume, per facility).	GRI 306: Effluents and Waste: Disclosure 306-2 (a)	63
關鍵績效指標A1.3	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)。	GRI 306：廢水和廢物：披露條款306-2 (a)	
KPI A1.4	Total non-hazardous waste produced (in tonnes) and (where appropriate), intensity (e.g. per unit of production volume, per facility).	GRI 306: Effluents and Waste: Disclosure 306-2 (b)	63,85
關鍵績效指標A1.4	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)。	GRI 306：廢水和廢物：披露條款306-2 (b)	

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KPI A1.5	Description of measures to mitigate emissions and results achieved.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 305: Emissions GRI 305: Emissions: Clause 1.2 and Disclosure 305-5	60-63
關鍵績效指標 A1.5	描述減低排放量的措施及所得成果。	GRI 103 : 管理方針 : 披露條款103-2 (與GRI 305 : 排放物一併使用) GRI 305 : 排放 : 條款1.2及披露條款305-5	
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 306: Effluents and Waste) GRI 306: Effluents and Waste: Disclosures 306-2 and 306-4	63
關鍵績效指標 A1.6	描述處理有害及無害廢棄物的方法、減低產生量的措施及所成果。	GRI 103 : 管理方針 : 披露條款103-2 (與GRI 306 : 廢水和廢物一併使用) GRI 306 : 廢水和廢物 : 披露條款306-2及306-4	
A2 : Use of Resources 資源使用			
General Disclosure	Policies on the efficient use of resources (including energy, water and other raw materials).	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 301: Materials, GRI 302: Energy, and GRI 303: Water)	64
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	GRI 103 : 管理方針 : 披露條款103-2(c-i) (與GRI 301 : 物料、GRI 302 : 能源及GRI 303 : 水一併使用)	
KPI 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).	GRI 302: Energy: Disclosures 302-1 and 302-3	65,86
關鍵績效指標 A2.1	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)。	GRI 302 : 能源 : 披露條款302-1及302-3	
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Not covered by the GRI Standards	68,86
關鍵績效指標 A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	GRI 標準未涵蓋	

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KPI A2.3	Description of energy use efficiency initiatives and results achieved.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 302: Energy) GRI 302: Energy: Disclosures 302-4 and 302-5	64-67
關鍵績效指標 A2.3	描述能源使用效益計劃及所得成果。	GRI 103 : 管理方針 : 披露條款103-2 (與GRI 302 : 能源一併使用) GRI 302 : 能源 : 披露條款302-4及302-5	
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 303: Water) GRI 303: Water: Disclosure 303-3	67-68
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	GRI 103 : 管理方針 : 披露條款103-2 (與GRI 303 : 水一併使用) GRI 303 : 水 : 披露條款303-3	
KPI A2.5	Total packaging material used for finished products (in tonnes) and (where appropriate), with reference to per unit produced.	GRI 301: Materials: Disclosure 301-1	69
關鍵績效指標 A2.5	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。	GRI 301 : 物料 : 披露條款301-1	
A3 : The Environment and Natural Resources 環境及天然資源			
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 301: Materials, GRI 302: Energy, GRI 303: Water, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Effluents and Waste)	69
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	GRI 103 : 管理方針 : 披露條款103-2 (c-i) (與GRI 301 : 物料、GRI 302 : 能源、GRI 303 : 水、GRI 304 : 生物多樣性、GRI 305 : 排放及GRI 306 : 廢水和廢物一併使用)關鍵績效指標	

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KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	GRI 103: Management Approach: Disclosures 103-1 and 103-2 (used together with GRI 301: Materials, GRI 302: Energy, GRI 303: Water, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Effluents and Waste GRI 303: Water: Disclosure 303-2 GRI 304: Biodiversity: Disclosure 304-2 GRI 306: Effluents and Waste: Disclosures 306-3 (c) and 306-5	69
關鍵績效指標 A3.1	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。	GRI 103：管理方針：披露條款103-1及103-2（與GRI 301：材料、GRI 302：能源、GRI 303：水、GRI 304：生物多樣性、GRI 305：排放及GRI 306：廢水和廢物一併使用） GRI 303：水：披露條款303-2 GRI 304：生物多樣性：披露條款304-2 GRI 306：廢水和廢物：披露條款306-3 (c)及306-5	

B. Social 社會

B1: Employment 僱傭

General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 202: Market Presence, GRI 401: Employment, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination) GRI 419: Socioeconomic Compliance: Disclosure 419-1	40-46
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例的資料。	GRI 103：管理方針：披露條款103-2 (c-i)（與GRI 202：市場表現、GRI 401：僱傭、GRI 405：多元化及平等機會、GRI 406：反歧視一併使用） GRI 419：社會經濟法規遵循：披露條款419-1	

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KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	GRI 102: General Disclosures: Disclosures 102-8 (a), 102-8 (b), and 102-8 (c) GRI 405: Diversity and Equal Opportunity: Disclosure 405-1(b-ii)	42,87
關鍵績效指標 B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	GRI 102 : 一般披露 : 披露條款102-8 (A) 、102-8 (B)及102-8 (c) GRI 405 : 多元化及平等機會 : 披露條款405-1(B-II)	
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	GRI 401: Employment: Disclosure 401-1 (b)	88
關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	GRI 401 : 僱傭 : 披露條款401-1 (b)	
B2 : Health and Safety 健康與安全			
General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 403: Occupational Health and Safety) GRI 419: Socioeconomic Compliance: Disclosure 419-1	49-53
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103 : 管理方針 : 披露條款103-2(c-i) (與GRI 403 : 職業健康及安全一併使用) GRI 419 : 社會經濟法規遵循 : 披露條款419-1	
KPI B2.1	Number and rate of work-related fatalities.	GRI 403: Occupational Health and Safety: Disclosure 403-2	88
關鍵績效指標 B2.1	因工作關係而死亡的人數及比率。	GRI 403 : 職業健康及安全 : 披露條款403-2	
KPI B2.2	Lost days due to work injury.	GRI 403: Occupational Health and Safety: Disclosure 403-2	88
關鍵績效指標 B2.2	因工傷損失工作日數。	GRI 403 : 職業健康及安全 : 披露條款403-2	
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	GRI 103: Management Approach: Disclosure 103-2 and 103-3 (a-i) (used together with GRI 403: Occupational Health and Safety)	49-53
關鍵績效指標 B2.3	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。	GRI 103 : 管理方針 : 披露條款103-2及103-3(a-i) (與GRI 403 : 職業健康及安全一併使用)	

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B3 : Development and Training 發展及培訓			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 404: Training and Education) GRI 404: Training and Education: Disclosure 404-2 (a)	47-48
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	GRI 103 : 管理方針 : 披露條款103-2(c-i) (與 GRI 404 : 訓練與教育一併使用) GRI 404 : 訓練與教育 : 披露條款404-2 (a)	
KPI B3.2	The average training hours completed per employee by gender and employee category.	GRI 404: Training and Education: Disclosure 404-1	89
關鍵績效指標 B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	GRI 404 : 訓練與教育 : 披露條款404-1	
B4 : Labour Standards 勞工準則			
General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 408: Child Labour and GRI 409: Forced or Compulsory Labour) GRI 419: Socioeconomic Compliance: Disclosure 419-1	54
一般披露	有關防止童工或強制勞工的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103 : 管理方針 : 披露條款103-2(c-i) (與 GRI 408 : 童工及GRI 409 : 強迫或強制勞動一併使用) GRI 419 : 社會經濟法規遵循 : 披露條款 419-1	
KPI B4.1	Description of measures to review employment practises to avoid child and forced labour.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 408: Child Labour and GRI 409: Forced or Compulsory Labour) GRI 408: Child Labour: Disclosure 408-1(c) GRI 409: Forced or Compulsory Labour: Disclosure 409-1(b)	54
關鍵績效指標 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	GRI 103 : 管理方針 : 披露條款103-2 (與GRI 408 : 童工及GRI 409 : 強迫或強制勞動一併使用) GRI 408 : 童工 : 披露條款408-1(c) GRI 409 : 強迫或強制勞動 : 披露條款 409-1(b)	

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KPI B4.2	Description of steps taken to eliminate such practises when discovered.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 408: Child Labour and GRI 409: Forced or Compulsory Labour) GRI 408: Child Labour: Disclosure 408-1(c) GRI 409: Forced or Compulsory Labour: Disclosure 409-1(b)	54
關鍵績效指標 B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	GRI 103 : 管理方針 : 披露條款103-2 (與GRI 408 : 童工及GRI 409 : 強迫或強制勞動一併使用) GRI 408 : 童工 : 披露條款408-1(c) GRI 409 : 強迫或強制勞動 : 披露條款409-1(b)	
B5 : Supply Chain Management 供應鏈管理			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 308: Supplier Environmental Assessment and GRI 414: Supplier Social Assessment)	37-38
一般披露	管理供應鏈的環境及社會風險政策。	GRI 103 : 管理方針 : 披露條款103-2(c-i) (與GRI 308 : 供應商環境評估及GRI 414 : 供應商社會評估一併使用)	
KPI B5.2	Description of practises relating to engaging suppliers, number of suppliers where the practises are being implemented, how they are implemented and monitored.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 308: Supplier Environmental Assessment and GRI 414: Supplier Social Assessment) GRI 308: Supplier Environmental Assessment: Disclosures 308-1 and 308-2 GRI 414: Supplier Social Assessment: Disclosures 414-1 and 414-2	37-38
關鍵績效指標 B5.2	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。	GRI 103 : 管理方針 : 披露條款103-2 (與GRI 308 : 供應商環境評估及GRI 414 : 供應商社會評估一併使用) GRI 308 : 供應商環境評估 : 披露條款308-1及308-2 GRI 414 : 供應商社會評估 : 披露條款414-1及414-2	

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B6 : Product Responsibility 產品責任			
General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 416: Customer Health and Safety, GRI 417: Marketing and Labelling, and GRI 418: Customer Privacy) GRI 416: Customer Health and Safety: Disclosure 416-2 GRI 417: Marketing and Labelling: Disclosures 417-2 and 417-3 GRI 418: Customer Privacy: Disclosure 418-1 GRI 419: Socioeconomic Compliance: Disclosure 419-1	19-35
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103：管理方針：披露條款103-2(c-i)（與GRI 416：客戶健康與安全、GRI 417：行銷和標籤以及GRI 418：客戶私隱一併使用） GRI 416：客戶健康與安全：披露條款416-2 GRI 417：行銷和標籤：披露條款417-2及417-3 GRI 418：客戶私隱：披露條款418-1 GRI 419：社會經濟法規遵循：披露條款419-1	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not covered by the GRI Standards	N/A
關鍵績效指標 B6.1	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。	GRI標準未涵蓋	
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	GRI 102: General Disclosures: Disclosures 102-43 and 102-44 GRI 103: Management Approach: Disclosure 103-2 (c-vi) GRI 418: Customer Privacy: Disclosure 418-1	89
關鍵績效指標 B6.2	接獲關於產品及服務的投訴數目以及對應方法。	GRI 102：一般披露：披露條款102-43及102-44 GRI 103：管理方針：披露條款103-2(c-vi) GRI 418：客戶私隱：披露條款418-1	

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KPI B6.3	Description of practises relating to observing and protecting intellectual property rights.	Not covered by the GRI Standards	34
關鍵績效指標 B6.3	描述與維護及保障知識產權有關的慣例。	GRI標準未涵蓋	
KPI B6.4	Description of quality assurance process and recall procedures.	Not covered by the GRI Standards	N/A
關鍵績效指標 B6.4	描述質量鑒定過程及產品回收程式。	GRI標準未涵蓋	
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	GRI 103: Management Approach: Disclosures 103-2 and 103-3 (a-i) (used together with GRI 418: Customer Privacy)	25
關鍵績效指標 B6.5	描述消費者資料保障及隱私政策，以及相關執行及監察方法。	GRI 103：管理方針：披露條款103-2及103-3(a-i) (與GRI 418：客戶私隱一併使用)	
B7 : Anti-corruption 反貪污			
General Disclosure	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 205: Anti-corruption) GRI 205 Anti-corruption: Disclosure 205-3 GRI 419: Socioeconomic Compliance: Disclosure 419-1	35-36
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103：管理方針：披露條款103-2(c-i) (與GRI 205：反貪污一併使用) GRI 205：反貪污：披露條款205-3 GRI 419：社會經濟法規遵循：披露條款419-1	

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層面、一般披露及關鍵績效指標	Description 說明	GRI Standards and Disclosures* GRI 標準與披露*	Page 頁碼
KPI B7.1	Number of concluded legal cases regarding corrupt practises brought against the issuer or its employees during the reporting period and the outcomes of the cases.	GRI 205: Anti-corruption: Disclosure 205-3	89
關鍵績效指標 B7.1	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。	GRI 205 : 反貪污 : 披露條款205-3	
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	GRI 102: General Disclosures: Disclosure 102-17 GRI 103: Management Approach: Disclosures 103-2 and 103-3 (a-i) (used together with GRI 205: Anti-corruption); GRI 205: Anti-corruption: Clause 1.2	36
關鍵績效指標 B7.2	描述防範措施及舉報程式，以及相關執行及監察方法。	GRI 102 : 一般披露 : 披露條款102-17 GRI 103 : 管理方針 : 披露條款103-2及103-3(a-i) (與GRI 205 : 反貪污一併使用) GRI 205 : 反貪污 : 條款1.2	
B8 : Community Investment 社區投資			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 413: Local Communities)	71-84
一般披露	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。	GRI 103 : 管理方針 : 披露條款103-2(c-i) (與GRI 413 : 當地社區一併使用)	
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	GRI 203: Indirect Economic Impacts: Disclosure 203-1(a)	71-84

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環境、社會及管治報告

Aspects, General Disclosures, and KPIs			
層面、一般披露及 關鍵績效指標	Description 說明	GRI Standards and Disclosures* GRI標準與披露*	Page 頁碼
關鍵績效指標 B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	GRI 203 : 間接經濟影響 : 披露條款203-1(a)	
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	GRI 201: Economic Performance: Disclosure 201-1(a-ii)	89
關鍵績效指標 B8.2	在專注範疇所動用資源(如金錢或時間)。	GRI 201 : 經濟表現 : 披露條款201-1(a-ii)	

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