

# 首程控股

SHOUCHENG HOLDINGS

香港 主 板 : 0 0 6 9 7



行動負責，思考可 **持續發展**

Act Responsible, Think **Sustainable**



# 2022

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

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# Environmental, Social and Governance Report

## 環境、社會及管治報告

### INTRODUCTION

Looking back at 2022, the world suffered from COVID-19 pandemic and extreme climate. In the report announced on the 20th National Congress of the Communist Party of China (“**20th National Congress of the CCP**”), the head of state put forth the initiative on taking active, steady steps to achieve carbon peak and neutrality. Meanwhile, on the 27th United Nations Climate Change Conference (“**COP27**”), it was revealed that the reduction rate of global greenhouse gas emission must be increased. Shoucheng Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**” or “**we**”), as a leader of the infrastructure and real estate management industry in China, has also actively followed the national policies to participate in addressing global climate change, promote green development and facilitate the coexistence of human and nature.

The Group has set clear and precise short-term and long-term sustainable development goals and objectives, making continuous progress towards the vision of achieving carbon neutrality by 2060, and set up relevant emission reduction and energy conservation goals and corresponding strategies to incorporate sustainable development factors into the Group’s infrastructure asset management business. Through the dual-drive model of FIME, which refers to fundraising, investment, management and exit, and “asset operation”, we can revitalize assets and conduct empowerment in multiple aspects by utilizing technology. With cross-sector integration of scenarios, we promote the iteration of smart service products, providing unlimited “green computing power” for the remodeling of the Group’s asset value. Under the green-based “Intelligent Operation Center”, the Group can hopefully deliver smarter, more human-oriented operation services, which allow our infrastructure asset management business to fulfill public demand, while at the same time provide more human-oriented experience.

### 引言

回顧2022年，全球在經歷了新型冠狀病毒感染、極端天氣事件。在中國共產黨第二十次全國代表大會(中共二十大)上的報告，國家領導提出積極穩妥推進碳達峰碳中和。同時，在第27屆聯合國氣候變化大會(COP27)的會議中，揭示了減少全球溫室氣體排放的步伐必須要加快。首程控股有限公司(「本公司」，連同其附屬公司統稱「本集團」或「我們」)作為中國基礎設施不動產管理行業的引領者亦積極響應國家參與應對氣候變化全球治理，推動綠色發展，促進人與自然和諧共生。

本集團已訂立清晰明確的短期及長期可持續發展願景目標，朝著2060年前達致碳中和的願景不斷邁進，並設立相關的減排節能目標和相應的策略，將可持續發展因素納入本集團的基礎設施資產管理業務當中。通過「資產融通」(指集資、投資、管理及撤資)和「資產營運」雙引擎驅動提升資產活力，並以科技為橋樑進行多元化賦能。透過場景化的跨界融合，推進智慧服務產品的打磨迭代，為本集團的資產價值重塑輸出源源不竭的「綠色算力」。在綠色基礎的「智慧運營中心」下，本集團有望奉獻出更多智慧化、人性化的運營服務精品，讓基礎設施資產管理業務使公共需求得到滿足之餘，增添了更加人性化的美好體驗。

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## 環境、社會及管治報告

To strengthen our management of sustainability, the Group has established a sustainability governance structure. The Board is responsible for overall supervision of the Group's sustainable development work and regularly discusses, reviews, and re-examines the Group's ESG management policies, strategies, risks, performance, and progress. In order to effectively exert the effectiveness of sustainable development governance, the Board has permitted the Group to establish an ESG Committee and has authorised it to monitor and promote the implementation of various ESG events. Under the authorisation of the Board, the ESG Committee will take into account the opinions collected from stakeholders via communication channels and the results of the materiality assessment to formulate ESG management policies and strategies to determine the Group's sustainability focus and priorities, which will be submitted to the Board for approval and confirmation. For more details, please refer to the section "Governance Structure".

The Group hereby expresses the sincere gratitude to all employees, business partners, and customers for their unwavering support over the past year. The Group will continue to march on courageously to make greater contributions to the sustainable development of infrastructure asset management business in China.

為加強我們對可持續發展的管理工作，本集團已建立可持續發展管治架構。董事會負責全面監管本集團的可持續發展工作的事宜，並定期討論、檢討及審查本集團ESG的管理方針、策略、風險、表現及進展。為有效發揮可持續發展管治的效能，董事會已准許本集團成立ESG委員會，並授權其監管及推動各項ESG事宜的實施。在董事會的授權下，ESG委員會在制定ESG的管理方針及策略時會考慮與各持份者溝通時所收集到的意見及重要性評估的結果來釐定本集團的可持續發展關注重點及其優先次序並交由董事會審批及確認。詳情可參閱「管治架構」一節。

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，為中國基礎設施資產管理業務的可持續發展作出更大的貢獻。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### ABOUT THE REPORT

The Group insists on publishing a separate ESG Report, and has appointed Ammo Group Corporate Services Limited as its independent ESG consultant to facilitate the Group in preparing the ESG Report and provide ESG-related consultant services. This Environmental, Social and Governance (“ESG”) Report is the seventh ESG Report of the Group, in which the Group presents 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, industrial park 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 2022 to 31 December 2022 (“FY2022”) in detail.

### 關於本報告

本集團堅持獨立刊發 ESG 報告，並已委聘盈雪集團企業服務有限公司為獨立 ESG 顧問，以協助本集團編制 ESG 報告並提供 ESG 相關顧問服務。本環境、社會及管治 (ESG) 報告為本集團第七份 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、產業園區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 2022 年 1 月 1 日至 2022 年 12 月 31 日 (2022 財政年度) 內涉及環境、社會及管治範疇的活動、挑戰及措施。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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 when preparing the Report. For details of relevant indicators that reference GRI standards, please refer to the section headed “Report Disclosure Index”.

During the preparation for this ESG Report, the Group has applied the reporting principles stipulated in the Reporting Guide as follows:

- **Materiality:** Materiality assessment was conducted to identify material issues during FY2022, thereby adopting the identified material issues as the focus of preparation of ESG report. The materiality of the issues has been reviewed and confirmed by the Board and the management. Please refer to the “Stakeholders’ Engagement” and “Material Assessment” sections for further details.
- **Quantitative:** This ESG report has included additional clarifications to the quantitative data disclosed to explain any standard, methodologies and conversion factors used during the calculation of emissions and energy consumption.
- **Balance:** This report covers unbiased illustration of the Group’s performance during the reporting period, so as to avoid selecting, omitting, or presenting formats that may inappropriately influence a decision or judgement by the reader.
- **Consistency:** Unless otherwise specified, data calculation methods and disclosure formats that are consistent with the past were used in the Report to ensure comparability.

The governance structure and practices of the Group are set out in the “Corporate Governance Report” on pages 59 to 98 of the 2022 Annual Report and the section headed “Corporate Governance” of this ESG Report.

### 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。

在編製本ESG報告期間，本集團採用了報告指引中的報告原則，如下所示：

- **重要性：**2022財政年度內通過重要性評估識別重大議題，並將已確認的重大議題作為ESG報告的編製重點。議題的重要性已由董事會及管理層審閱及確認。有關進一步詳情，請參閱「持份者參與」及「重要性評估」章節。
- **量化：**本ESG報告已於披露的數據中加入補充說明，以解釋在計算排放量和能源耗用過程中所用的標準、方法和轉換因子的來源。
- **平衡：**本報告不偏不倚地描述本集團於報告期間內的表現，以避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。
- **一致性：**如無另行說明，本報告採用與過往一致的數據計算方式統計及披露信息，以確保數據的可比性。

本集團的管治架構及常規載於2022年報第59至98頁「企業管治報告」及本ESG報告「企業管治」一節。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Contact Us

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

Address: 7th Floor, Bank of East Asia Harbour View Centre,  
56 Gloucester Road, Wanchai, Hong Kong

Tel: (852) 2861 2832

Fax: (852) 2529 0126/(852) 2861 3972

Email: [Info@shouchengholdings.com](mailto:Info@shouchengholdings.com)  
[InvestorRelations@shouchengholdings.com](mailto:InvestorRelations@shouchengholdings.com)

### 聯繫我們

本集團歡迎持份者提供意見及建議，歡迎閣下通過下列方式與本集團聯絡：

地址：香港灣仔告士打道五十六號  
東亞銀行港灣中心七樓

電話：(852) 2861 2832

傳真：(852) 2529 0126 / (852) 2861 3972

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# Environmental, Social and Governance Report

## 環境、社會及管治報告

### ABOUT THE GROUP

關於本集團

## Our Mission and Vision

使命和願景

To promote the cross-border integration of infrastructure assets, to enhance the operating efficiency, to build new infrastructure and to provide the leading infrastructure asset management service

Become the infrastructure assets service provider who continually enhance the operating efficiency as well become the pioneer of REITs in China

融通資產、提升效能、打造新基建，提供領先的  
基礎設施不動產管理服務  
基礎設施資產持續改進者和服務商、C-REITs引領者

## Our Value

價值觀

**Customer first, Team cooperation, Teaching and learning mutualism**  
客戶第一 團隊協作 教學相長

**Quality first, Outcome - oriented, Full of passion**  
質量至上 成果導向 充滿激情

**Open-mind and tolerance, Embracing change, Loyal dedication**  
開放包容 擁抱變化 忠誠奉獻

## 2022 Revenue

2022年實現收入

HKD 港幣  
**1,600**  
million 百萬元

## Number of Employees

僱員人數

**515** 人



# Environmental, Social and Governance Report

## 環境、社會及管治報告

Shoucheng Holdings Limited (the “**Company**”) and its subsidiaries (the “**Group**”) is the flagship company of Shoucheng Group that is listed in Hong Kong, as well as one of the first red chip shares to list in Hong Kong. As a leader of the infrastructure asset management industry in China, relying on the advantageous resources platform of Shoucheng Group, the Company successively introduced multiple major strategic investors. Our diverse and international shareholders form a solid foundation for our efficient infrastructure asset management.

Upholding our mission of “providing FIME, improving efficiency, building new infrastructure, and providing leading infrastructure and real estate management services”, the Company constructs the top level structure of the “FIME+asset operation” business model by utilizing its rich asset management experience to further develop its quality base assets, such as car parks, industrial parks and green and environmental protection projects. This provides strong internal drive for asset value remodeling, achieving long-term value for investors and paying back to the society. Shoucheng Holdings focuses on its core business of infrastructure and real estate management, exerting its best effort to enhance the efficiency of infrastructure and real asset management in China regardless of the difficulties (“**Shoucheng Smart**”) (“**Shoucheng Proposal**”).

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.

### STRATEGIC INVESTORS



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



Beijing State-owned Capital Operation and Management Company Limited  
北京國有資本運營管理有限公司



Sunshine Insurance Group  
陽光保險集團

首程控股有限公司「**本公司**」及其附屬公司「**本集團**」是首鋼集團在港上市的旗艦企業，也是首批於香港上市的紅籌股之一。作為中國基礎設施資產管理行業的引領者，依託「首鋼集團」優勢資源平台，公司先後引入多個重要戰略投資者，多元化、國際化的股東背景為高效開展基礎設施資產管理奠定了堅實的基礎。

秉承「融通資產、提升效能、打造新基建，提供領先的基礎設施不動產管理服務」的使命，本公司以成熟的資產管理經驗持續深挖以停車資產、產業園區和綠色環保等為代表的優質底層資產，構築起「資產融通+資產營運」商業模式的頂層設計，為資產價值重塑注入強勁的內生動能，實現為投資人和社會回饋長期價值。首程控股聚焦基礎設施不動產管理基業，踔厲奮發，破浪前行，傾力為中國基礎設施不動產管理效能提升貢獻（「**首程智慧**」）（「**首程方案**」）。

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。

### 戰略投資者

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Achievements in Sustainable Development in 2022

#### 2022年在可持續發展取得的成就

Investment in public welfare: approx.  
在公益事業投放約

**894,850**

RMB  
元人民幣



Greenhouse gas (“GHG”) emissions: approx.  
溫室氣體排放約

**13,830**

tCO<sub>2</sub>e  
噸二氧化碳當量



Electricity consumption: approx.  
電力消耗約

**13,796**

MWh  
兆瓦時



Percentage of women on the Board:  
董事會女性成員比例達

**25%**



Employee turnover rate: approx.  
實現連續

三年**0**宗  
因工死亡或受傷事故



Total training hours: approx.  
總培訓時數約

**26,374**

hours  
小時



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### GOVERNANCE STRUCTURE

With years of investment, the Group implements its strategic investment, value investment and responsibility investment. Through "top-down" investment approaches, we incorporate ESG factors into the Company's investment decision making process. During the management and operation of the Company and management of external investee enterprises, the Company adheres to ESG philosophy in all aspects and stages of development, strengthening its corporate governance and risk control and promoting sustainable development.

The Group highly emphasizes the impact of its share capital structure, risk management, information disclosure, compliance management and other corporate governance factors on the sustainable development of an enterprise. 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. In order to better manage the Group's ESG performance and identify the potential risks and opportunities, the Board, with the assistance of the management, conducts annual materiality assessments on ESG issues, taking into account the views of various stakeholders, to assess and prioritise important ESG-related issues. The management works with all business segments to implement and carry out sustainable policies together, in order to facilitate the Board in evaluating, ordering and managing important ESG-related issues.

The Group will disclose the details on the Group's governance for ESG issues, ESG management policies and strategies, ESG related goals and progress review, and the progress and effectiveness of major issues in the annual report.

### 管治架構

本集團在多年的投資實踐中，踐行戰略投資、價值投資和責任投資。通過「自上而下」的投資策略將ESG因子納入到公司投資決策體系，並在公司自身管理運營和對外投資企業的管理中，將ESG理念貫穿發展中的各方面與階段，實行強化公司治理、風險防控，促進可持續發展。

本集團高度重視股權結構、風險管理、信息披露、合規管理等公司治理要素對企業可持續發展產生的影響。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。為了能更完善地管理本集團的ESG表現和識別潛在風險及機遇，董事會在管理層的協助下每年進行一次ESG議題的重要性評估，參考不同持份者的意見，以評估及優次排列重要的ESG相關事宜。管理層和各業務板塊協力落實及執行可持續發展的政策，以協助董事會評估、優次排列及管理重要的ESG相關事宜。

本集團將通過年度報告詳盡披露本集團對ESG事宜的監管、ESG管理方針及策略、ESG相關目標及進度檢討，及重點議題的進展與成效。

# Environmental, Social and Governance Report

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### The ESG Management Structure of the Group

### 本集團ESG管理架構

#### Board of Directors 董事會

- Hold overall responsibility for the Group's ESG strategy and reporting  
對本集團的ESG策略及報告負整體責任
- Oversee the Group's ESG mission, management approach and goals  
監督本集團的ESG使命、管理方針及目標
- Monitor and manage material ESG-related issues and risks  
監控及管理重大ESG相關議題及風險
- Review the progress made against ESG-related goals and targets  
檢討ESG相關目的及目標的進展情況

#### Management 管理層

- Oversee the development of the sustainability strategy and goals  
監督可持續發展策略及目標的進展
- Preview and implement ESG-related policies and practices  
檢討及實施ESG相關政策及實務
- Identify and evaluate the Group's ESG-related issues and risks  
識別及評估本集團的ESG相關議題及風險

#### Business Segments 業務版塊

- Flag emerging ESG-related risks and opportunities  
標記與ESG相關的新興風險及機遇
- Implement sustainability policies, procedure and initiatives  
實施可持續發展政策、程序及倡議
- Collect ESG information and data for ESG disclosure  
為ESG披露收集ESG信息和數據

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In 2022, Shoucheng Holdings continues to adopt certain requirements under the sustainable development goals of the United Nation (“SDGs”) into its ESG management. Considering the actual situation, the Group selected 4 SDGs that match with the Company’s mission, and by aligning to such SDGs with the Group’s strategic plans for sustainable development, the Group endeavors to work towards these SDGs and fulfill the Group’s corporate responsibilities.

### 聯合國可持續發展目標

2022年，首程控股繼續將聯合國可持續發展目標(「SDGs」)中的部分要求融入到ESG管理工作。結合實際情況，本集團篩選了4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。

Implement carbon neutrality strategies and promote the construction of PV system and innovative use of renewable energy, in order to slow down climate change  
 推動落實碳中和戰略及推進光伏系統建設和可再生能源的應用創新，減緩氣候變化

Strive to facilitate economic and social development in transitioning towards a green model and contribute to sustainable development  
 致力於服務經濟社會發展全面綠色轉型，為可持續發展做出貢獻

Further support and promote education development in poor regions and provide quality education  
 繼續扶助及推動窮地區教育發展，提供優質教育

Promote gender equality in recruitment policy to encourage diversity in work environment  
 推行性別平等的招聘政策，於工作環境促進多元文化



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### STAKEHOLDERS' ENGAGEMENT

The Group places high emphasis on the demand of stakeholders, and has established a comprehensive, multi-channel and regular communication system. Through active and efficient communication with stakeholders, we can strengthen our relations, identify all stakeholders, understand the expectations and demands of such stakeholders and address them accordingly. We will then reflect such demands on the goals and initiatives for our social responsibilities, promote better responsibility fulfillment among the Group and strive to create a win-win situation. 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

本集團高度關注持份者訴求，建立全方位、多渠道、常態化的溝通體系，通過積極有效的溝通方式與持份者增進聯繫，主動識別各持份者，深入了解和回應持份者的期望和訴求，並將相關訴求轉化為社會責任目標和行動，促進集團履責能力有效提升，致力於實現各方共贏。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理機制。本集團深刻理解並重視持份者的需求和期望，以不同溝通渠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渠道及期望如下：

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Stakeholders 持份者	Communication channels 溝通渠道	Major expectations and concerns 主要期望和關注點
<p>The government and regulatory authorities 政府和監管機構</p> 	<ul style="list-style-type: none"> <li>Compliance with local laws and regulations 遵守當地法律法規的監管</li> <li>Regular reporting and payment of taxes 常規報告和支付稅款</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with laws and regulations 遵守法律法規</li> <li>Anti-corruption policies 反腐敗政策</li> <li>Occupational health and safety 職業健康與安全</li> <li>Development and training 發展與培訓</li> </ul>
<p>Shareholders 股東</p> 	<ul style="list-style-type: none"> <li>Financial reports 財務報告</li> <li>Company announcements 企業公告</li> <li>General meetings 股東大會</li> <li>Official website of the Group 集團官方網站</li> <li>Press releases of financial results 業績發佈會</li> <li>Press conferences 媒體見面會</li> </ul>	<ul style="list-style-type: none"> <li>Investment returns 投資回報</li> <li>Corporate governance 企業管治</li> <li>Business compliance 業務合規</li> </ul>
<p>Employees 僱員</p> 	<ul style="list-style-type: none"> <li>Employee performance appraisals 僱員表現評估</li> <li>Meetings and trainings 會議和培訓</li> <li>Symposiums 專題討論會</li> <li>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</li> <li>Staff meetings 員工大會</li> <li>Expansion activities 拓展活動</li> </ul>	<ul style="list-style-type: none"> <li>Career development 職業發展</li> <li>Employees' remuneration and benefits 僱員的薪酬和福利</li> <li>Training and learning opportunities 培訓學習機會</li> <li>Healthy and safe working environment 健康安全的工作環境</li> </ul>

# Environmental, Social and Governance Report

## 環境、社會及管治報告

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



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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。

#### 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。

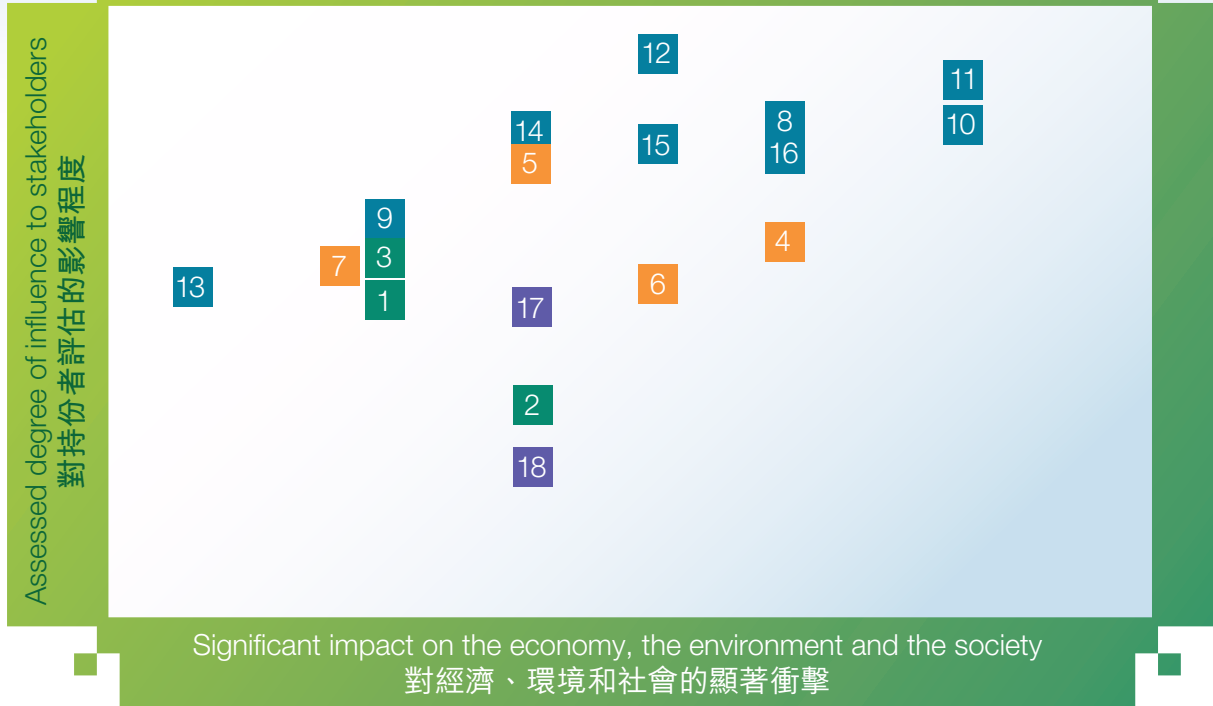
Results of the materiality assessment are analysed in the form of a materiality matrix. Material issues identified and stakeholders' concerns are discussed with the management. Protection of customer information and privacy is a material issue that is of utmost concern to the Group, while infrastructure and real estate safety management is a close second. 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.

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客戶信息和隱私保護，其次為基礎設施不動產安全管理。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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The Group's Materiality Matrix in FY2022  
本集團於2022財政年度之重要性評估矩陣圖



■ Environmental Protection 環境保護
 ■ Caring for Employees 員工關愛
 ■ Operational Practices 營運慣例
 ■ Community Contribution 社區貢獻

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

# OPERATIONAL PRACTICES

## 營運慣例

11 永續發展  
的市鎮規劃



### Build Inclusive, Safe, Adaptable and Sustainable Cities and Communities

建設共融、安全、適應力高及可持續的城市和社區

#### GOALS 目標

Develop sustainable urban infrastructure system with high capacity, provide safe and inclusive green community area and support inclusion and sustainable development through detailed management of parking, industrial parks and green and environmentally-friendly infrastructure.

通過對停車、產業園區及綠色環保類基礎設施細緻管理，建立可負擔和可持續的城市基礎設施系統，提供安全和共融的綠色公共空間，支持共融和可持續發展。

#### Actions taken/achievements

##### 已採取的行動／成就

- ✓ In the parking asset management industry, Shoucheng is the undisputed leader. For municipal infrastructure projects, our carpark project in Gaoshengqiao, Chengdu, became the “Five Most” in Chengdu, addressing the needs of different types of users.  
在停車資產管理行業，首程已經成為當之無愧的龍頭企業，在市政配套類項目中，成都高升橋驛站項目站更成為成都市的「五最」，以滿足各類使用者需求。
- ✓ We created the first “Digital & Intelligent P+R” management platform for public transportation and indoor navigation system, SONIC MAP, promoting green transportation in the capital through digital means.  
打造業內首個公共出行「數智P+R」管理平台和室內導航系統—「驛圖」，數位化推進首都綠色出行發展。
- ✓ Chang’an Mills in Shougang Park provides Beijing citizens with a destination for micro holidays within the city recording a footfall of close to 2,000,000 since its launch on 18 June 2022.  
首鋼園•六工匯為北京市民提供了一處「城市微度假」的目的地，自2022年6月18日開業以來客流量合計近200萬人次。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The Group principally engaged in the infrastructure asset management business. Due to rapid urbanization in China, the Group officially underwent business transformation in 2017, with an aim to fully expand its urban integrated service business. Seizing the great opportunities from industrial cycles and technological evolution, as well as historical development opportunities of REITs, Shoucheng Holdings successfully retooled its business and expanded through business retooling, expansion and innovation. It has currently expanded into the carpark assets, industrial parks, green and environmental protection and other types of infrastructure, and will continue to create grid-style assets with long-term value and new infrastructure built for the future.

### PARKING ASSET MANAGEMENT

Through three business sectors and four models, our parking asset management business 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.

### THREE BUSINESS SECTORS



Transportation hubs  
交通樞紐



Municipal infrastructure  
市政配套



Commercial ancillary facilities  
商業配套

### FOUR MODELS



Franchising/BOT  
特許經營/BOT



Long-term lease  
長期租賃



Cloud trusteeship  
雲託管



Property holding  
產權持有

本集團聚焦基礎設施資產管理業務。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。首程控股借助行業周期與技術變革時代良機，把握REITs的發展歷史性機遇，通過業務重塑、開拓發展與銳意創新，成功實現企業業務重塑和開拓發展。目前已擴展至停車資產、產業園區及綠色環保等基礎設施領域，將持續打造具有長期價值的網格化資產，形成面向未來的新基建。

### 停車資產管理

停車資管業務透過三種業態、四種模式，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。

### 三種業態

### 四種模式

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Business Model 業態類型	Product Model 產品模式	Major Projects 重點專案
Transportation hubs 交通樞紐	Long-term lease 長期租賃	Airport carparks: ten airport carpark projects, including Beijing Daxing and Capital (long-term lease), Xi'an Xianyang (long-term lease) and Zhangjiakou (long-term lease); high-speed railway carparks: Beijing Railway Station (long-term lease) and Wuxi East Railway Station (long-term lease); 機場停車樓：北京大興及首都(長期租賃)、西安咸陽(長期租賃)、張家口(長期租賃)等十個機場的停車樓專案；高鐵路停車樓：北京站(長期租賃)、無錫東站(長期租賃)等；
Municipal infrastructures 市政配套	Long-term lease, BOT 長期租賃、BOT	Hospital carpark projects: China-Japan Friendship Hospital (new/modified BOT); roadside carpark projects: Baoding roadside project (long-term lease); public infrastructure: public carpark in Xidong Business District (long-term lease), carpark in Gailanxi Square, Chengdu (long-term lease), carpark in Yudu Old Town, Chongqing (long-term lease) and project in Xinghai Road, Nanjing (long-term lease); others: project in Wohu Bridge, Beijing (new/modified BOT); carpark project in Gaoshengqiao, Chengdu (new/modified BOT), carpark project in Bailuzhou, Nanjing (new/modified BOT) and carpark project in Xuguangli, Nanjing (new/modified BOT); 醫院類停車專案：中日友好醫院(新建／改建BOT)等；路側類停車專案：保定市路側專案(長期租賃)等；公建配套：錫東商務區公共停車場(長期租賃)、成都溉瀾溪廣場停車場(長期租賃)、重慶義渡古鎮停車場(長期租賃)、南京星海路專案(長期租賃)；其他：北京臥虎橋專案(新建／改建BOT)、成都高升橋驛站專案(新建／改建BOT)、南京白鷺洲停車場專案(新建／改建BOT)、南京旭光里停車場專案等(新建／改建BOT)；

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Business Model 業態類型	Product Model 產品模式	Major Projects 重點專案
Commerical infrastructures 商辦配套	Long-term lease, property holding 長期租賃、產權持有	Carpark in New World Centre, Beijing (long-term lease), carpark in Electronic Zone (long-term lease), carpark in Moon River Leisure Town (long-term lease); carpark in Western Zhigu, Chengdu (long-term lease), carpark project in Chongqing Longfor Paradise Walk Phase III (property holding); carpark project in Zone BC, Guangzhou Vanke Cloud City Phases 1 and 2 (long-term lease) and carpark project in Zone B and C of Vanke Centre Stage, Foshan (property holding). 北京新世界中心停車場(長期租賃)、電子城停車場(長期租賃)、月亮河休閒小鎮停車場(長期租賃)等；成都西部智谷停車場(長期租賃)、重慶龍湖時代天街三期停車場專案(產權持有)等；廣州萬科雲城一期、二期BC區停車場專案(長期租賃)、佛山金域中央B、C區停車場專案(產權持有)等。

### Project in Lianhua Village, Jianye District, Nanjing

南京市建鄴區蓮花村項目



We are fully responsible for the construction and quality control of the project, while also monitor the construction process and introduce parking management system and multiple businesses to raise operation efficiency. 全面負責專案建設和質量監控，把控工程建設，引入停車管理系統，引入多業態提供經營效率。

#### AFTER RENOVATION 場庫改造後

Key Indicators 關鍵指標	After renovation 改造後
Parking space 停車位	The original land is a wasteland on the edge of the city. After construction, the number of parking spaces increased by 250. 原地塊為城市邊角料荒地，建成後停車位數量增加250個
Parking system 停車系統	Introduced SONIC system 引入速聯客系統
Entrance 出入口	Simultaneous entry and exit of one vehicle 一進一出
Congestion 堵車時長	Vehicle and parking space ratio in the area is 1:0.39. Roads in the surrounding area have serious illegal parking problem. Since the launch of the carpark, the traffic on Lianchi Road, Jianye District is largely improved. 片區內車位配比1:0.39，周邊路段違停嚴重，場庫開始運營後，改善了建鄴區蓮花池路的交通情況。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### INDUSTRIAL PARK ASSETS

For industrial park assets, we introduce new services, consumption and technology and integrate them into various aspects of industry to facilitate the renovation of Shougang Park. Chang'an Mills in Shougang Park was originally an old industrial park under Shougang. The project constitutes 11 individual buildings, 11 individual flagship commercial buildings and one shopping mall, and is a low density area featuring modern innovative office space, compound commercial and multi-functional activity center and green public space. Construction for the international talent community in land 036 has officially begun during the reporting period. The project composes of five buildings enclosing the area, with a gross floor area of 20.06m<sup>2</sup>. It fully utilizes the intact industrial facilities left to create a new Shougang international innovative community, and will become a settlement for international talents, testbed for talent policies, demonstration area for innovative entrepreneurship and benchmark for residential and commercial usage.

### 產業園區資產

在產業園區資產方面，通過嫁接新服務、新消費、新科技，產業多維度融合助力百年首鋼園改造，首鋼園•六工匯項目以首鋼老工業園區為底色，打造由11棟獨棟產業、11棟獨棟旗艦商業和一座購物廣場組成的集低密度的現代創意辦公空間、複合式商業、多功能活動中心和綠色公共空間於一體的城市生活空間。國際人才社區036地塊項目已於本報告期內正式開工建設，項目由5棟建築圍合式設計，總建築面積20.06平方米，充分利用保留完整的工業遺存風貌，打造新首鋼•國際創新產城社區，成為「國際人才聚集區、人才政策試驗區、創新創業示範區、宜居宜業典範區」。

### Urban Renewal in Shougang Park

首鋼園城市更新項目



#### THE LARGEST URBAN RENEWAL PROJECT IN THE WORLD AND THE ONLY LARGE-SCALE CONTINUOUS DEVELOPMENT ZONE IN BEIJING

世界最大的在建城市更新項目  
北京唯一大規模連片開發區域

Total construction area of over 總建築面積超	Site area of 佔地	Co-development of the neighborhood 周邊協作發展
6 million m <sup>2</sup> 600萬m <sup>2</sup>	8.63km <sup>2</sup> 8.63平方公里	22.3km <sup>2</sup> 22.3平方公里

➤ We introduce new services, consumption and technology and integrate them into various aspects of industry. This facilitates the renovation of Shougang Park and becomes the urban renewal benchmark for international cities.  
嫁接新服務、新消費、新科技，產業多維度融合助力百年首鋼園改造，打造國際化城市復興標杆。

➤ Most of our customers are from first-tier and high second-tier cities, with developed area of over 700,000 m<sup>2</sup>.  
我們的客戶絕大多數位於一線及強二線城市，已開發麵積近70萬平方米。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### GREEN AND ENVIRONMENTAL PROTECTION ASSETS

For green and environmental protection assets, the Company jointly launched the first green infrastructure development fund in China with China Life Insurance. During the reporting period, we strived to secure assets with potential in the green and environmental protection sector, with a focus on sewage treatment, waste disposal and other projects related to livelihood. Meanwhile, the Collaborative Service Shougang Green Energy REIT Project contributed Shoucheng's strength in improving the disposal efficiency of urban domestic waste and the sustainable development of the community.

### 綠色環保資產

在綠色環保資產方面，公司聯合中國人壽共同發起設立國內首支綠色基礎設施發展基金，在報告期內著力錨定綠色環保領域潛力資產，重點關注污水處理及垃圾處理等民生屬性較強的項目類別。同時協同服務首鋼綠能REIT項目，發揮首程力量提升城市生活垃圾處理效率，為社區可持續發展做出貢獻。

### Collaborative Service Shougang Green Energy REIT Project

協同服務首鋼綠能REIT項目



➤ We conduct regular communication and sharing on the technical difficulties of important equipment and technology, and introduce authoritative technical bodies for comprehensive evaluation  
重要設備技術疑難問題定期分析交流，引入權威技術機構全方位評估

#### OPERATION INDICATORS EXCEEDED EXPECTATION IN 2022 2022年經營指標超預期

Operation Indicators 經營指標	As compared with expectation 較預算漲幅
Revenue 收入	8.6%
Disposal of domestic waste 生活垃圾處理量	5.8%
On-grid electricity consumption 上網電量	8.8%
Food waste transportation 廚餘垃圾收運量	3.1%
Food waste disposal 廚餘垃圾處置量	10.9%



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### COMPREHENSIVE GREEN TRANSFORMATION – INTELLIGENT TRANSPORT HUB

The world is becoming increasingly urbanized. Since 2007, over half of the world's population has moved to cities, and it is estimated that such ratio will increase to 60% by 2030. Rapid urbanization will lead to more and more problems, such as the lack of or overload of infrastructure and services like roads and transportation, worsen air pollution and unplanned expansion of cities.

The Group is progressing towards smart technology to achieve smart, unmanned management. By making use of IoTs in carparks, new energy and time sharing, replacing on-site staff with remote operation center and city-wide parking statistics, we can facilitate the improvement of static traffic and parking resources in cities.

Through constructing smart carparks, the Group aims to provide easy-to-use and sustainable transport system and reduce greenhouse gas emission during parking, while at the same time places emphasis on safety management in carparks to ensure the safe use of carparks by drivers and pedestrians. The Group also improves its roadside parking management, such as timely removal of automobiles that occupy roadside parking space for a long time, so as to maintain traffic safety.

### 發展全面綠色轉型 — 智慧交通樞紐

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。

本集團正向智能化階段邁進，實現智能化無人化管理。透過停車場物聯網、新能源與分時共用集成、遠程運營中心替代駐場人員、通過城市級停車數據，支撐靜態交通和城市停車資源優化。

通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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### SMART OPERATION AND MANAGEMENT OF PARKING RESOURCES

The Group developed the SONIC parking operation and management system. SONIC parking operation and management system is the first domestic online parking smart platform developed with the perspective of asset operation and management in mind. Through obtaining and utilizing real-time, accurate travel data and visual data of vehicles, parking spaces and roads, it can significantly improve the operation and management efficiency of a company, transforming the original “carpark” level operation and management to “parking space” level digital smart operation model. 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. During the reporting period, E Park Technology was jointly recognized as an Advanced and New Technology Enterprise by the Municipal Science & Technology Commission, Finance Bureau and Tax Bureau of Beijing.

### 停車資產智慧化運營管理

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，企業的經營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。「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。於報告期內，[驛停車科技]獲取北京市科委、財政局、稅務局聯合認證頒佈「高新技術企業認證」。

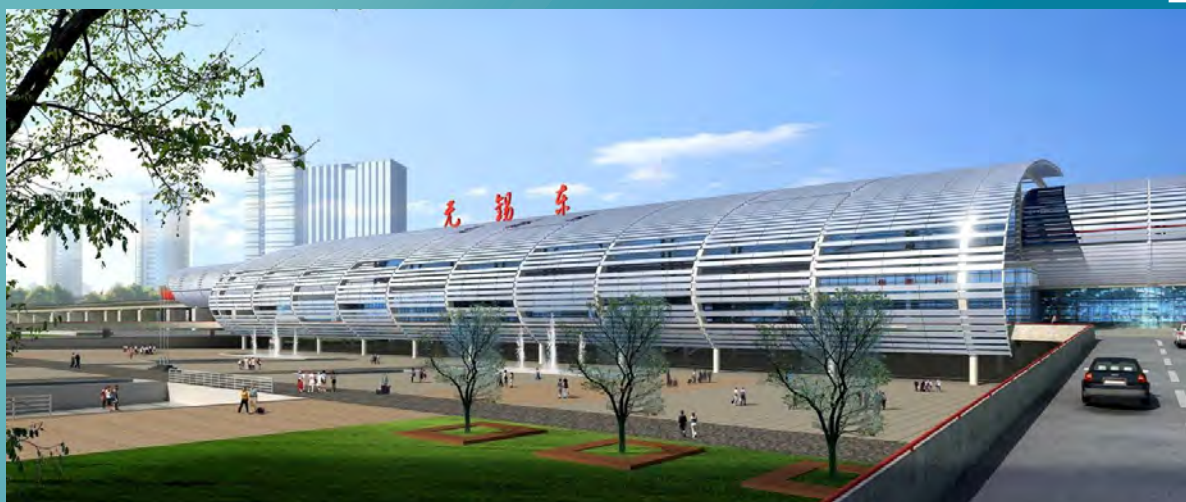


# Environmental, Social and Governance Report

## 環境、社會及管治報告

### SONIC-WUXI EAST RAILWAY STATION

#### 速驛客 — 無錫東站



As the landmark of Xidong New Town, Wuxi East Railway Station is one of the most important transport hubs in Jiangsu with heavy traffic and daily passenger flow, as well as a complex traffic landscape. Therefore, E Park, a company under Shoucheng Holdings, made smart renovation to the carpark of Wuxi East Railway Station to allow for more reasonable planning of parking space. By introducing the self-developed SONIC smart parking system, we provide individual users with parking space searching system, indoor navigation, online shops, pre-book parking and other services. By analyzing big-data, we can analyze parking space in real time to provide instant, dynamic management for vehicles. Moreover, the Company also further improved the payment management system of the carpark, providing multiple payment methods that support various offline and online payment channels. Not only could this bring convenience to citizens, but could also effectively enhance the operational efficiency of the carpark.

無錫東站作為錫東新城標誌性建築，是江蘇省內重要的交通樞紐之一，人流往來密集，日客流量較大，交通形態複雜。因此，首程控股驛停車對新簽約的無錫東站的停車場進行智慧化改造，從而能更合理地規劃停車空間；引入自主研發的「速驛客」智慧停車系統，為個人使用者提供車輛反尋、室內導航、線上商城、預約停車等服務。透過大數據分析，可通過即時分析車位停泊情況，為車輛提供即時動態管理。此外，公司還將進一步完善停車收費管理系統，提供多元化的支付方式，支援各種線上線下支付。在為市民增加便利的同時，又能有效提高停車場營運效率。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Shoucheng Holdings also conducted smart innovation in Beijing Railway Station, Tangshan Railway Station, and multiple high-speed railway stations along Beijing-Zhangjiakou Railway, Beijing-Harbin Railway and Beijing-Xiong'an Railway, covering the railway services in the Beijing-Tianjin-Hebei Region. Thanks to its rich professional parking management experience, not only would the Group facilitate the smart parking management in more high-speed railway stations in the future, but could hopefully use Wuxi East Railway Station as a center to further serve other areas in Wuxi, or even covering carpark management in the entire Jiangsu Province. Leveraged on the technological strengths of our car parking solution, this can allow smooth parking for drivers, smooth management and operation of carparks, and promote the development of an inclusive, safe and sustainable city.

首程控股的智慧化改造還包括北京站、唐山火車站、京張鐵路、京哈鐵路、京雄鐵路沿線等多個高鐵站，可稱之為覆蓋了「軌道上的京津冀」。憑藉豐富專業的停車管理經驗，本集團未來不僅將持續助力更多高鐵站進行智慧停車管理，更有望以無錫東站為中心點，進一步服務無錫市其他區域，甚至覆蓋整個江蘇省的停車場管理。通過貫徹「科技賦能的停車方案」，讓車主停車順暢，讓車場管理運營流暢，助力發展包容、安全和可持續的城市生活空間。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### SONIC-CHENGDU BOT SMART MULTI-STOREY CARPARK

#### 驛停車 — 成都BOT智慧停車樓



Through the BOT model, Shoucheng Holdings successfully increased the number of parking spaces in Wuhou District, Chengdu (1 Gaoshengqiao North Street) from the original 42 to 393, which largely alleviated the lack of parking space within the industry park and the nearby old town area.

首程控股通過BOT模式將成都市武侯區(高升橋北街一號)原有車位僅42個增至393個，大大緩解了園區及周邊老舊社區的停車壓力。

Gaoshengqiao Carpark of Shoucheng Holdings also became the "Five Best" in Chengdu, serving the needs of various users.

首程控股高升橋驛站更成為成都市的「五最」，以滿足各類使用者需求。



### GREEN TRAVEL – “DIGITAL & INTELLIGENT P+R”

#### 綠色出行發展 – 「數智P + R」



The Group is determined to manage parking from the travelling and city traffic management perspective, and to review the position of intellegent parking in terms of public transportation. Shoucheng Holdings' Sonic Parking Technology works hand in hand with Beijing Jingtou Investment Co, Ltd. (北京京投投資有限公司) to carry out intelligent reform of a total of 3,050 parking spaces across 20 subway auxiliary parking lot in Beijing and create the first “Digital & Intelligent P+R” management platform for public transportation. With the application of innovative technologies, we materialize easy switching of private and public transport and strengthen the structural capacity of public transport sector to ease transportation peak, as well as to promote digitalized green travelling in the capital.

本集團篤定站在出行瞰停車，從城市交通治理的全域出發，審視智慧停車在公共出行服務領域的價值定位。首程控股旗下驛停車科技與北京京投投資有限公司合作，對北京市20個地鐵配套停車場，共計3,050個停車位進行智慧化改造，打造業內首個公共出行「數智P+R」管理平台。通過創新科技應用，實現私乘出行向公共出行的便捷轉換，增強公共交通板塊疏解高峰出行壓力的結構性功能，數位化推進首都綠色出行發展。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

P+R (Park and Ride), is a whole-process unmanned intelligent service which connects the city public transport system to generate “one code access” (一碼通兌) for all railway and public transport record, providing the general public with diversified transportation options. Such digital enhancement create a siphon effect for the private traffic which in turns promote green travelling. In order to ensure “DIGITAL & INTELLIGENT P+R” could enhance the effectiveness of capital intelligent travel, Shoucheng Holdings leverages on its technological advantage to build a new model of digital city travel via **digitalized interest determination, intelligent parking service** and **centralized operation management**. Such model possesses the functions of travelling services, operation management and transportation management. **Digitalized interest determination** resolves issue such as low efficiency, misjudge and malfeasance; boosts service efficiency while ensuring target users are benefited. Through intelligent reform and the function of “AI digital space management” that covers all aspects of “people, vehicles, parking lot”, we provide an unmanned **intelligent parking service**, enhance the safety of parked vehicles and boost the turnover rate of the parking lots. **Centralized operation management**, through connecting the information sector of the 20 P+R parking lots and centralized analysis of such data, systematic operation management is achieved, which in turn provide digital support for the city transport management.

Looking forward, Shoucheng Holdings will promote more smart and digital management solutions for urban transportation through repeated algorithm of intelligent parking products such as airport, railway and bus stops, innovative parking services as well as advanced technology models.

P+R, Park and Ride, 全流程無人化智慧服務通過與城市公共交通系統的數位貫通，軌交、公交乘用記錄「一碼通兌」，為市民提供更多元的公共出行選擇，數位化提升模式對私乘流量的虹吸效能，促進城市綠色出行。為保障[數智P+R]能夠有效賦能首都智慧出行，首程控股發揮科技優勢，以**數字化權益判定、智慧化停車服務和集團化運營管理**，打造集出行服務、運營管理、交通治理於一體的城市出行數智化新模式。**數字化權益判定**解決了人工模式低效、誤判、瀆職等問題，提升服務效率的同時確保政策惠及目標使用者。通過智慧化改造，以「人、車、場」全覆蓋的「AI數字化空間管理」功能，提供無人值守的**智慧化停車服務**體驗，提升車輛停放的安全系數，提高出行轉換效率。**集團化運營管理**，通過對20座P+R停車場進行資訊化島鏈建設，數據統一匯總分析，實現停車資產規模化運營管理，為城市交通出行治理決策提供數字支援。

展望未來，首程控股將繼續通過對機場、鐵路、公交場站等智慧停車產品的打磨反覆運算，突破停車服務邊際，創新科技賦能模式，推進更多城市交通出行的數智化治理。

### NEW TRAVEL ECOLOGY – SONIC ONLINE SHOP

#### 出行服務新生態 – [速驛客線上商城]



Since its establishment, the Group has been breaking through the glass ceiling of the industry by way of digitalization. The Group strives to create a diverse service ecology based on intelligent city travel, carry out industry development reform and provide assistance in the digitalization of city transport.

SONIC is an intelligent parking technology platform which launched the SONIC online shop for registered car owners and staff of Shoucheng. The platform covers over 10 areas, offers over 100 subcategories, 1,000 renowned international and local brands and 100,000 selected products. The online shop focuses on areas such as travelling and lifestyle services. The “Golden Horseshoe” (馬蹄金) membership scheme connects offline parking with online digital spending, clients collect “Golden Horseshoe points” by parking which could then be used as credits for new value-added services such as online shopping and new energy recharge.

The Group offers innovative and diversified value-added services and takes lead in the development of intelligent travel ecology.

自成立以來，本集團一直努力以數位化方式不斷挑戰和刷新行業服務的邊際，致力於打造基於城市智慧出行的多元化服務生態，革新行業發展模式，助力城市交通出行的數智化進程。

[驛停車]智慧停車服務科技平台，為註冊車主用戶和首程員工福利推出[速驛客線上商城]，囊括超過10個生活領域，100個細分品類，1000家國內外知名品牌，10萬種以上精選商品。商城聚焦出行服務、生活服務等消費領域，以[馬蹄金(會員積分)]作為聯通線下停車與線上數位消費的價值紐帶，客戶通過停車消費，累積[馬蹄金]，用於商城購物、新能源充電等增值創新服務的支付抵扣。

本集團提供多元增值創新服務、引領智慧出行服務生態的發展。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### GPS SYSTEM INSIDE OF THE BEIJING DAXING INTERNATIONAL AIRPORT – “SONIC MAP”

#### 北京大興國際機場停車樓室內導航系統 – 「驛圖」



The Group strives to provide a convenient and cozy parking environment at the airport for our customers and enhance the personalized services at the Beijing Daxing International Airport. On 8 April 2022, the Group launched the first indoor GPS system in the PRC – “SONIC MAP”.

“SONIC MAP” is the first 3D indoor GPS system in the PRC that provides precise location information inside the airport parking lot. It consolidates position technologies such as iBeacon bluetooth positioning and LoRa positioning, via cloud and big data algorithm, to provide various functions such as precise positioning, real-time parking space searching, parking space GPS and advance payment. It also comes with auxiliary functions such as audio instruction and positing sharing. Such system boosts the efficiency of airport parking management, save travelers’ time in parking space search and make the entire parking experience more efficient.

The SONIC parking brand of Shoucheng Holdings have been applied to 12 airport parking management projects in the PRC. We spare no effort in providing safe and convenient travel experience for various travelers and enhance operational and social inclusiveness.

本集團一直致力於為客戶打造便捷及舒適的機場停車環境，為進一步提升北京大興機場的人性化服務質量，本集團於二零二二年四月八日增添國內首個室內導航系統—「驛圖」。

「驛圖」是國內首個適用於機場停車場的手機端立體介面精準導航系統。它集成了iBeacon藍牙定位和LoRa定位等技術，通過雲計算和大數據應用演算法，在手機端為旅客提供精準定位、實時尋車、泊位引導、提前繳費等服務，並配合全程語音播報，支援位置分享等功能。為機場停車管理效率提升，旅客節省找車位時間，讓停車變得更為便捷高效。

首程控股旗下驛停車品牌「驛停車」已在國內運營管理了12個機場停車專案，不遺餘力的幫助各類旅客安全及便利的出行，促進提升運營及社會的包容性。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### INFRASTRUCTURE 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, 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 carparks.

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 carparks 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 carparks. 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 carparks at all levels.

### 基礎設施安全管理

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管理制定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，鑑於此，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。

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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”, and “Anti-terrorism and anti-riot 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.

### INFRASTRUCTURE 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 car parks. Fire safety personnel are responsible for understanding the fire safety levels in their respective departments, assisting firefighters during fire safety inspections, and inspecting car parks 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.

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》、《反恐防暴應急預案》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。

### 基礎設施消防安全管理

為應付突發火災，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，確保員工通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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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 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. During the reporting period, the Group obtained three ISO certifications (QES certification): quality management system (ISO9001), environmental management system (ISO14001) and occupational health and safety (ISO45001).

### 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。於報告期內，本集團獲取3項ISO體系認證(QES認證)：品質管理體系(ISO9001)、環境管理體系(ISO14001)、職業健康安全管理体系(ISO45001)



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### CUSTOMER SERVICES

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 customers' 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:



### 客戶服務

本集團設有適當之渠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渠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，本集團已設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：

### CONVENIENCE SERVICES IN THE CARPARK OF CAPITAL AIRPORT

#### 首都機場停車樓便民服務



The Group inherited to the culture of hub and adhered to the philosophy of Shoucheng, strived to become the most innovative intelligent parking operator, providing our customers with the warmest services in the carparks.

For the Capital Airport, Shoucheng Holdings' self-developed SONIC platform was launched in September 2022 to resolve the issue of difficulty in finding a ride and unorganized management. In November 2022, Shoucheng Holdings and DiDi together created an online booking waiting area in the Capital Airport (west wing, Zone H, B2 Floor, T3 Car Park). The waiting area is equipped with restrooms, vending machines, charging station, sofa and waste sorting garbage bins to enhance client satisfaction and offer a better experience.

本集團傳承驛站文化，秉承首程精神，致力於打造中國最具創新精神的智慧停車運營公司，讓客戶在車場內的每一個角落都能享受到最貼心的服務。

以首都機場為例，為解決旅客找車難、管理亂放等問題，首程控股驛停車自主研發的速驛客叫車管理平台正式於二零二二年九月上線。同年11月聯合滴滴出行，在首都機場T3停車樓B2層H區西側打造了網約候車區。更在該區域增設衛生間、自助售賣機、充電介面、休息座椅、分類垃圾桶等服務設施以提升客戶滿意度，豐富客戶體驗。

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In order to ensure the health and safety of elderly and kids, the Group has put up safety and pandemic prevention materials such as safety signs, bumper, water-free hand soap and sanitizer in all platforms and resting areas, and has assigned dedicated staff to perform sanitization at least four times a day to protect travelers of all ages.

In addition, Shoucheng Holdings' SONIC parking offers considerate "housekeeping" services in the carpark building of Daxing Airport to cater various demand of each traveler. "Housekeepers" in red vest have accumulated served over 106,000 travelers and provide assistance to thousands of travelers with special needs and elderly. Such services fill the Daxing Airport with love and care and received recognition from the general public.

為進一步提升老人和小孩的安全與健康，本集團在候車台、休息座椅上均設有安全警示標識、防撞條、免洗洗手液、消毒液等防護安全和防疫物品，並保證由專人每天進行至少四次消殺以照顧不同年齡層的旅客。

此外，為滿足每一位旅客出行多樣化需求，首程控股驛停車在大興機場停車樓內推出了貼心的「樓層管家」服務。穿上紅馬甲的「樓層管家」工作人員已累計服務旅客10.6萬餘人次，為上千位特殊旅客及老年旅客提供暖心幫扶，溫暖了大興機場更得到了社會的一致好評。



Display wall in Daxing Airport  
大興機場內的展宣牆

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Shoucheng Holdings' SONIC parking has established an information counter in the middle of the carpark, which provides various services including enquiry, direction, parking space booking, baggage handling, free wheelchair, convenient medical kit, "treasure box". In order to offer a care-free travelling experience for all drivers, we also provide different car services such as branded recharge area, 24 hours nucleic acid amplification tests, car charging, tire inflation and replacement and car covers. The Group spares no effort in helping passengers of all kinds to travel safely and conveniently, thereby bringing the carpark closer to its customers and enhancing satisfaction.

首程控股驛停車還在停車樓中央服務區內設有問訊台，提供信息諮詢、場內指引、車位預約、行李搬運、免費輪椅、便民藥箱、愛心「百寶箱」等服務。同時為保障廣大車主出行無憂，增設品牌充電專區、24小時核酸檢測點、24小時服務熱線、汽車搭電、輪胎更換充氣、車衣等汽車服務。本集團不遺餘力的幫助各類旅客安全及便利的出行，從而拉近與客戶關係，提升客戶滿意度。



**Housekeepers**  
樓層管家



**"Treasure box"**  
愛心「百寶箱」



**Free wheelchair**  
免費輪椅



**Enquiry**  
問訊台



**Baggage handling**  
行李搬運



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### INDUSTRIAL PARK ASSETS

For industrial park assets management, the Group continues to cultivate the “Fund + Base + Industry” business model. The Group adheres to the philosophy of consistency and the six core values of “prolong historical memories, promote creativity with an industrial atmosphere, create a multidimensional space in the industrial park, establish a sustainable and people-oriented module office, maximize the commercial and landscape value, develop green building and intelligent architecture” and applies to each project accordingly. For the newly published 2022 Beijing top 100 recommended hotspot complied by internet celebrities, Xinshougang Bridge, Liaocang Immersive Digital Art Centre, Chang’an Mills, Quanmin Changdu Bookstore (Shougang Park), Beijing Shougang Park Shangri-La Hotel successfully made it to the recommendation list, making the most number of Shougang cultural tourism brands (elements) on the hotspot recommendation list complied by Beijing internet celebrities, which in turn assisted in the sustainable development of city planning.

### 產業園區資產

產業園區資產管理方面，本集團秉持「基金+基地+產業」的模式，持續深耕。本集團將貫穿統一的設計理念，堅守「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」等六大設計核心價值點，為各類專案充分賦能。在新發佈的2022北京新晉網紅打卡地推薦榜單(100個)中，新首鋼大橋、瞭倉沉浸式數字藝術中心、六工匯、全民暢讀藝術書店(首鋼園店)、北京首鋼園香格里拉酒店成功入選，創下了近年來首鋼文旅品牌(元素)入選北京網紅打卡地榜單的數量之最，助力可持續發展的城市規劃。



Beijing top 100 recommended hotspot complied  
北京新晉網紅打卡地推薦榜



Xinshougang Bridge  
新首鋼大橋



Quanmin Changdu Bookstore  
全民暢讀藝術書店



Liaocang Immersive Digital Art Centre  
瞭倉沉浸式數字藝術中心



Chang'an Mills  
六工匯



Beijing Shougang Park Shangri-La Hotel  
北京首鋼園香格里拉酒店

### CHANG'AN MILLS IN SHOUGANG PARK

首鋼園 • 六工匯



The Chang'an Mills in Shougang Park is an integral part of the industrial park. It is located in the core area of North wing of Shougang Park, with a total site area of 224,000 m<sup>2</sup>. It is interconnected by six lands, comprised of 11 separate buildings, 11 commercial flagships and one shopping center. The Chang'an Mills in Shougang Park has become a hot commercial complex that combines the characteristics of family friendly, fine dining and advanced technology. It offers both indoor and outdoor activities with a combination of "experience + exhibition + dining" and becomes the new hotspot for spending and "social media showcase" in western Beijing.

A series of cultural tourism events were launched during the national day holiday, involving popular natural science and ancient ball. Various social activities were held for different target audience, which attracted dozens of trendy brands and provided a "city getaway" for Beijing citizens, with a footfall of over 2,000,000 since the launch of Chang'an Mills on 18 June 2022.

首鋼園•六工匯是首鋼園的重要組成部分，位於首鋼園北區核心位置，總建築面積達22.4萬平方米，由六幅互通的地塊組成，包括11棟獨棟產業、11棟獨棟旗艦商業和一座購物廣場。首鋼園•六工匯已形成了親子家庭、品質餐飲及高科技新能源為亮點的商業組合，室內體驗及戶外活動相結合，主打「體驗+展廳+餐飲」的綜合性消費，成為北京西部區域消費和網紅打卡新地標。

於國慶期間上新了一批包括自然藝術科普、復古舞會在內的文旅體驗專案，並面向各種消費群體組建多種社群活動，吸引了數十家潮流品牌彙聚，為北京市民提供了一處「城市微度假」的目的地。首鋼園•六工匯自2022年6月18日正式開業以來，客流量合計近200萬人次。

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### INFRASTRUCTURE ASSET MANAGEMENT BUSINESS

The Group is committed to becoming the leader of C-REITs. Through financing means such as REITs, we can efficiently obtain assets with long cycles and potential, providing customers with a full range of services on development fund investment-public REITs consulting-REITs strategic placing, allowing growth for both asset sizes under management and asset return.

During the reporting period, the Group focused on building its REITs development fund, REITs strategic placing and strategic investment business.

In terms of REITs development fund, we introduced funds with long cycle to establish the industrial development fund, which efficiently connects funds and assets. The green infrastructure development fund jointly launched with China Life Insurance has an initial size of RMB4.5 billion and a total size RMB10 billion, and was looking for sewage treatment and waste disposal related targets during the reporting period.

In terms of REITs strategic placing, we cooperated with foreign leading industrial investment institutions and financial institutions to launch the first public REITs investment US dollar fund for domestic infrastructure, Shouou China REITs Investment Fund. It has a size of US\$200 million and focuses on the empowerment and investment for parking, transportation, industrial park, green and environmental protection and other infrastructure. Through investment, the Company formed deep connection with over 60% of the initial right owners in the market and maintained strategic cooperation with them, allowing us to cover all quality base-level assets in the infrastructure sector of China.

### 基礎設施資產管理業務

本集團致力於成為C-REITs引領者，通過REITs為代表的融通手段對長周期的「潛力資產」進行高效獲取，為客戶提供從發展基金投資-公募REITs諮詢-REITs戰略配售投資的全生態鏈服務，實現資產管理規模與資產增值回報收益雙增長。

於報告期內，本集團專注於REITs發展基金搭建、REITs戰略配售投資及戰略性投資業務。

在REITs發展基金方面，引入長周期資金設立產業發展基金，高效鏈接資金和資產，聯合中國人壽共同發起設立的首期規模45億元、總規模100億元的綠色基礎設施發展基金在報告期內持續尋找污水處理及垃圾處理相關標的。

在REITs戰略配售投資方面，聯合境外頭部產業投資機構和金融機構，發起市場首支針對境內基礎設施公募REITs投資的美元基金——首歐中國REITs投資基金，基金規模2億美金，該基金重點為停車出行、產業園區和綠色環保等基礎設施領域賦能、投資。通過投資的方式，公司已與市場上60%以上的原始權益人進行了深度綁定，與原始權益人保持戰略協同，實現了中國基礎設施領域優質底層資產全覆蓋。

# Environmental, Social and Governance Report

## 環境、社會及管治報告



In terms of strategic investment, the Company became the pioneer of fund investment in new materials and completed its layout for the industrial chain of aerospace and new energy automobiles. Adhering to the investment philosophy of “large size and low frequency”, we facilitate the implementation of quality projects and cooperate with companies in the development of new infrastructure assets. Through Beijing Shouxin Jin’an Equity Investment Partnership (L.P.) (“**Shouxin Jin’an**”) managed by the general partner and executive partner of its comprehensive strategic investment fund, Beijing Shouyuan Xinneng Investment Management Co., Ltd. (“**Shouyuan Xinneng**”), Shoucheng Holdings became the sixth largest shareholder of Paikexin New Materials. Paikexin New Materials is one of the very few high and new technology domestic enterprises that can supply ring forging for aerospace and other high-end sectors. We cooperated with Shougang Fund and Shijingshan Fund Co. to establish the sci-fi industry investment fund with a size of RMB300 million. The aim is to develop a sci-fi metaverse in accordance with the digital economy development plan in the “14th Five-Year Plan”, the overall plan of Beijing and the requirement of “creating new landmark for the revitalized capital in the new era” of Shougang, while improving our asset management standard and service quality.

在戰略投資方面，公司扣響新材料基金投資期的第一槍，完成航空航天及新能源汽車產業鏈新佈局，秉持「大額、低頻」的投資理念，賦能優秀項目產業落地，協同公司新型基礎設施資產拓展。首程控股通過旗下綜合性戰略性投資基金的普通合夥人及執行事務合夥人-北京首元新能投資管理有限公司(以下簡稱「**首元新能**」)管理的北京首新金安股權投資合夥企業(以下簡稱「**首新金安**」)，成功晉升為派克新材第六大股東。派克新材是國內少數幾家可供應航空航太等高端領域環形鍛件的高新技術企業之一。聯合首鋼基金及石景山基金公司設立3億元規模的科幻產業投資基金發展科幻元宇宙產業，符合國家「十四五」數位經濟發展規劃、北京市總體規劃和新首鋼地區「打造新時代首都復興新地標」的要求，提高資產管理水準和服務品質。

# Environmental, Social and Governance Report

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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. As of 31 December 2022, the Group has registered a total of 28 trademarks for its brands, 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 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

本集團深知保護知識產權（「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。截至2022年12月31日，本集團已為旗下品牌註冊了合計28個商標，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事項。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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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 FY2022, 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.

### 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2022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。

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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. 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 FY2022, 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 the “Employee Handbook” that provides guidelines on acceptable behaviours in the course of business activities. During the reporting period, the Group provides five hours of “Compliance Limit and Ethical Conduct” training for all employees. Through cases in the two major aspects (typical crimes during project development and operation and crimes on production safety and responsibilities on major accidents), we provide guidance on the directions and approaches for employees to adhere to occupational ethics and ethical principles. Meanwhile, the legal affair department of the Group provides regular anti-corruption training for the directors and employees. During FY2022, such training mainly focused on embezzlement, bribery, commercial bribery and other commercial crimes. The training aims at eliminating all kinds of illegal behavior, 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 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.

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《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。於2022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，本集團制定《員工手冊》以規範員工在商業活動過程中的具體行為。於報告期內，本集團為全體職員工提供約5小時的《合規底線與職業操守》培訓。透過兩大方面的案例(項目拓展與運營過程中的典型犯罪行為和安全生產與重大責任事故罪行)，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。與此同時，本集團的法律事務部會定期向各董事和員工進行反貪污培訓。於2022年財政年度，主要針對職務侵佔罪、行賄罪、商業行賄罪和其他商業有關罪行進行講解。該培訓旨在杜絕所有本集團內、外人員採用欺騙等違法違規手段，謀取個人不正當利益，損害正當公司經濟利益，或謀取不當的公司經濟利益的行為。

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。通過組織員工學習《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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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.

### 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.

### 反貪污政策及舉報流程

本集團設立了暢通、透明、安全的舉報渠道以建立及維持我們的廉潔和透明文化。通過舉報制度，我們建立全方位、多渠道舉報資訊渠道，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。

### 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。



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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 and regularly reviewed and revised the relevant 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 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.

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，並定期審查和修訂相關政策，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，期望通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。

# Environmental, Social and Governance Report

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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 comply with 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，有關部門及人員會通過考察、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體系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遵守其對保護環境的承諾，一同履行這份企業責任，通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



### Promote Gender Equality in Recruitment Policy to Encourage Diversity in Work Environment

推行性別平等的招聘政策，於工作環境促進多元文化

#### GOALS 目標

Provide an equal, diversified and non-discriminated working environment through the “Shoucheng Holdings Limited Labour and Employment Policy”  
透過《首程控股有限公司勞動用工政策》，給予僱員一個平等、多元化及不歧視的工作環境。

#### Actions taken/achievements

已採取的行動／成就

- ✓ Among the twelve directors of the Group, three of which are female, accounting for 25% of all directors.  
本集團共有12名董事，其中3名董事為女性董事，佔比達25%。
- ✓ Gender diversity (female representatives) remains at a high level among listed companies in Hong Kong.  
性別多元化(女性代表)在香港上市公司中仍然保持高水平。
- ✓ The Group strives to create a working environment with no discrimination for races, gender, religions, disabilities or sexual orientation, so as to create an equal, diversified and inclusive working environment.  
本集團致力創造一個不存在種族、性別、宗教、年齡、殘疾或性取向等任何歧視的工作環境，務求提供一個平等、多元共融的工作環境。

# Environmental, Social and Governance Report

## 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.

The Group formulated the "Shoucheng Holdings Limited Labour and Employment Policy" and 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", as well as 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 FY2022, 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.

### 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。

本集團制訂了《首程控股有限公司勞動用工政策》，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》，以及香港地區《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2022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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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.

### Board Diversity

A diverse Board can provide more comprehensive ideas and viewpoints to the decision making process. The Nomination Committee under the Board is responsible for monitoring the implementation of policies and timely reviewing the structure of the Board, its policies and the process of director appointment, election and dismissal (including the short-listing and nomination process), so as to ensure that the corporate governance of Shoucheng could comply with the industrial trend and requirements. We pay close attention to diversity indicators of the senior management of the Company (employees at the general manager level and above (including directors)). As of 31 December 2022, the Group had a total of 12 directors, including executive directors, non-executive directors and independent non-executive directors, among which 3 are female directors, accounting for 25%. Our gender diversity (female representative) remains high among listed companies in Hong Kong.

### 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。

### 董事會多元化

多元化的董事會組成能為決策過程帶來更全面的思維與觀點，提升企業的管治效能。董事會旗下提名委員會負責監察政策的執行情況，並就董事會架構、政策及有關董事委任、選舉及罷免之程序(包括遴選及推薦準則)適時進行檢討，以確保首程的企業管治緊貼行業趨勢和要求。我們密切監察公司高級管理層(即：包括董事在內的總經理級別及以上人員)之多元化指標。截止2022年12月31日，本公集團共有12名董事，包括執行董事、非執行董事和獨立非執行董事，其中3名董事為女性董事，佔比達25%。性別多元化(女性代表)在香港上市公司中仍然保持高水平。

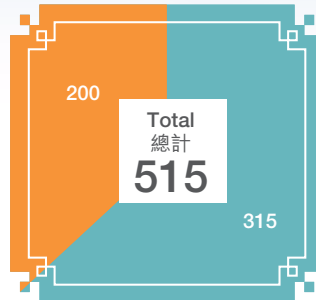
# Environmental, Social and Governance Report

## 環境、社會及管治報告

As at 31 December 2022, the Group had a total of 515 full time employees. A breakdown is as follows:

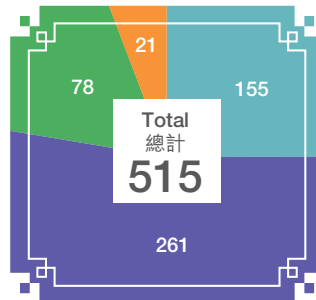
截至2022年12月31日，本集團合共有515名全職僱員，其劃分如下：

**By gender**  
按性別劃分



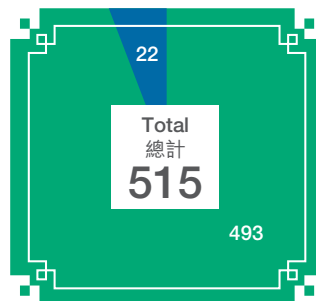
- Male  
男性
- Female  
女性

**By age group**  
按年齡組別劃分



- 30 years old or below  
30歲或以下
- 31 to 40 years old  
31-40歲
- 41 to 50 years old  
41-50歲
- Over 51 years old or above  
51歲以上

**By region**  
按地區劃分



- Mainland China  
內地
- Hong Kong  
香港

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### EMPLOYEES CONFERENCE 2022: MOVING TOWARDS THE FUTURE

#### 2022年度員工大會：下一程，向未來



On 21 April 2022, the Group held the first employees conference of Shoucheng Holdings E Park in 2022 in Beijing with its various subsidiaries featuring both on-site meeting and online streaming coverage. The meeting is centered on the summarized result of the parking business in 2021, business training and work focus of 2022, and presented a total of 20 project awards and 11 development awards, demonstrating the Company's determination to share its earnings with its employees and encouraging the team to develop with the Company.

Moreover, the responsible person for the airport segment, representative from the equity investment department, the responsible person for the Beijing subsidiary and the representative from the technological operation segment are invited to the meeting to conduct themed trainings for our various products, allowing our employees to gain experience in more projects. Through working on projects, they can utilize their experience as a base for business model innovation. During such process, the product line project department and middle and back office departments provided detailed answers for business questions raised by our employees, helping them with their problems in work in a practical manner.

本集團於2022年4月21日，在北京現場以線上直播結合的形式與各地分公司舉辦了2022年度首程控股驛停車第一次員工大會，圍繞2021年停車業務工作成果總結、業務培訓以及2022年工作要點展開。是次大會共評選出了20個專案獎和11個拓展獎，體現了公司與員工共用收益的決心，鼓勵團隊與公司共同發展。

同時，會議還邀請機場條線負責人、產權投資部代表、北京公司負責人和科技運營條線代表分別就各類產品進行主題培訓。以幫助各員工汲取更多項目經驗，在專案實踐中以經驗為基礎不斷創新業務模式。期間，產品線專案部門及中後台部門對員工提出的業務問題進行詳細回答，切實協助員工解決工作難題。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The employees conference strengthened the employees' determination to strive for fulfilling the performance goals of the Company through craftsmanship, dedication and untiring efforts.

### 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.

員工大會的召開，增強了員工以匠心守初心，踴躍奮發，篤行不怠，全力以赴確保公司業績目標達成。

### 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渠道，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。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

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 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. To effectively evaluate the work quality of employees and their aptitude to their posts, and guide employees to realize their own value, the Group established the “Daily Performance Management Plan for Employees of the Parking Segment 2022” to regulate the daily performance of employees of the parking segment of the Group.

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, in order to uphold the interests of our employees and avoid unreasonable dismissal. Details on loss of office arrangements and termination of labour contracts are set out in the “Employee Handbook”.

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。為有效評估員工的工作品質及崗位勝任力，引導員工實現自我價值，本集團設立《2022年度停車板塊員工日常績效管理方案》，以規範本集團對停車板塊員工日常績效。

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理由。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，藉此保障員工的利益及避免出現不合理的解僱。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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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 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 2022, the Group optimized its welfare strategies to provide supplementary medical insurance for the children of our employees. For the long-term development of the Group and to align the interests of employees, the Group and shareholders, the Group has adopted an equity incentive plan in order to attract, motivate and retain talents, hence establishing and improving the long-term incentive mechanism of the Group.

### 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。於2022年，本集團對福利策略進行了優化，為員工的子女們一併提供補充醫療保險。為了本集團的長遠發展，使僱員、本集團和股東的利益保持一致，本集團採納了股權激勵計劃，以吸引、激勵和留住人才，建立和完善本集團的長期激勵機制。

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In FY2022, the Group adhered to its “human-oriented” recruitment philosophy and formulated the second equity incentive scheme to tie employees’ interest with that of the Group. With market-oriented incentive mechanism and the creation of collective value, we tie high results and performance with the team. Results and performance of the Group and employees are linked to their incentive. This raises the loyalty of employees, while at the same time maximizes the organic growth and sustainability of the Company. This incentive mechanism with shared risk and revenue ensures invigorate and efficient operation.

Teams with high caliber talents and equity incentive mechanism allow the Company to continuously expand its business since 2017. Its revenue increases every year, with the 2022 annual result reaching HK\$1.600 billion and return on equity reaching 9.2%, both of which were record high, bringing high return for investors, while at the same time building a sense of belonging and pride in our employees.

### 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 to strengthen team cohesion.

During the reporting period, the union organised the “Happiness and Health in International Women’s Day” hiking event, “Chang’an Mills” sci-fi gaming competition, internal team-building and “Chang’an Mills” suggestion-and-advice – making activities, the 2nd “Chang’an Mills” Cup Staff Badminton Competition and Jin Yong Wuxia event. 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.

於2022財政年度，本集團始終堅持「以人為本」的人才理念，進一步深度綁定員工利益制定股權激勵計劃第二期。以市場化的激勵機制和塑造集體的價值觀，將高業績目標與團隊深度綁定，集團及員工業績目標的達成情況與行權實現掛鉤，提升員工忠誠度的同時最大化激發公司內驅和續航動力。風險共擔、收益共用的激勵機制，確保了集團的活力與積極高效運行。

高水準的人才隊伍建設配合股權激勵機制使公司業務規模自2017年起不斷擴大，收入水平逐年增長，2022年全年業績達16.00億港幣，淨資產收益率為9.2%，創歷史新高，為投資者帶來了豐厚的回報同時提升員工的歸屬感和自豪感。

### 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，包括組織運動會以增強團隊凝聚力。

於報告期內，工會組織舉辦了「喜迎3.8節，快樂健康行」登山活動、「六工匯」杯科幻電子競技大賽活動、內部團建暨我為六工匯建言獻策活動、第二屆「六工匯」杯羽毛球愛好者友誼賽和金庸武俠表彰活動。此外，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。

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Moreover, the Group also organized badminton clubs, yoga clubs, night running clubs, health exercise clubs and other activities to help employees relieve their work stress and maintain physical health. By organising and participating in team-building events, employees can enjoy a rich and active cultural and sport experience. Not only does this help with work, but also help employees to build a positive living attitude, cultivate a spirit of cooperation, determination and sportsmanship and achieve self-improvement.

Workers unions also provide welfare such as festival gifts and birthday gifts for the sake of staffs' work-life balance. 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.

此外，本集團組織成立了羽毛球俱樂部、瑜伽俱樂部、夜跑團、養生操俱樂部等，幫助員工緩解工作壓力，保障身體健康。藉着開展與參與團隊建設活動豐富和活躍員工的文化體育生活，更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，為員工的工作生活平衡保駕護航。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。



**Happiness and Health in International Women's Day**  
喜迎3.8節，快樂健康行



**"Chang'an Mills" sci-fi gaming**  
「六工匯」杯科幻電子競技大賽



**"Chang'an Mills" suggestion-and-advice**  
— making activities  
我為六工匯建言獻策活動



**2nd "Chang'an Mills" Cup**  
第二屆「六工匯」杯

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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 the “Employee Training Policy of Shoucheng Holdings Limited” as its strategic outline for talent cultivation, setting out and effectively implementing its corporate development strategies. Through providing corporate development related trainings for all employees, we will develop a training performance based incentive mechanism to establish ourselves as a learning and knowledge based enterprise. 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.

### 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《首程控股有限公司員工培訓制度》的人才培養戰略方針，擬定並有效實施企業發展戰略。圍繞企業發展開展全員培訓，建立培訓效果與激勵掛鉤機制，搭建起學習型、知識型企業的平台。通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。

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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.

In order to further regulate the performance of the Company, the Group established the "Daily Performance Management Plan for Employees of the Parking Segment 2022". By utilising principles of target-oriented performance goals, fair and just performance evaluation and performance-oriented incentives, we can effectively evaluate the work quality of employees and their aptitude for their posts.

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、人員任用等的重要依據。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。

為進一步規範公司績效管理，本集團已制訂《2022年度停車板塊員工日常績效管理方案》，以目標導向的績效目標設定原則、公平公正的績效結果評價原則和按績效評價結果兌現激勵的績效應用原則，有效地評估員工的工作品質及崗位勝任力。

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During FY2022, the Group held three new employee orientation training, explaining the Group's business development, functional positioning of each department, and corporate culture for a total of 171 new employees, so as to help them integrate into the Group. For our "Growth Mentor" and "Growth Partner" programs, we provide all new employees with "Growth Mentors" at the management level or above, and invite the president of the Company and general managers of various departments to share their experience, in order to help identify and cultivate talents. We hope to deepen the new employees' understanding of the Group and enhance their sense of belonging through induction training, with a view to contribute to quality development of the better performance for the Group.

To further promote and implement our business, the Group held the employees conference for the parking segment, conducting detailed discussion on our parking products, standardized operation and management, technology empowerment, performance evaluation and incentive mechanism. For our parking operation, development and system technology, we provide offline or online training for our employees in different months, with an aim to enhance the operation efficiency of the Group. In order to deepen our employees' understanding for laws, regulations and financial knowledge, we held seminars on civil proceedings, basic legal knowledge on private equity fund, legal regulations and case study for PPP projects, models and logic of equity investment and financial knowledge training for non-financial staff, so as to form an effective drive for the occupational development of our staff. Furthermore, the Group also provided occupational development and business manner training for our subsidiaries in Chengdu and Chongqing to enhance our staff's quality and our corporate image, as well as our employees in establishing good communication. For more details, please refer to the section headed "Customer Satisfaction".

During FY2022, all employees of the Group participated in the training, with total accumulated training hours of approximately 26,374 hours. The average training hours for male and female employees were about 54 hours and 46 hours, respectively. The average training hours for management, manager level and above, and general staff were around 42 hours, 51 hours, and 51 hours, respectively.

於2022財政年度，本集團先後舉辦三次新員工入職培訓，合共為171位新員工講解本集團業務發展、各部門職能定位和企業文化，助新員工融入本集團。「成長導師」和「成長夥伴」方案，為所有新員工配備管理層或以上職級的「成長導師」，以及邀請對公司總裁及各部門總經理到場分享心得，以助發現人才、培養人才。我們期望能通過入職培訓加深新員工們對本集團的了解、增強他們的歸屬感，從而為本集團實現高質量發展貢獻力量。

為進一步對業務進行宣貫，本集團於報告期內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。針對停車運營、拓展和系統科技方面在不同月份為集團員工提供線上或線下的培訓，著力提升集團運行效率。本集團更為加深員工對法律法規以及財務的認識，於年內舉行了民事訴訟概論、私募基金基礎法律知識、PPP專案法律規範及案例分析、股權投資的方式與邏輯和非財務人員財務知識培訓等，進一步打造員工職業發展的有效引擎。此外，本集團亦為成渝公司提供職業成長商務禮儀培訓，以提高員工的素質和企業形象，有助員工建立良好的人際溝通。詳情請參閱「客戶滿意度」一節。

於2022財政年度，本集團的所有員工均有參與培訓，總累計課時約達26,374小時。男性和女性員工的平均受訓時數分別為約54小時及約46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42小時、約51小時及約51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 has also formulated the "Vehicle and Personnel Accidental Injury Plan" to ensure timely rescue in the event of accidental injury to personnel or accidental damage to vehicles in the carpark and to avoid major personnel or property losses. 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. In addition, the Group reviewed production safety for all units and required them to conduct self-appraisal and correction. Subsequently, the administration 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 FY2022, 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. The Group has maintained zero work related fatalities for the past three years.

### 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跟最新狀況，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。本集團亦制定《車輛、人員意外傷害預案》，以確保停車場內發生人員意外傷害事件或車輛意外受損時救援及時，避免造成重大人員或財產損失。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。本集團定期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，再由行政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2022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。本集團於過去三年並無發生與工作有關的死亡事故。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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.

### 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、救援安全等。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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Fire Safety

The Group is also concerned with potential fire risks at operation locations. Accordingly, it has formulated the “Fire Safety Management System” and “Fire Emergency Response Plan” to ensure that rescue personnel can carry out a rescue in a timely, effective, tense, and orderly manner in the event of a fire in the warehouse through fire inspection and fire safety education, so as to minimise the loss of personnel, vehicles and other equipment and facilities. The group has also 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 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, Organisations, 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.

### 消防安全

本集團注重可能在營運地點發生火災的隱憂，因而制定了《消防安全管理制度》及《消防應急預案》，以通過防火巡查及消防安全教育，確保場庫內發生火災情況下，施救人員能夠及時、有效、緊張有序地實施救援，從而達到最大限度地減少人員、車輛及其他設備設施損失。本集團採取了消防「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。

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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

To address the COVID-19 pandemic and focus on the health and safety of our employees, the Group frequently updated its “Emergency Response Plan for Major Infectious Disease Outbreaks” to comply with the latest guidelines issued by local governments in the regions where we operate. The Group has consistently taken a number of preventive measures, including strictly organising disinfection and safety inspections, requiring employees to wear masks and taking body temperature when entering and leaving, and verifying and registering people and vehicles. In addition to strengthening ventilation in areas like offices, canteens, dormitories to keep the indoor air fresh, the Group has also made use of various channels such as posters and health education classes to conduct publicity and education on the prevention of respiratory infectious diseases so that employees can understand the risk of various major infectious diseases. The knowledge of disease prevention greatly improves employees’ awareness of protection and public health. By strictly complying with the guidelines of the plan and closely monitoring the health status of employees, the Group is committed to effectively preventing the spread of the epidemic in the field, serving the front line of production and operation, ensuring the normal production and operation order of the field, and protecting the health of all employees.

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

以應對COVID-19疫情並關注員工的健康與安全，本集團持續更新《重大傳染病疫情應急處置預案》，並遵循各地業務所在地之地方政府發佈的最新指引。本集團持續採取多項預防措施，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。除了加強辦公室、食堂、宿舍等處通風換氣，保持室內空氣清新，本集團亦利用板報、健康教育課等多種形式進行呼吸道傳染病的預防知識宣傳教育，使員工了解各類重大傳染病的防病知識，提高員工防護意識和公共衛生水平。通過嚴格遵守預案指引及密切監測員工健康狀況，本集團致力有效地防止疫情在場區內傳播，為生產運行一線服務，保證場區正常生產運行秩序、保障所有員工身體健康。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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 FY2022, 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，或強迫、變相強迫勞動者加班。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2022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

13 氣候行動



### Take Emergency Actions to Address Climate Change and its Impact

採取緊急行動應對氣候變化及其影響

#### GOALS

目標

To reduce the GHG emissions, non-hazardous waste disposal, energy consumption and water consumption intensity by 2025.

於2025年前降低溫室氣體排放、無害廢棄物棄置、能源消耗和用水密度。

#### Actions taken/achievements

已採取的行動／成就

- ✓ We formulated the “Emergency Response Plan for Freezing, Rain and Snow” and the “Emergency Response Procedure for Flood and Typhoon Prevention” and has set up a leading group for the emergency response to severe weather in the depot to deal with future occurrences extreme weather events.  
已制定《冰凍雨雪天氣應急預案》和《防汛防颱應急處置程序》，並成立場庫惡劣天氣應急工作領導小組，以應對未來發生的極端天氣事件。
- ✓ We formulated the “Vehicle Usage Management Practices”, the “Driver Management Regulations”, the “Energy Saving Management Rules” and other policies, maintained strict monitoring and management over GHG emissions from operation and strengthened the standardised and effective usage of its own and rental vehicles, while adhering to the principles of “protecting official business, increasing efficiency, standardizing management”.  
已制定《車輛使用管理辦法》、《司機管理規定》及《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和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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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.

### 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.

The Group understands the importance of identifying and mitigating major climate-related issues, pays close attention to the potential impact of climate change on the Group's business and operations, and is committed to managing potential climate-related risks that may affect the Group's business activities. According to the reporting framework developed by the Working Group on Climate-Related Financial Disclosures, climate-related risks are divided into two categories: physical and transitional risks.

### 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。

### 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。

本集團明白識別和緩解與氣候相關的重大問題的重要性，緊密關注氣候變化對本集團業務及營運的潛在影響，致力管理可能影響本集團業務活動的潛在氣候相關風險。根據氣候相關財務信息披露工作組制定的報告框架，氣候相關風險分為物理及過渡風險兩大類。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

	<b>Climate-related issues</b> 氣候相關議題	<b>Mitigation measures or policy responses</b> 緩解措施或應對政策
<b>Physical risks</b> 實體風險	<p>The increased frequency and severity of extreme weather events, such as typhoons, storms, torrential rain, extreme cold or extreme heat, will bring immediate and long-term physical risks to the Group's business. Extreme weather events can threaten the personal safety of our employees, as well as damage the Group's properties and facilities, resulting in direct financial losses.</p> <p>極端天氣事件的頻率及嚴重程度的增加，如颱風、風暴、暴雨、極寒或極熱，將為本集團的業務帶來立即性和長期性物理風險。極端天氣事件會威脅我們員工的人身安全，以及破壞本集團的物業及設施，造成直接財務損失。</p>	<p>Although we have not identified significant immediate climate risks in our project locations, we are aware of the need to strengthen our protection against future extreme climate risks and emergencies. The Group has implemented the "Emergency Response Plan for Freezing, Rain and Snow" and the "Emergency Response Procedure for Flood and Typhoon Prevention", and has set up a leading group for the emergency response to severe weather in the depot to deal with future occurrences extreme weather events.</p> <p>盡管我們在項目所在地未發現嚴重的即時氣候風險，我們意識到需要加強防範未來的極端氣候風險和突發事件。本集團已制定《冰凍雨雪天氣應急預案》和《防汛防颱風應急處置程序》，並成立場庫惡劣天氣應急工作領導小組，以應對未來發生的極端天氣事件。</p>



# Environmental, Social and Governance Report

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	<b>Climate-related issues</b> 氣候相關議題	<b>Mitigation measures or policy responses</b> 緩解措施或應對政策
<b>Transitional risks</b> 過渡風險	<p>The Chinese government has proposed in September 2020 that carbon dioxide emissions should peak by 2030 and strive to achieve carbon neutrality by 2060. In order to achieve the vision of carbon neutrality, we expect the country will adopt a more aggressive carbon reduction strategy and roadmap, including tightening national policies and listing rules and the generating environmental-related taxes, which may require additional compliance costs that brings legal risks.</p> <p>中國政府已於2020年9月提出二氧化碳排放量力爭於2030年前達到峰值，努力爭取2060年前實現碳中和。為配合達致碳中和願景，我們預計國家將採取更進取的減碳策略和路線圖，包括國策及上市規則的改緊和環境相關稅項的衍生，有機會需要產生額外的合規成本，帶來法律風險。</p>	<p>In order to deal with related legal risks and reputational risks, the Group continuously monitors any changes in laws or regulations and global trends in climate change to avoid increased costs, fines for non-compliance or reputational risks caused by slow responses. In addition, the Group has been taking comprehensive measures to protect the environment, including measures to reduce greenhouse gas emissions, and setting targets for energy consumption and greenhouse gas emissions. For details, please refer to the “Emissions” and “Waste Management” chapters and “Energy Consumption Management” and “Water Management” chapters in “Resource Use”. By reducing the risk of greenhouse gas emissions, we expect to be less sensitive to changes in carbon trading prices.</p> <p>為了應對相關法律風險及聲譽風險，本集團持續監察法律或法規的任何變動與氣候變化的全球趨勢，以避免成本增加、違規罰款或因反應遲緩而導致的聲譽風險。此外，本集團一直採取全面措施保護環境，包括減少溫室氣體排放的措施，及設定能源消耗及溫室氣體排放的目標，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。通過降低溫室氣體排放風險，我們期望降低對碳交易價格變化的敏感度。</p>





# Environmental, Social and Governance Report

## 環境、社會及管治報告

	<b>Climate-related issues</b> 氣候相關議題	<b>Mitigation measures or policy responses</b> 緩解措施或應對政策
<b>Opportunity</b> 機遇	<p>The “dual-carbon” strategy, “green development” and “green recovery” are some of the very few common goals around the world, and are the biggest certainty among all the uncertainties on future global economy and capital market. As such, amidst uncertainties and risks from climate change, the Group relies on the synergy of the leading resources platform of “Shougang Group” to identify low-carbon investment opportunities with certain return.</p> <p>[雙碳戰略]、[綠色發展]、[綠色復甦]是少有的全球共識是未來全球經濟運行和資本市場不確定性中最大的確定性。故此，本集團依託[首鋼集團]優勢資源平台產生協同效應，務求在氣候變化帶來的不確定性風險中尋找具確定性的低碳投資機遇。</p>	<p>The Group constructs smart car parks for its parking business to provide easy-to-use and sustainable transportation system and reduce the greenhouse gas emission during parking. For our industrial park business, we launched seven industrial park development funds. With new services, new consumption, new technology and industrial integration in various sectors, we facilitated the renovation of Shougang Park and established sustainable towns and communities. In terms of our fund management business, we introduced long-cycle capital to launch the green infrastructure development fund and seek sewage treatment and waste disposal related targets. Meanwhile, we cooperated with foreign leading industry investment firms and financial institutions to launch a public REITs US-dollar fund for domestic infrastructure, with a focus on empowering and investing in parking, transportation, industrial park and green and environmental protection related infrastructure. For mitigation measures or policy responses, please refer to the section “Operational Practices”.</p> <p>本集團分別在停車業務方面通過打造智慧化停車場，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；產業園區業務方面已搭建7支園區發展基金，通過嫁接新服務、新消費、新科技，產業多維度融合助力百年首鋼園改造，建立永續城鎮與社區；基金管理業務方面引入長周期資金設立綠色基礎設施發展基金，尋找污水處理及垃圾處理相關標的。同時，聯合境外頭部產業投資機構和金融機構，發起針對境內基礎設施公募REITs投資的美元基金重點為停車出行、產業園區和綠色環保等基礎設施領域賦能、投資。有關緩解措施或應對政策詳情，請參閱「營運慣例」一節。</p>



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### E PARK's COOPERATION WITH WWF FOR CHARITY

#### 驛停車攜手WWF為公益



Based on the Living Planet Report 2022, its data shows that the populations of birds, fish, mammals and amphibians has decreased by 68% since 1970, while the average population of freshwater wildlife has decreased by 84%. As such, E Park, a subsidiary under Shoucheng Holdings, cooperated with One Planet Foundation (OPF) in Shenzhen and World Wide Fund for Nature (WWF) to invite everyone to support charity and become a partner of the Earth. Monthly donations would be used for continued support for the protection of wild pandas, siberian tigers, Yangtze finless porpoises, environment education and protection of snow leopards.

To facilitate green development of the country, the Group produced small gifts and games based on various environmental protection festivals, such as the International Panda Day and Earth Day, in order to prompt our customers to participate as the Earth's partner and promote the idea that the future coexistence of human and nature requires everyone's support.

The above social charity initiatives covered 31 provinces, cities and autonomous regions in the country thus far, benefiting tens of millions of people. Looking forward, the Group will continue to promote the initiative of "Facilitate Ecology and Environment Protection and Become Earth's Partner with E Park", and protect our thriving Earth together.

於《2020地球生命力報告》數據顯示自1970年以來，鳥、魚、哺乳動物和兩棲動物的規模下降了68%，而淡水野生動物平均物種規模下降則達到了84%。因此，首程控股旗下驛停車攜手深圳市一個地球自然基金會(OPF)和地球自然基金會(WWF)，邀請大家為公益打CALL，做地球合夥人。透過每月的捐贈，持續支援野生大熊貓、東北虎、長江江豚、環境教育和雪豹保護的公益事務。

為協助國家綠色發展，本集團因應不同環保節日，例如「國際熊貓日」和「世界地球日」製作精美小禮品和小遊戲。從而推動客戶做地球合夥人，以及宣揚人類與自然和諧相處的美好未來需我們協力創造。

迄今為止，此社會公益事務累計覆蓋全國31個省、市、自治區，逾千萬人受益。展望未來，本集團會持續推廣「驛」起助力生態環境保護，成為地球合夥人！與大家一起守護生生不息的地球。

# Environmental, Social and Governance Report

## 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 Practices" 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 FY2022, 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。本集團亦通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2022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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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” and the “Driver Management Regulations” 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 FY2022, the Group’s emission of sulphur oxides (“SO<sub>x</sub>”), nitrogen oxides (“NO<sub>x</sub>”) and particulate matter (“PM”), amounting to approximately 0.19 kg, 7.92 kg and 0.58 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》及《司機管理規定》，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2022財政年度，本集團硫氧化物（「SO<sub>x</sub>」）、氮氧化物（「NO<sub>x</sub>」）和顆粒物（「PM」）的排放量分別為約0.19公斤、7.92公斤和0.58公斤。

### 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）。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

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 Practices” 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”.

During FY2022, the Group’s GHG emissions intensity was approximately 26.86 tCO<sub>2</sub>e/employee. The Group targets to reduce the GHG emission intensity by 2025 (2021 as the base year). As our operation location changed during the reporting period, our GHG emission intensity increased by 32% as compared to FY2021. The Group will closely monitor and implement relevant emission reduction measures.

### 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”.

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。

2022財政年度，本集團的溫室氣體排放密度為26.86噸二氧化碳當量／員工。本集團的目標為於2025年前降低溫室氣體排放密度(2021為基準年)。由於報告期內的營運地點有所改變，溫室氣體密度較2021財政年度增加32%。本集團會密切監控和制定相關減排措施。

### 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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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 infrastructure and asset management business, 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.

During FY2022, the Group's disposal intensity of non-hazardous waste was approximately 53.47 kg/employee, representing an increase of 7% as compared with that of FY2021. The Group targets to reduce the non-hazardous waste disposal intensity by 2025 (2021 as the base year).

### 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。

在基礎設施資產管理業務中，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。

於2022財政年度，本集團的無害廢棄物棄置密度為53.47公斤／員工，較2021財政年度增加7%。本集團的目標為於2025年前降低無害廢棄物棄置密度(2021為基準年)。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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 parking business operations. For details on energy saving measures for gasoline used by motor vehicles, please refer to the section "Exhaust Emissions" under "Emissions".

### 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。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

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 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 carparks 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. During the reporting period, the PV power station generated a total of 2.713 million kWh of electricity, which effectively lowered the annual operating cost of the carpark building, while at the same time significantly reduced energy consumption.

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。於報告期內，光伏發電站共發電271.3萬度，為停車樓有效節省年運營成本的同時也大大降低了能源的消耗。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

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 prevent wastage. Besides, 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 FY2022, the Group's energy consumption intensity was approximately 28.96 MWh/employee, representing an increase of 29% as compared with that of FY2021 . The Group targets to reduce the energy consumption intensity by 2025. As our operation location changed during the reporting period and the external purchase of electricity increased, the Group will closely monitor and implement relevant emission reduction measures, in order to reduce our energy consumption intensity by 2025 (2021 as the base year).

此外，本集團亦通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，避免浪費。此外，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2022財政年度，本集團的能源消耗密度為約28.96兆瓦時／員工較2021財政年度增加29%。本集團目標為於2025年前降低能源消耗密度。由於報告期內的營運地點有所改變以致外購電力有所增加。本集團會密切監控和制定相關節能措施。以實現於2025年前降低能源消耗密度(2021為基準年)。

### SHOUCHENG HOLDINGS AND STAR CHARGE BEGAN COMPREHENSIVE BUSINESS COOPERATION

首程控股與星星充電展開全方位業務合作



To further facilitate the green transformation of energy consumption in China and support the dual-carbon strategy, E Park Investment Management Co., Ltd. (E Park) and Wanbang Digital Energy Pte. Ltd. (Star Charge) officially entered into a strategic cooperation agreement on 25 October 2022.

Star Charge is one of the core brands of Wanbang Digital Energy Pte. Ltd., and is one of the leading unicorn companies in the digital energy sector in Asia. It provides equipment, platform, user and data operation, PV power storage and charging, green energy transaction and other comprehensive energy services for customers nationwide and worldwide. Through their corporate strategies of establishing a “three network integrated platform” with charging network, energy network and user network via “energy connection and industrial connection”, they strive to fulfill their missions and goals of full utilization of electric transportation and development of the global mobile energy network.

為進一步推動中國能源綠色轉型、綠色化的進程，服務好「雙碳」戰略，本集團旗下的驛停車（北京）投資管理有限公司（驛停車）與萬幫數位能源股份有限公司（星星充電）於2022年10月25日，正式簽訂戰略合作協定。

星星充電是萬幫數位能源股份有限公司的核心品牌之一，也是亞洲數位能源領域頭部獨角獸。為全國乃至全球客戶提供設備、平台、使用者和數據運營，以及光儲充放、綠電交易等綜合能源服務，致力於通過「一端能源互聯，一端產業互聯，構建集「充電網，能源網，使用者網」於一體的三網融合平台」的企業戰略，實現「推動人類交通電動化、共建全球移動能源網」的使命與願景。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Through this cooperation, both parties can fully utilize their edges and capabilities in terms of land reserve, R&D and manufacturing of charging equipment, investment, construction and operation of stations, operation and maintenance management in the latter stage, social public charging services, big-data development and opened platform, as well as green transportation and smart energy matters like PV power storage and charging and green power transaction.

By providing new energy based power to more new energy vehicles and better charging services to owners of such new energy vehicles, we can further promote electricity transportation in the country, facilitate the construction of the new power structure and contribute to the carbon neutrality strategy.

通過是次合作，雙方將充分發揮各自在土地儲備、充電設備研發與製造、場站投建運營、後期運維管理、社會公共充電服務保障、大數據開發與平台開放，以及包括光儲充放與綠電交易在內的綠色交通與智慧能源等方面的優勢與實力。

讓更多的新能源車充上新能源電，為廣大新能源車主提供更優質的充電服務，進一步推動我國出行電動化，助力構建新型電力結構，為碳中和戰略作出貢獻。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### GREEN COMPUTING – “REITs+SMART OPERATION”

#### 綠色算力—「REITs+智慧運營」



The Group innovatively formulated the dual-engine drive of “REITs+Smart Operation Center” for the “3060 Dual Carbon Goal”. Through REITs and other financial means, we can lead industrial innovations with pioneering technology and deliver unlimited “green computing power” for asset value remodeling.

The Group made a breakthrough in launching the integrated smart ecology technology platform that is suitable for digital government, smart traffic, smart environmental protection, smart industrial park and other scenarios, incorporating innovation and technology into asset management. By utilising big data, AI, biometric identification and other advanced technology, we cover the unmanned, smart application in carparks, industrial parks and environmental protection facilities. Not only is this refreshing to users and consumers, but it can also bring convenience for enterprises and customers. On the asset side, visible operation guidelines and path planning can save time for staff, reduce cost and improve efficiency for operation and management.

本集團為「3060雙碳目標」，創新鍛造出「REITs+智慧運營中心」雙引擎驅動，以REITs等金融手段打通業務閉環，以前沿科技引領產業創新，為資產價值重塑輸出源源不竭的「綠色算力」。

本集團創新推出了應用於數位政府、智慧交通、智慧環保、智慧園區等多元場景的一體化智慧生態技術平台，為資產管理引入創新基因和科技血統。利用大數據、AI、生物識別等前沿技術，覆蓋停車場、產業園區、環保設施內外的無人化、智慧化應用，不僅讓使用者和消費者感到耳目一新，也讓企業和客戶省心省力。在資產端，可視化的操作指引和路徑規劃，不僅為工作人員節省了時

# Environmental, Social and Governance Report

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Smart security system is deeply incorporated with the big data on people, vehicles, cargoes and car parks to create a safe zone with high efficiency. In the back office, administrator can create models based on various basic statistics to grasp the overall situation of the car parks and projects in real time, while also make precise decision for the next step forward based on such trend.

Meanwhile, with our digital capability base, we created the “Cloud Management” service. Making use of our technology-empowered parking management system, we achieve automated, smart and online management of all stages and scenarios for parking assets, which further established our ability to operation smart car parks. One highly representative project is the “Baiyin Project” in Gansu. Our team provides automated, online and smart cloud service for individual car parks of the B-end, and city level static traffic comprehensive management solutions for the G side. Our “Baiyin Smart Parking” system facilitates Baiyin in achieving over 95% unmanned payment and operation for its car parks, over 90% payment rate for roadside parking, and a 40% increase in the number of parking spaces managed by each person, which support the high quality development of the city.

AGV robots, unmanned monitoring, smart car finder, one-click car retrieval, new energy charging and battery swapping, integrated PV power storage and charging and other smart management and lean operation models can fulfill public demands, while at the same time provide a more human-oriented experience.

Looking forward, the Group will fulfill its social responsibilities as a corporate citizen with its “Smart Operation Center”, and give a more human touch to infrastructure and real estate management.

間，也讓運營管理實現降本增效。全智慧的安防系統與人、車、貨、場大數據深度互嵌，共同築牢安全防線，拉高效率曲線。而在後台，管理者將各類基礎數據建構成為模型，即時掌握場庫、專案等全方位動態，並根據趨勢精準研判下一步的精準舉措。

同時，憑藉數位底層能力打造「雲託管」服務，通過科技賦能停車管理系統，實現停車資產全流程、全場景的自動化、智慧化和在線化管理，進一步夯實了智慧化停車場的運營能力。作為極具代表性的甘肅白銀項目，團隊為B端提供單體停車場自動化、在線化、智慧化等雲服務；為G端提供城市級靜態交通綜合治理解決方案，推出「白銀智慧泊車」系統，說明白銀市實現停車收費運營無人化率95%以上，路內路側停車費收繳率超過90%，人均管理車位數提高40%，助力城市高質量發展。

AGV機器人、無人值守、智慧尋車、一鍵取車、新能源充換電、光儲充用一體等智慧化管理和精益化運營，讓公共需求得到滿足之餘，增添了更加人性化的美好體驗。

展望未來，本集在「智慧運營中心」的基礎下實現企業公民的社會責任，讓基礎設施不動產管理這件事更有溫度。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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.

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.

During FY2022, the Group's water consumption intensity was approximately 94.66 m<sup>3</sup>/employee. During the reporting period, the water consumption of the Group was reduced by 51% as compared to 2021. As China Railway Construction Building is not equipped with water meters, while CP Tower and Qiaomengyuan (the lease was surrendered in May 2022) has not recorded any water consumption data, water bill is paid by the owner. The Group targets to reduce the water consumption intensity by 2025 (2021 as the base year).

During FY2022, given the geographic location of where we operate, the Group did not encounter any issues in obtaining suitable sources of water.

### 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。本集團致力通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。

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。

於2022財政年度，本集團用水密度為94.66立方米／員工。於報告期間，本集團的耗水量較2021年減少51%。由於中鐵建設大廈並未安裝水錶；正大中心和僑夢苑(已於2022年5月退租)並無備存耗水數據，因為水費乃由業主承擔。本集團計劃於2025年前降低用水密度(2021為基準年)。

於2022財政年度，鑒於我們運營地點的地理位置，本集團在求取適用水源方面並無任何問題。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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。本集團期望通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

### 4 優質教育



### Provide Learning Opportunities for the Community and the New Generation to Cultivate Necessary Knowledge and Skills

為社區及新生代提供學習機會，培養其所需的知識和技能

#### GOALS 目標

To facilitate and drive education development in poor regions and promote entrepreneurship and innovative education within the country  
致力於扶助及推動貧窮地區教育發展和促進國家的創業創新教育

#### Actions taken/achievements 已採取的行動／成就

- ✓ Adhere to the spirit of “sending help in people’s hour of need” and donate 172 Winter uniform to the Tieyuan Primary School in Tiancheng Village, Long County, Baoji City, Shaanxi Province, allowing the students to stay warm.  
延續「雪中送炭」的精神，向陝西省寶雞市隴縣天成鎮鐵原小學捐贈172件冬裝校服，幫助同學們度過一個暖冬。
- ✓ Since the launch of the “Little Flower” Companion and Student Aid Scheme in 2018, we have expanded our services from the two schools in the beginning to a total of 29 schools.  
自2018年小花陪伴助學計劃啟動以來，從最開始只服務兩所學校，到如今累計服務的學校達到二十九所。
- ✓ In FY2022, the Group’s charity effort contributed its resources and gave back to various communities in different aspects, amounted to approximately RMB900,000 in monetary value.  
於2022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90萬元。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

Upholding its sustainable development philosophy, the Group actively pursues green development model and insists on the principles of “repaying shareholders and serving the society”. In order to integrate social responsibility in various aspects of business expansion, Everlove Foundation was founded in 2018, which mainly provides student aid, education training, medical assistance and other services.

With the goal of “holding the possibility for children to realise their dreams’ in mind, Everlove Foundation organised a series of charity activities, including taking children to visit Shougang Park and its Winter Olympic-related facilities to learn its history, visiting the new energy vehicle R&D center to experience changes in life brought by technology, and launching the ‘Doctor in the Future’ program with Peking University Shougang Hospital.

本集團秉持可持續發展理念，積極踐行綠色發展模式並且堅持「回饋股東、服務社會」的宗旨。為了將社會責任融入到業務拓展的各個方面，於2018年成立了「慈心長青公益基金」，主要為唐山、吉林等地的學生提供助學幫助、教育培訓、醫療救助等方面的服務。

「慈心長青公益基金」以「守護孩子們實現夢想的每一種可能性」為目標，組織了一系列的社會公益活動，包括帶領孩子們去首鋼園區參觀百年園區變遷和冬奧委會相關設施、去新能源汽車研發中心體驗科技給生活帶來的改變，以及與北京大學首鋼醫院共同發起「未來醫生計劃」等。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### PUBLIC WELFARE AND CHARITY

- Winter Warmth Pack

The Group adhered to the spirit of “sending help in people’s hour of need” and donated 172 Winter uniform to the Tieyuan Primary School in Tiancheng Village, Long County, Baoji City, Shaanxi Province, allowing the students to stay warm.



### 公益和慈善

- 冬季溫暖包

本集團延續「雪中送炭」的精神，再次發起冬季溫暖包主題公益活動，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，幫助同學們度過一個暖冬。



# Environmental, Social and Governance Report

## 環境、社會及管治報告



- **“Race for Our Dream, Draw for the Future 2022”**

Twenty days before Winter Olympics Beijing, Everlove Foundation under Shougang Capital, Chang'an Mills, Uncle Long Legs Mailbox of China Charities Aid Foundation for Children and other partners jointly launched the charity art exhibition of “Race for Our Dream, Draw for the Future 2022” in Chang'an Mills, Shougang Park.

- **「2022 為夢想而賽，一起畫未來」**

在北京冬奧會倒計時20天之際，首鋼基金慈善長青公益基金、六工匯聯合中華少年兒童慈善救助基金會長腿叔叔信箱專案聯合其公益夥伴，共同發起「2022 為夢想而賽，一起畫未來」主題公益畫展在首鋼園的六工匯舉行。

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This charity art exhibition showcased over 100 works. Children illustrated exciting sporting scenes with rich colour. Their lively art sketches out their love to the country, their excitement for the Winter Olympics and their yearn for a better life. Some schools that are in touch with the Uncle Long Legs Mailbox are located in remote areas. Paintings drawn by children from these schools are relatively simple. Some are even drawn on homework paper. Even so, their works are still stunning to visitors. Their dynamic touches, rich imagination and genuine expression allow us to feel the attractiveness of the Winter Olympics to children.

Uncle Long Legs Mailbox of China Charities Aid Foundation for Children, the organiser of this charity art exhibition, provides long-term companion services for left-behind children through letters. With a focus on mental health and companionship, they adopt both online and offline means to help left-behind children.

本次公益畫展精選了百多幅作品進行展出，孩子們用豐富的色彩，描繪出一幅幅激動人心的比賽場景，用生動的筆墨，勾勒出了對祖國的熱愛，對冬奧的期盼以及對於美好生活的嚮往。與長腿叔叔通信的學校，有些是在偏遠的地方，孩子們的作品也相對簡單一些，有些甚至是在作業紙上完成的，但是他們的作品依然讓參觀的觀眾驚歎不已，動感的韻律，豐富的想像，真誠的表達，讓我們感受到冬奧運在孩子們心中的魅力。

本次公益畫展的主辦單位中華兒慈會長腿叔叔信箱專案長期通過書信的方式陪伴留守兒童，關注心理健康與精神陪伴等社會問題，以線上與線下向結合的方式對留守兒童實施救助。

# Environmental, Social and Governance Report

## 環境、社會及管治報告



- **Facilitate the Dream of Little Flower – Little Flower Companion and Student Aid Program**

Everlove Foundation, Western Sunshine Foundation and Uncle Long Legs Mailbox launched the “Facilitate the Dream of Little Flower–Little Flower Companion and Student Aid Program”, which is dedicated on providing consistent help and care for rural girls in difficulty and children in poor regions. The “Little Flower” program is a project that targets girls in difficult from the project schools. Every year, the foundation sends school social workers to boarding schools in rural regions, where the social workers organise regular home visits to learn about the family situation (such as economic situation and parenting) of students, and grant aids to girls in difficulty after approval, so as to address their needs in terms of survival and growth. Meanwhile, for girls in need to emergency aids, they provide development and support for mental health, emotional management and essential knowledge on human physiology. In terms of learning, living, social and emotional development of these girls, they also provide consistent and systematic solutions.

- **為小花助夢 — 小花陪伴助學計劃**

慈心長青與西部陽光基金會及長腿叔叔信箱項目展開關愛鄉村困境女童「為小花助夢 — 小花陪伴助學計劃」，持續致力於說明貧困地區的孩子們。「小花助學」是西部陽光基金會專門為專案學校的困境女孩設置的專案。每年基金會在鄉村寄宿制學校派駐校社工開展活動，定期組織家訪，對學生的家庭情況（經濟狀況和養育狀況等）進行了解，經審查後給予每個困境女童資助，以保障其生存發展需求。同時，對需要緊急援助的困境女童進行資助並提供心理健康、情緒管理、生理常識等方面的發展和支援。在困境女童的學習生活、社會情感發展等方面提供可持續的、系統性的解決方案。

# Environmental, Social and Governance Report

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Most of the students in rural boarding schools in Central and Western China are left-behind children. When a family faces economic difficulties, girls are more susceptible to traditional and stereotypical thinking in their development and difficulties during life and learning. Based on a survey, left-behind girls suffer more from loneliness and depression as compared to other children. Girls have lower self-esteem, and thus require more emotional companionship. The “Little Flower” project focuses on rural girls in difficulty. Apart from aids granted based on schools and on-site visits and evaluation performed by social workers, they also conduct regular follow-up and feedback, monitoring the situation of students receiving their aid.

### Community Governance

Through its business models of FIME and asset operation, Shoucheng Holdings revitalized carpark assets, industrial parks, green and environmental protection assets and many other infrastructure assets, facilitating the development of an inclusive, safe and sustainable urban living environment. As of 2022, the assets under the Group served over 300,000 customers every day, while the Group's business covered four major regions, including Beijing-Tianjin-Hebei region, Chengdu-Chongqing region, the Yangtze River Delta region and the Greater Bay Area.

中國中西部鄉村地區寄宿制學校的學生大多為留守兒童，在面臨家庭經濟困難的同時，女童的成長更易受到各種傳統刻板思想的影響，以及各種生活學習中的實際困境。有調查顯示，和普通兒童比起來，留守女童孤獨感明顯更強，抑鬱情況更為嚴重，女孩的核心自我評價更低，需要更多情感陪伴。「小花助學」專案針對鄉村困境女孩們，除了基於學校和社工的實地調查與評估對其進行專項資助外，也會進行定期的跟進和反饋，對被資助學生進行持續關注。

### 社區治理

首程控股通過資產融通和資產營運的商業模式，盤活停車資產、產業園區及綠色環保領域等多種基礎設施資產，助力發展包容、安全和可持續的城市生活空間。截至2022年，本集團旗下資產日服務客戶數超30萬，業務範圍已覆蓋了4大區域，包括京津冀地區、成渝地區、長三角地區以及大灣區。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

PANDEMIC PREVENTION AND CONTROL

疫情防控

### CONTRIBUTIONS TO BEIJING COMMUNITIES IN REPECT OF PANDEMIC PREVENTION AND CONTROL VIA “SHOUCHENG POWER”

北京基層防控貢獻「首程力量」



Since the kick-off of COVID-19 prevention and control, a huge number of frontline personnel have voluntarily assumed the responsibility to work strenuously in a meticulous manner for the public regardless of the weather in freezing winter or scorching summer over the past three years. Being a listed public enterprise, the Group has contributed to the community its “Shoucheng Power” through actions in respect of pandemic prevention and control.

自三年來新型冠狀病毒防控工作開展以來，無論是寒冬還是現在的酷暑，廣大一線人員勇挑重擔衝鋒在前，做了大量艱苦細緻的工作。本集團作為上市公眾企業，以實際行動為疫情防控貢獻「首程力量」。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

On 13 July 2022, Li Wei, the chairman of SONIC and the vice-chairman of the executive committee, together with certain relevant department heads join hands with Beijing Municipal (Xicheng District) Health Commission\* (北京市西城區衛生健康委員會), Beijing Financial Street Services Bureau\* (北京金融街服務局), Beijing Financial Street Charity Foundation (北京金融街慈善基金會), Beijing Municipal (Daxing District) Civil Affairs Bureau\* (北京市大興區民政局) and other relevant authorities to enter into the Beijing Municipal (Xicheng District) Health System\* (北京市西城區衛生健康系統), visit Pang Ge Zhuang Town, Yinghai Town, Yizhuang Town and other areas of Daxing District in Beijing and care about frontline personnel there fighting against the Epidemic, and deliver anti-pandemic supplies and daily necessities to such personnel at the community level. Besides, Shoucheng Holdings has also made donations to Haidian District People's Government, Beijing Youth Development Foundation\* (北京青少年發展基金會), Chaoyang District Beijing Charity Association\* (北京市朝陽區慈善協會), and certain Red Cross Societies in Fengtai, Shijingshan and other districts in Beijing. We were highly recognized and appreciated by officials from Beijing Municipal People's Government in this regard.

Under the COVID-19 pandemic, people from all walks of life in our nation share happiness and woes. The Group will constantly enhance its awareness of social responsibility for a more effective business strategy formulation and smoother decision-making process, as well as a better operation and supply chain management in the usual course of business, to demonstrate a good example of a "win-win" situation for the development of enterprises and the society.

於二零二二年七月十三日，驛停車董事長、執委會副主席李偉和相關領導攜手北京市西城區衛生健康委員會、北京金融街服務局、北京金融街慈善基金會及北京市大興區民政局等相關部門，依次走進北京市西城區衛生健康系統，北京市大興區龐各莊鎮、瀛海鎮、亦莊鎮等多個區域，對疫情防控一線人員進行慰問，為基層疫情防控人員送去工作生活所必需的防疫物資。此外，首程控股還對海淀區政府、北京青少年發展基金會、北京市朝陽區慈善協會、北京市豐台區、石景山區等多家紅十字會進行了捐贈。北京市政府相關人員對此表示了高度的肯定與讚賞。

在疫情面前，國家、社會、企業、個人，休戚與共。本集團未來將繼續加強社會責任更好地融入企業戰略和重大決策、融入日常經營管理和供應鏈管理，為企業和社會的「雙贏」發展提供良好範式。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### THE COMMUNITY CONNECTING “SHOUCHENG POWER” 貫穿社區的「首程力量」



During the Reporting Period, the resurgence of the COVID-19 epidemic led to escalating pandemic prevention and control measures. Frontline staff of the Group had overcome all sorts of difficulties and strictly complied with the operating procedures to perform their functions round-the-clock in a professional manner to ensure a sound and orderly operation of car parks.

As soon as the Group's HIK Vision Apartment management team knew that Dadukou, Chongqing was included in the lockdown zone, it shiftily adjusted its operation plan and converted the car parks to a temporary sorting zone, which facilitate timely delivery of supplies by logistics companies. Emergency conversion of carpark buildings brought many problems and challenges for Shoucheng Holdings. For example, when there were no charging ports for the barcode scanner used for supply sorting, our team built charging facilities as soon as possible. Facing shortage in transportation capacity and personnel (due to employees staying home as a result of lockdown), our employees played the role of sorter, helping other parties to sort food and transport materials.

於報告期內，新一輪本土新型冠狀病毒爆發，疫情防控措施陡然升級。本集團一線工作人員克服困難，嚴格按照操作規程24小時堅守崗位，保障停車場庫正常有序運行。

本集團的海康威視公寓專案管理團隊得悉重慶大渡口被劃入封控區後，迅速調整運營方案，將車位改造為臨時分揀場，協助物流公司將保供物品按時送到。臨時改造的停車樓，為首程控股帶來各種不同的問題和挑戰。其中，物流分揀打包的掃碼槍無處充電，首程團隊第一時間搭建充電設備；面對運力及人手緊張的情況（員工被封控在家），首程員工直接化身分揀員，幫助對方分揀菜品、運輸物資。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

With prevention and control measures involving all walks of life, Shoucheng Holdings displayed the spirit of mutual support to endure the hardship. In particular, during mealtime, when the Group noticed employees from counterparties missed their meal due to delivery or other reasons, we provided them meals. When we knew that employees from counterparties had to drink icy cold mineral water during the fall and winter season, we provided them with hot water.

Some of our employees staying at home joined volunteers to help with nucleic acid tests and personnel data input, contributing to the pandemic prevention and control in their own community and realizing the spirit of Shoucheng.

On 5 September 2022, a 6.8 magnitude earthquake occurred in Luding, Sichuan and struck certain areas nearby in Chengdu. The carpark manager of the Group, in the first place, arranged for our on-duty staff to enter the respective sites to inspect if the main structures thereof were subject to possible safety risks and if the hanging objects thereof remained fixed and safe. Shoucheng Holdings has been committed to solving our social problems and becoming a state-owned enterprise serving the real needs of our society.

在全民防控下，首程控股貢獻出守望相助精神，共克時艱。其中，在就餐時段，本集團得知對方員工因配送或其他原因未能正常就餐時，主動為其提供伙食；看到對方員工在秋冬季節還在喝著冰冷的礦泉水時，主動為他們提供開水。

部分居家的同事主動加入志願者隊伍，一起上門做核酸採集和人員信息錄入，為所在社區的疫情防控貢獻自己的力量，體現了首程精神。

同年九月五日，四川瀘定縣發生6.8級地震，波及成都部分地區。本集團場庫經理第一時間安排值守人員有序進場，排查各個場庫主體結構是否存在安全隱患、懸掛物是否牢固安全等。首程控股致力解決社會問題、服務社會真實需求的國有企業。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### SHOUCHENG IN THE COMMUNITY

#### 首程力量在社區



Our public multi-storey carpark in Jianqiao, Chongqing adopts the BOT cooperation model. We organized platform companies to build this new parking facility to address the P+R parking space demands in Wanda Plaza Dadukou, Jianqiao Industrial Park, Jianqiao Station of Line 2 (Chongqing Rail Transit) in one go, and thus improve the static traffic in the surrounding area. It has been recognized as a municipal level major civil project for Chongqing. The Group continues to introduce innovative businesses, providing drivers more diversified parking services, while at the same time quickly stabilised the operation of the carpark. Meanwhile, we equipped the largest charging and battery swapping station in Dadukou with 26 fast charging stations and one battery swapping station, together with fast food, resting, entertainment and other convenient services, addressing all needs for people living in that area.

重慶建橋公共停車樓合作模式為BOT，集約平台公司用地新建停車設施，綜合解決大渡口萬達廣場、建橋工業園、軌道交通2號線建橋站P+R的停車需求，進而改善周邊靜態交通，已被評為重慶市級重大民生專案。本集團持續引入創新業務，為車主提供更加多樣化的停車出行服務的同時，令停車樓快速進入運營穩定期。與此同時，為大渡口區規模最大的充換電站，配建26根快充樁+1座換電站，可提供速食、短休、娛樂等便民服務，為居住在周邊的人們提供一切所需的服務。

# Environmental, Social and Governance Report

## 環境、社會及管治報告



The carpark project in Gaoshengqiao, Chengdu, is a BOT project located in the Second Office Area, Wuhou District. One highlight of this project is raising its space utilisation rate through the use of multi-storey carpark, which increased the number of parking space to 352. The second highlight is its high level of smart technology usage and ease of use. For ground level parking, drivers have to drive their vehicles to the parking space by themselves, which is a challenge for their parking technique. With this project, driver can drive straight in and out and retrieval their vehicles with just one click. It is recognized as the first “Five Best” in Chengdu (the first smart carpark that has the least occupying area, largest and tallest individual carpark, first smart carpark with the shortest parking and retrieval time, first smart carpark with the highest level of artificial intelligence, first smart carpark with the most comprehensive parking products in Chengdu). The project provides significant publicity for us within the industry and even the municipal governing bodies, establishing us as a leader of the industry. Over a hundred official media and self-media had raced to report on the project, while many platform companies and private enterprises approached us for cooperation as a result.

成都高升橋驛站項目屬於BOT類型項目位於武侯區第二辦公區，專案亮點一是提高空間利用率，通過立體車庫增至352個車位；二是智慧化水準高、操作簡易，平面車位需要人為開至停車位，考驗停車技術，本專案正進正出，一鍵存取車，被譽為成都首例「五最」(成都市首例佔地面積最小、單體規模最高最大、首例存取時間最高效快速的智慧停車庫目、首例智慧化程度最高的智慧停車庫、產品最豐富的智慧停車庫)該專案在行業乃至區市主管職能部門引起了意義深遠的廣告宣傳效應，樹立了行業標杆形象，更有上百家官方媒體、自媒體等爭相報導宣傳，平台公司、私營企業慕名拜訪欲與我司合作。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Smart City Construction- Moon River Leisure Town

#### 智慧城市建設 — 月亮河休閒小鎮



Moon River Leisure Town is located in the core commercial zone within the Municipal Administrative Center, with over 80% of its parking space occupied in business days. In particular, during peak tourism seasons in public holidays, it is always hard to find a free parking space. As such, Shoucheng Holdings made its own contribution to provide the town with comprehensive city level smart traffic solutions integrated with smart parking management and parking services. Furthermore, for scenarios around the town, the Company will build the town's own carparks with offline value-added services like advertisements and charging stations, so as to expand the extended value and revenue chain of carparks.

月亮河休閒小鎮位於城市副中心商務核心區，工作日滿停率超過80%以上，尤其當公休日出遊高峰期必會出現「一位難求」的情況。因此，首程控股貢獻首程力量為小鎮提供停車智慧管理與停車服務為一體的城市級交通綜合解決方案。此外，圍繞小鎮周邊場景，公司將通過開發廣告、充電樁等線下增值服務的方式，打造休閒小鎮專屬「停車驛站」，擴張停車場延伸價值收益鏈。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### ENVIRONMENTAL AND SOCIAL KEY PERFORMANCE INDICATORS

### 環境及社會關鍵績效表現

Environmental 環境	Unit 單位	FY2022 2022財政年度	FY2021 2021財政年度
Nitrogen oxides (NO <sub>x</sub> ) 氮氧化物(NO <sub>x</sub> )	kg 公斤	7.92	8.52
Sulphur oxides (SO <sub>x</sub> ) 硫氧化物(SO <sub>x</sub> )	kg 公斤	0.19	0.27
Particulate matter (PM) 顆粒物(PM)	kg 公斤	0.58	0.63
<b>GHG emissions<sup>1</sup> 溫室氣體排放<sup>1</sup></b>			
Direct GHG emissions (Scope 1) — Gasoline consumption 直接溫室氣體排放(範圍一) — 汽油消耗	tCO <sub>2</sub> e 噸二氧化碳當量	34.05	48.37
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 <sub>2</sub> e 噸二氧化碳當量	13,796.40	10,373.59
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 <sub>2</sub> e 噸二氧化碳當量	—	—
Total GHG emissions 溫室氣體排放總量	tCO <sub>2</sub> e 噸二氧化碳當量	13,830.45	10,421.96
Total intensity of GHG emissions <sup>2</sup> 溫室氣體排放總密度 <sup>2</sup>	tCO <sub>2</sub> e/employee 噸二氧化碳當量/員工	26.86	20.36
<b>Non-hazardous waste 無害廢棄物</b>			
Paper 紙張	kg 公斤	25,537.92	25,522.34
Paper intensity 紙張密度	kg/employee 公斤/員工	53.47	49.85
<b>Sewage discharge 污水排放</b>			
Total sewage discharge 污水排放總量	m <sup>3</sup> 立方米	48,751.99	98,740.40
Total intensity of sewage discharge 污水排放總密度	m <sup>3</sup> /employee 立方米/員工	94.66	192.85

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Environmental 環境	Unit 單位	FY2022 2022財政年度	FY2021 2021財政年度
<b>Energy consumption 能源消耗</b>			
Direct energy — gasoline 直接能源 — 汽油	MWh 兆瓦時	124.05	176.24
Gasoline intensity 汽油密度	MWh/employee 兆瓦時／員工	0.24	0.34
Indirect energy — electricity 間接能源 — 電力	MWh 兆瓦時	14,790.53	11,343.26
Electricity intensity 電力密度	MWh/employee 兆瓦時／員工	28.72	22.15
<b>Water (sewage discharge) 用水(即污水排放)</b>			
Total water usage 總用水量	m <sup>3</sup> 立方米	48,751.99	98,740.40
Total water usage 總用水量密度	m <sup>3</sup> /employee 立方米／員工	94.66	192.85

### 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 2022 and 31 December 2021, the Group had 515 and 512 employees in total respectively. 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2022年12月31日止年度和2021年12月31日止年度，本集團的僱員總數分別為515人和512人。此資料亦會用作計算其他密度資料。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Social 社會	Unit 單位	FY2022 2022財政年度	FY2021 2021財政年度
<b>Total no. of full-time employees (As at 31 December 2021 and 31 December 2022)</b>	<b>No. of employees</b>	<b>515</b>	<b>512</b>
全職僱員總數 (截至2021年12月31日及2022年12月31日)	僱員人數		
<b>By gender 按性別</b>			
Male 男性	No. of employees 僱員人數	315	323
Female 女性	No. of employees 僱員人數	200	189
<b>By age group 按年齡組別</b>			
30 years old or below 30歲以下	No. of employees 僱員人數	155	128
31–40 years old 31–40歲	No. of employees 僱員人數	261	270
41–50 years old 41–50歲	No. of employees 僱員人數	78	84
51 years old or above 51歲以上	No. of employees 僱員人數	21	30
<b>By geographical location 按地區</b>			
Mainland China 中國內地	No. of employees 僱員人數	493	489
Hong Kong 香港	No. of employees 僱員人數	22	23



# Environmental, Social and Governance Report

## 環境、社會及管治報告

Social 社會	Unit 單位	FY2022 2022財政年度	FY2021 2021財政年度
<b>Total employee turnover</b> 僱員流失總數	<b>No. of employees</b> 僱員人數	<b>155</b>	<b>159</b>
<b>Employee turnover rate<sup>3</sup></b> 僱員流失率 <sup>3</sup>	<b>%</b>	<b>30.19%</b>	<b>32.78%</b>
<b>By gender 按性別</b>			
Male 男性	No. of employees (%) 僱員人數(%)	105 (32.9%)	103 (34.11%)
Female 女性	No. of employees (%) 僱員人數(%)	50 (25.71%)	56 (30.60%)
<b>By age group 按年齡組別</b>			
30 years old or below 30歲以下	No. of employees (%) 僱員人數(%)	50 (35.34%)	45 (34.35%)
31–40 years old 31–40歲	No. of employees (%) 僱員人數(%)	83 (31.26%)	81 (33.61%)
41–50 years old 41–50歲	No. of employees (%) 僱員人數(%)	17 (20.99%)	27 (32.35%)
51 years old or above 51歲以上	No. of employees (%) 僱員人數(%)	5 (19.61%)	6 (20.00%)
<b>By geographical location 按地區</b>			
Mainland China 內地	No. of employees (%) 僱員人數(%)	150 (30.55%)	154 (33.30%)
Hong Kong 香港	No. of employees (%) 僱員人數(%)	5 (22.2%)	5 (22.22%)
<b>Health and safety 健康及安全</b>			
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 turnover rate in FY2022 is calculated by total No. of employee turnover/(No. of employees as at 31 December 2021 + No. of employees as at 31 December 2022) /2.

附註：

3. 2022財政年度流失率的計算方法為離職人數/(2021年12月31日人數+2022年12月31日人數)/2。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Social 社會	Unit 單位	FY2022 2022財政年度	FY2021 2021財政年度
<b>Development and training 發展及培訓</b>			
Total training hours 總培訓時數	Hours 小時	26,374.01	26,820.51
Average training hours 平均培訓時數	Hours/employee 小時／僱員	51.21	52.38
<b>By gender 按性別</b>			
Male 男性	Hours/employee 小時／僱員	54.38	52.11
Female 女性	Hours/employee 小時／僱員	46.22	52.85
<b>By employee category 按僱員類別</b>			
Management 管理層	Hours/employee 小時／僱員	42.20	50.70
Managerial positions or above 經理級及以上	Hours/employee 小時／僱員	51.15	50.70
General staff 一般員工	Hours/employee 小時／僱員	51.31	52.52
<b>Suppliers 供應商</b>			
Mainland China 中國內地	No. of suppliers 個數	91	132
Hong Kong 香港	No. of suppliers 個數	9	27
<b>Product responsibility 產品責任</b>			
Complaints received in relation to products and services 已收到產品及服務相關投訴	Cases 宗數	—	—
<b>Anti-corruption 反貪污</b>			
Concluded legal cases involving corruption 涉及貪污的已結案法律案件	Cases 宗數	—	—
<b>Community investment 社區投入</b>			
Amount invested in public welfare 在公益事業投放金額	RMB 元人民幣	894,850	79,600

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### 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
<b>A. Environmental 環境</b>			
<b>A1 : Emissions 排放物</b>			
<b>General Disclosure</b>	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: Waste) GRI 305: Emissions: Management approach disclosures guidance GRI 307: Environmental Compliance: Disclosure 307-1	74
<b>一般披露</b>	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 : 廢棄物一併使用) 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	
<b>KPI A1.1</b>	The types of emissions and respective emission data.	GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-6, and 305-7	75-76,101
<b>關鍵績效指標 A1.1</b>	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	
<b>KPI A1.2</b>	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-4	75-76,101
<b>關鍵績效指標 A1.2</b>	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(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	
<b>KPI A1.3</b>	Total hazardous waste produced (in tonnes) and (where appropriate), intensity (e.g. per unit of production volume, per facility).	GRI 306: Waste: Disclosure 306-5	77
<b>關鍵績效指標 A1.3</b>	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 : 廢棄物：披露條款306-5	

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<b>KPI A1.4</b>	Total non-hazardous waste produced (in tonnes) and (where appropriate), intensity (e.g. per unit of production volume, per facility).	GRI 306: Waste: Disclosure 306-5	77,101
<b>關鍵績效指標 A1.4</b>	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 : 廢棄物 : 披露條款306-5	
<b>KPI A1.5</b>	Description of emission target(s) set and steps taken to achieve them.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 305: Emissions) GRI 305: Emissions: Clause 1.2 and Disclosure 305-5	75-76
<b>關鍵績效指標 A1.5</b>	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	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	
<b>KPI A1.6</b>	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 306: Waste) GRI 306: Waste: Disclosures 306-3 and 306-5	77
<b>關鍵績效指標 A1.6</b>	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	GRI 103 : 管理方針 : 披露條款103-2 (與 GRI 306 : 廢棄物一併使用) GRI 306 : 廢棄物 : 披露條款306-3及306-5	
<b>A2 : Use of Resources 資源使用</b>			
<b>General Disclosure</b>	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 and Effluents)	78-80
<b>一般披露</b>	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 : 水與放流水一併使用)	

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<b>KPI A2.1</b>	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	80,102
<b>關鍵績效指標 A2.1</b>	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	
<b>KPI A2.2</b>	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Not covered by the GRI Standards	85,102
<b>關鍵績效指標 A2.2</b>	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	
<b>KPI A2.3</b>	Description of energy use efficiency target(s) set and steps taken to achieve them.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 302: Energy) GRI 302: Energy: Disclosures 302-4 and 302-5	78-85
<b>關鍵績效指標 A2.3</b>	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	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	
<b>KPI A2.4</b>	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 303: Water and Effluents) GRI 303: Water and Effluents: Disclosure 303-5	85
<b>關鍵績效指標 A2.4</b>	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	GRI 103 : 管理方針 : 披露條款103-2 (與 GRI 303 : 水與放流水 一併使用) GRI 303 : 水與放流水 : 披露條款303-5	
<b>KPI A2.5</b>	Total packaging material used for finished products (in tonnes) and, if applicable with reference to per unit produced.	GRI 301: Materials: Disclosure 301-1	86
<b>關鍵績效指標 A2.5</b>	製成品所用包裝材料的總量(以噸計算)及如適用每生產單位估量。	GRI 301 : 物料 : 披露條款301-1	

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<b>A3 : The Environment and Natural Resources 環境及天然資源</b>			
<b>General Disclosure</b>	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 and Effluents, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Waste)	86
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 : 水與放流水、GRI 304 : 生物多樣性、GRI 305 : 排放及GRI 306 : 廢棄物一併使用) 關鍵績效指標	
<b>KPI A3.1</b>	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 and Effluents, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Waste GRI 303: Water and Effluents: Disclosure 303-5 GRI 304: Biodiversity: Disclosure 304-2 GRI 306: Waste: Disclosures 306-3 and 306-5	86
<b>關鍵績效指標 A3.1</b>	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 : 水與放流水、GRI 304 : 生物多樣性、GRI 305 : 排放及GRI 306 : 廢棄物一併使用) GRI 303 : 水與放流水 : 披露條款303-5 GRI 304 : 生物多樣性 : 披露條款304-2 GRI 306 : 廢棄物 : 披露條款306-3及306-5	

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	Description 說明	GRI Standards and Disclosures GRI標準與披露	Page 頁碼
<b>A4 : Climate Change 氣候變化</b>			
<b>General Disclosure</b>	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Not covered by the GRI Standards	69
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	GRI標準未涵蓋	
<b>KPI A4.1</b>	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Not covered by the GRI Standards	70-72
關鍵績效指標 <b>A4.1</b>	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	GRI標準未涵蓋	
<b>B. Social 社會</b>			
<b>B1 : Employment 僱傭</b>			
<b>General Disclosure</b>	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	51-59
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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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
<b>KPI B1.1</b>	Total workforce by gender, employment type (for example, full- or part-time), 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)	53,103
<b>關鍵績效指標 B1.1</b>	按性別、僱傭類型(例如, 全職或兼職)、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)	
<b>KPI B1.2</b>	Employee turnover rate by gender, age group and geographical region.	GRI 401: Employment: Disclosure 401-1 (b)	104
<b>關鍵績效指標 B1.2</b>	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)	
<b>B2 : Health and Safety 健康與安全</b>			
<b>General Disclosure</b>	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	63-66
<b>一般披露</b>	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 : 職業安全衛生一併使用) GRI 419 : 社會經濟法規遵循 : 披露條款419-1	
<b>KPI B2.1</b>	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	GRI 403: Occupational Health and Safety: Disclosure 403-9	63,104
<b>關鍵績效指標 B2.1</b>	過去三年(包括匯報年度)每年因工亡故的人數及比率。	GRI 403 : 職業安全衛生 : 披露條款403-9	



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	Description 說明	GRI Standards and Disclosures GRI標準與披露	Page 頁碼
<b>KPI B2.2</b>	Lost days due to work injury.	GRI 403: Occupational Health and Safety: Disclosure 403-9	104
<b>關鍵績效指標 B2.2</b>	因工傷損失工作日數。	GRI 403 : 職業安全衛生 : 披露條款403-9	
<b>KPI B2.3</b>	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)	63-66
<b>關鍵績效指標 B2.3</b>	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 : 職業安全衛生一併使用)	
<b>B3 : Development and Training 發展及培訓</b>			
<b>General Disclosure</b>	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)	60-62
<b>一般披露</b>	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)	
<b>KPI B3.1</b>	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Not covered by the GRI Standards	105
<b>關鍵績效指標 B3.1</b>	按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	GRI標準未涵蓋	
<b>KPI B3.2</b>	The average training hours completed per employee by gender and employee category.	GRI 404: Training and Education: Disclosure 404-1	105
<b>關鍵績效指標 B3.2</b>	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	

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<b>B4 : Labour Standards 勞工準則</b>			
<b>General Disclosure</b>  一般披露	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.  有關防止童工或強制勞工的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	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  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	67
<b>KPI B4.1</b>	Description of measures to review employment practices 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)	67
<b>Key Performance Indicator B4.1</b>	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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<b>KPI B4.2</b>	Description of steps taken to eliminate such practices 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)	67
<b>關鍵績效指標 B4.2</b>	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)	
<b>B5 : Supply Chain Management 供應鏈管理</b>			
<b>General Disclosure</b>	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)	47-49
<b>一般披露</b>	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)	
<b>KPI B5.1</b>	Number of suppliers by geographical region.	Not covered by the GRI Standards	105
<b>關鍵績效指標 B5.1</b>	按地區劃分的供應商數目。	GRI標準未涵蓋	

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<b>KPI B5.2</b>	Description of practices relating to engaging suppliers, number of suppliers where the practices 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	47-48
<b>關鍵績效指標 B5.2</b>	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	
<b>KPI B5.3</b>	Description of practices used to identify environmental and social risks along the supply chain, and 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	49
<b>關鍵績效指標 B5.3</b>	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	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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<b>KPI B5.4</b>	<b>關鍵績效指標 B5.4</b>	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.  描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 308: Supplier Environmental Assessment) GRI 308: Supplier Environmental Assessment: Disclosures 308-1 and 308-2	48
<b>B6 : Product Responsibility 產品責任</b>				
<b>General Disclosure</b>	<b>一般披露</b>	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	19-45
		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	

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<b>KPI B6.1</b>	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not covered by the GRI Standards	Due to the Group's business nature, disclosure related to products recall procedures and number of products recall are not applicable.
<b>關鍵績效指標 B6.1</b>	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	鑒於本集團的業務性質，有關產品召回程序及產品召回數量的披露並不適用。
<b>KPI B6.2</b>	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	36
<b>關鍵績效指標 B6.2</b>	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	
<b>KPI B6.3</b>	Description of practices relating to observing and protecting intellectual property rights.	Not covered by the GRI Standards	44
<b>關鍵績效指標 B6.3</b>	描述與維護及保障知識產權有關的慣例。	GRI標準未涵蓋	

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<b>KPI B6.4</b>	Description of quality assurance process and recall procedures.	Not covered by the GRI Standards	Due to the Group's business nature, disclosure related to products recall procedures and number of products recall are not applicable.
<b>關鍵績效指標 B6.4</b>	描述質量鑒定過程及產品回收程式。	GRI標準未涵蓋	鑒於本集團的業務性質，有關產品召回程序及產品召回數量的披露並不適用。
<b>KPI B6.5</b>	Description of consumer data protection and privacy policies, and 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)	35
<b>關鍵績效指標 B6.5</b>	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)	
<b>B7 : Anti-corruption 反貪污</b>			
<b>General Disclosure</b>	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	45-47
<b>一般披露</b>	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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<b>KPI B7.1</b>  <b>關鍵績效指標 B7.1</b>	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.  於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	GRI 205: Anti-corruption: Disclosure 205-3  GRI 205 : 反貪污 : 披露條款205-3	105
<b>KPI B7.2</b>  <b>關鍵績效指標 B7.2</b>	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored.  描述防範措施及舉報程式，以及相關執行及監察方法。	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  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	46-47
<b>KPI B7.3</b>  <b>關鍵績效指標 B7.3</b>	Description of anti-corruption training provided to directors and staff.  描述向董事及員工提供的反貪污培訓。	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: Disclosure 205-2  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 : 披露條款205-2	46



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<b>B8 : Community Investment 社區投資</b>			
<b>General Disclosure</b>	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)	88-100
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)	
<b>KPI B8.1</b>	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	GRI 203: Indirect Economic Impacts: Disclosure 203-1(a)	88-100
關鍵績效指標 <b>B8.1</b>	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)	
<b>KPI B8.2</b>	Resources contributed (e.g. money or time) to the focus area.	GRI 201: Economic Performance: Disclosure 201-1(a-ii)	105
關鍵績效指標 <b>B8.2</b>	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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