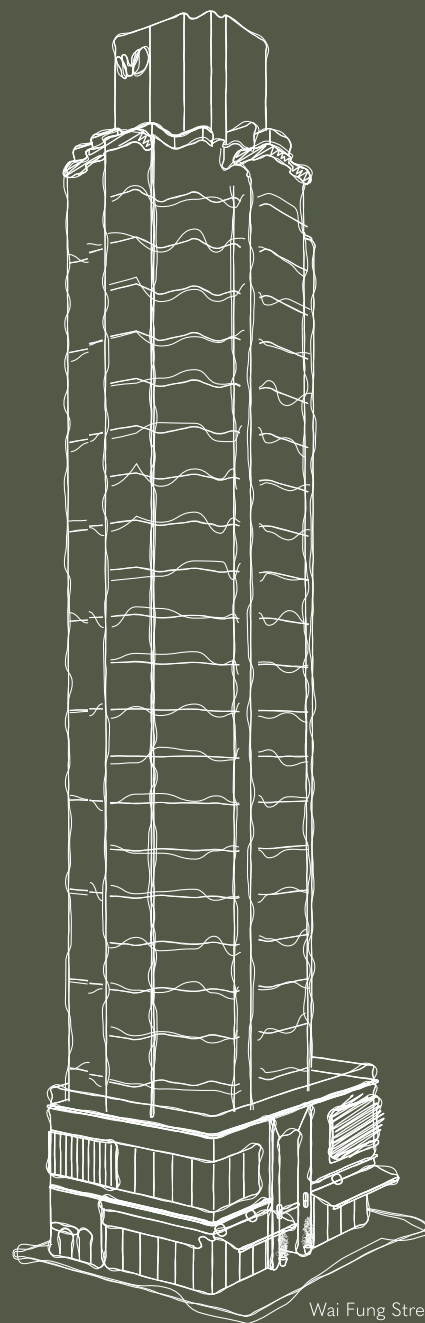
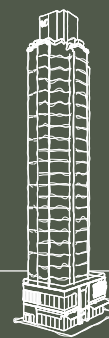


2025

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



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1. ABOUT THE GROUP

關於本集團

Wang On Properties Limited (the “**Company**” together with its subsidiaries, collectively the “**Group**” or “**we**”) (Stock Code: 1243) is a Hong Kong property development company with a competitive edge, having maintained a balanced property portfolio for years. It was spun off and listed in April 2016 and is a subsidiary of Wang On Group Limited (“**Wang On Group**”) (Stock Code: 1222).

The Group focuses on three core business areas: property development, property investment, and asset management. By capitalising on its strengths and maintaining a well-diversified property portfolio, the Group adopts a location-driven approach to developing a variety of property types that align with surrounding planning and infrastructure. This strategy enables the Group to cater to a wide range of customer needs, supporting both sustainable long-term operations and effective business growth.

1.1. CORPORATE VALUE

Ambition

With the vision of “The Cornerstone to Build the Future, A Passion for Tomorrow”, the Company looks ahead with determination and is committed to building better homes for future generations.

Plan

With far-reaching foresight, outstanding vision, extensive experience and a love-oriented foundation, in the face of the rapidly evolving Hong Kong property market, we maintain a positive attitude, progress steadily, and thoughtfully build beautiful homes.

Purpose

Carrying out the spirit of “Seeking Progress while Maintaining Stability”, we continuously seize new opportunities and develop promising projects based on our solid business foundation, with the goal of becoming a leading real estate company.

宏安地產有限公司(「**本公司**」，連同其附屬公司，統稱「**本集團**」或「**我們**」)(股份代號：1243)為一家具競爭力的香港物業發展公司，多年來擁有均衡的房地產業務組合，並於二零一六年四月分拆上市，是宏安集團有限公司(「**宏安集團**」)(股份代號：1222)的附屬公司。

本集團專注於三大核心業務領域：物業發展、物業投資及資產管理。本集團利用自身優勢，維持多元化的物業投資組合，採用區位導向型策略，開發契合周邊規劃及基礎設施的各類物業。此策略有助本集團滿足客戶的廣泛需求，同時支撐可持續的長期營運及有效的業務增長。

1.1. 企業價值

宏願

本公司本著「以愛為基石，為未來建設的遠見」，決心放眼未來，致力為下一代建造美好的安居之所。

宏圖

憑藉宏大的遠見、超卓的眼光、豐富的經驗及以愛為本的基礎，面對香港物業市場瞬息萬變的環境，我們保持積極態度，穩步向前，精心締建美好家園。

宏旨

貫徹「穩中求進」的精神，我們於穩健的業務根基上，不斷把握新機遇，開發具潛質的項目，矢志成為首屈一指的房地產公司。

1. About the Group (Continued) 關於本集團(續)

Upholding a spirit of enterprise, continuous innovation, and a steadfast pursuit of excellence, the Group continues to be actively engaged in local property development and investment. Notable developments include the refined residential series "The Met.", which comprises projects such as "The Met. Focus", "The Met. Sublime", "The Met. Delight", "The Met. Bliss", "The Met. Blossom", "The Met. Acappella", and "The Met. Azure"; the upscale "Nouvelle" series featuring "maya"; exclusive houses like "Meister House" and "Godi XI"; and "LADDER Dundas", a multi-storey Ginza-style commercial complex developed under the "LADDER" brand.

本集團秉持銳意進取、不斷革新、穩步追求卓越的精神，繼續積極參與本地物業發展及投資。重大發展項目包括精品式住宅「The Met.」系列，由「薈點」、「薈臻」、「薈悅」、「薈晴」、「薈朗」、「薈薈」及「薈藍」等項目組成；以「曦臺」為代表的高端「Nouvelle」系列；「首譽」及「戈林」等豪華住宅；以及「LADDER」品牌旗下開發的多層銀座式商廈「LADDER Dundas」。



2. SCOPE OF THE REPORT

報告範圍

This report is the ninth “Environmental, Social and Governance Report” (the “**Report**”) issued by the Group. To provide stakeholders with a better understanding of the Group’s environmental, social and governance (“**ESG**”) issues, the Report focuses on the sustainable development policies, practices and performance of the Group during the year from 1 April 2024 to 31 March 2025 (the “**Year**”).

The scope of the Report covers the operations of the Group’s headquarters office in Hong Kong, 11 property development projects and 7 managed properties. Since the Year, our reporting scope has expanded to encompass an additional 3 managed properties. This broader scope now includes all 18 assets within our portfolio, ensuring stakeholders receive a comprehensive overview of our sustainability performance across all properties. With this expansion, there has been a significant increase in environmental data. Environmental data of the development projects are voluntarily disclosed by our contractors, representing our supply chain data. Details of the portfolio are listed below.

The Group’s land development portfolio covered in the Report is as follows:

本報告為本集團發佈的第九份《環境、社會及管治報告》（「**本報告**」）。為使持份者更好地了解本集團的環境、社會及管治（「**環境、社會及管治**」）議題，本報告重點闡述本集團於二零二四年四月一日至二零二五年三月三十一日止年度（「**本年度**」）的可持續發展方針、實踐及績效。

本報告範圍為本集團位於香港之總部辦事處的營運、十一個物業發展項目及七個管理物業。自本年度起，我們的報告範圍已拓展至包括額外三個管理物業。廣泛的報告範圍現涵蓋我們投資組合中的全部十八項資產，確保持份者能夠全面了解我們所有物業的可持續發展績效。隨著報告範圍的擴大，環境數據顯著增加。發展項目所披露的環境數據是承包商自願披露的數據，即代表我們的供應鏈數據。組合的細節呈列如下。

本集團在本報告內之土地發展組合如下：

Name	Location	Proposed purpose	Approximate gross floor area (sq.ft.) 概約建築面積 (平方呎)	Expected completion year 預期竣工年度	Attributable to the Group 本集團應佔權益
名稱	地點	擬定用途			
1. 120-130 Ap Lei Chau Main Street [#] 鴨脷洲大街120-130號 [#]	Ap Lei Chau 鴨脷洲	Residential & Commercial 住宅及商業項目	74,200	2026 二零二六年	50%
2. Phoenix, 28 Ming Fung Street [#] 鳴鳳街28號Phoenix薈鳴 [#]	Wong Tai Sin 黃大仙	Residential and Commercial 住宅及商業項目	81,200	Completed 已竣工	50%
3. Coasto, 1 Wai Fung Street [#] 惠風街1號Coasto [#]	Ap Lei Chau 鴨脷洲	Residential and Commercial 住宅及商業項目	38,600	Completed 已竣工	50%
4. 12-26 Ting Yip Street [#] 定業街12-26號 [#]	Ngau Tau Kok 牛頭角	Residential and Commercial 住宅及商業項目	46,300	2026 二零二六年	50%
5. 31-45 Fei Fung Street [#] 飛鳳街31-45號 [#]	Wong Tai Sin 黃大仙	Residential and Commercial 住宅及商業項目	93,700	2026 二零二六年	50%
6. 101 Kings Road, 101 and 111 King’s Road [#] 英皇道101及111號101 Kings Road [#]	Fortress Hill 炮台山	Residential and Commercial 住宅及商業項目	130,000	2026 二零二六年	50%
7. Larchwood, 62 Larch Street 洋松街62號Larchwood	Mong Kok 旺角	Residential and Commercial 住宅及商業項目	61,500	Completed 已竣工	50%
8. Mount Pokfulam, 86A-86G Pokfulam Road 薄扶林道86A-86G號Mount Pokfulam	Pok Fu Lam 薄扶林	Residential 住宅	28,500	Completed 已竣工	70%

2. Scope of the Report (Continued) 報告範圍(續)

Name 名稱	Location 地點	Proposed purpose 擬定用途	Approximate gross floor area (sq.ft.) 概約建築面積 (平方呎)	Expected completion year 預期竣工年度	Attributable to the Group 本集團應佔權益
9. Finnie, 3-9 Finnie Street 芬尼街3-9號Finnie	Quarry Bay 鰂魚涌	Residential and Commercial 住宅及商業項目	40,100	2026 二零二六年	100%
10. 7-9 Ping Lan St 平瀾街7-9號	Ap Lei Chau 鴨脷洲	Residential & Commercial 住宅及商業項目	68,100	2027 二零二七年	100%
11. 18-20 Sze Shan Street# 四山街18-20號#	Yau Tong 油塘	Residential & Commercial 住宅及商業項目	304,000	2028 二零二八年	50%

The Group has been engaged as the asset manager for the projects.

本集團已獲委聘為該等項目之資產管理人。

The Group's property management portfolio covered in the report is as follows:

本集團在本報告內之管理物業組合如下：

Name 名稱	Location 地點	Type 類別	Approximate saleable area/ leasing units 概約可供出售 面積／租賃單位	Attributable to the Group 本集團應佔權益
1. The Parkside Mall# The Parkside商場#	Tseung Kwan O 將軍澳	Commercial & Car Park 商業及停車場項目	35,300 sq.ft. 35,300平方呎	50%
2. Lake Silver# 銀湖●天峰#	Wu Kai Sha 烏溪沙	Commercial & Car Park 商業及停車場項目	31,400 sq.ft. 31,400平方呎	50%
3. Jumbo Court# 珍寶閣#	Wong Chuk Hang 黃竹坑	Car Park 停車場項目	509 509個停車位	50%
4. Sunny House# 日新舍#	San Po Kong 新蒲崗	Student Accommodation 學生住宿項目	1,424 beds 1,424張床位	35%
5. Shop in Cheung Sha Wan Road 長沙灣道店舖	Cheung Sha Wan Road 長沙灣道	Commercial 商業項目	2,400 sq.ft. 2,400平方呎	100%
6. 2 shops in Electric Road 電氣道2間店舖	Fortress Hill 炮台山	Commercial 商業項目	600 sq.ft. 600平方呎	100%
7. Parkville# 天生樓#	Tuen Mun 屯門	Commercial 商業項目	7,000 sq.ft. 7,000平方呎	70%

The Group has been engaged as the asset manager for the projects.

本集團已獲委聘為該等項目之資產管理人。

The Group reviews the scope of the Report in accordance with the materiality principle to ensure that investors and other stakeholders are provided with representative and accurate information.

本集團根據重要性原則審查本報告的範圍，以確保向投資者及其他持份者提供具代表性及準確的資料。

2. Scope of the Report (Continued) 報告範圍(續)

2.1. REPORTING STANDARDS AND PRINCIPLES

The Report has been prepared in accordance with the “comply or explain” provisions of the ESG Reporting Code (the “**Code**”) contained in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). In preparing the Report, the Group adhered to the four reporting principles of materiality, quantitative, balance and consistency.

2.1. 報告準則及原則

本報告乃依據香港聯合交易所有限公司(「**聯交所**」)證券上市規則附錄C2中的《環境、社會及管治報告守則》(「**守則**」)的「不遵守就解釋」規定編製。在編製本報告時，本集團遵循重要性、量化、平衡及一致性四項匯報原則。

Reporting principles 匯報原則	Definition 釋義	The Group's responses 本集團的回應
Materiality	The Report should reflect the Organisation's significant influences on the environment and society, or aspects that substantively affect stakeholders' assessment and decision on organisation.	The board of directors of the Company (the “ Board ”) reviews the Group's business nature and operational practices to identify key environmental and social issues arising from its activities. Matters considered to have significant environmental or societal impacts and high relevance to stakeholders are disclosed in this Report.
重要性	本報告應反映機構對環境及社會的顯著影響，或實質上影響持份者對機構評估及決定的範疇。	Please refer to the “Materiality Assessment” section. 本公司董事會(「 董事會 」)審閱本集團業務性質及營運實踐，以識別其活動對環境及社會所產生的主要影響。被視為對環境或社會具有重大影響及對持份者至關重要的事項均於本報告中披露。 請參閱「重要性評估」章節。

2. Scope of the Report (Continued) 報告範圍(續)

Reporting principles 匯報原則	Definition 釋義	The Group's responses 本集團的回應
Quantitative	The Report should disclose key performance indicators ("KPIs") in a measurable manner.	<p>The Group records and discloses KPIs in a quantitative manner to evaluate the effectiveness of its ESG policies and management systems.</p> <p>The Group has also engaged professional consultants to evaluate environmental and social KPIs in accordance with local guidelines and international standards. All KPIs have undergone external checking (data review, but not assurance/verification according to related schemes) conducted by an independent third party.</p>
量化	本報告應以可以計量的方式披露關鍵績效指標(「 關鍵績效指標 」)。	<p>本集團以量化的方式記錄和披露關鍵績效指標，以評估環境、社會及管治政策和管理系統的有效性。</p> <p>本集團亦已委聘專業顧問根據當地指引及國際標準對環境及社會關鍵績效指標進行評估。所有關鍵績效指標均進行了獨立第三方的外部檢查(數據審查，但不根據相關計劃進行保證／驗證)。</p>
Balance	The organisation should prepare the Report in an unbiased manner, to provide a clear picture of positive and negative impacts, enabling stakeholders to reasonably evaluate the overall performance of the organisation.	The Group prepared the Report with an impartial attitude, detailing both its achievements in sustainable development and the challenges encountered and the solutions implemented. This is to ensure that the Group's performance in sustainable development is accurately and truthfully reflected.
平衡	機構應以公平公正的態度籌備本報告，清晰說明其正面及負面影響，讓持份者可合理地評估機構的整體績效。	本集團以不偏不倚的態度籌備本報告，詳述其在可持續發展的成就和所面對的挑戰及所實施的解決方案，確保準確如實反映本集團於可持續發展方面的表現。

2. Scope of the Report (Continued) 報告範圍(續)

Reporting principles 匯報原則	Definition 釋義	The Group's responses 本集團的回應
Consistency	The Report's disclosures should use a consistent statistical method of disclosure to allow stakeholders to analyse and evaluate the performance of the organisation at different time. The organisation should explain any changes in methods.	The Report uses the same statistical method as the previous year. If there are any changes that may affect the comparison with the information and performance reported previously, the Report will provide appropriate explanations.
一致性	本報告的披露應採用一致的披露統計方法，以便持份者可分析及評估機構於不同時間的績效。機構應就任何方法的變化作出解釋。	Please refer to the "Performance Table" section for further details. 本報告使用與上年度一致的統計方法。如有可能影響與過往報告資料及績效作比較的任何變更，本報告將作出適當解釋。 更多詳情請參閱「績效表」章節。

2.2. CONFIRMATION AND APPROVAL

All information quoted in the Report is sourced from the Group's official documents, statistical data and management and operational records collected in accordance with the Group's system. The Group strives to ensure that the information presented in the Report is accurate and reliable. The Report has been prepared in both English and Traditional Chinese and has been uploaded to the websites of the Stock Exchange (www.hkexnews.hk) and the Company (www.woproperties.com) following its review and approval by the Board.

2.2. 確認及批准

本報告引用的所有資料均來自本集團的官方文件、統計數據及根據本集團制度所收集的管理和營運記錄。本集團竭力確保本報告所呈現的資料均準確可靠。本報告設英文及繁體中文版本，並在董事會審閱及批准後，已上載至聯交所網站(www.hkexnews.hk)及本公司網站(www.woproperties.com)。

2.3. FEEDBACK

The Group welcomes feedback and suggestions from stakeholders. Your opinions will help to improve and enhance the Group's future ESG performance. For any questions or comments regarding the Report or the ESG performance of the Group, please contact the Company via email at pr@woproperties.com.

2.3. 意見反饋

本集團歡迎持份者的反饋和建議。您的意見將會有助完善和提升本集團未來的環境、社會及管治表現。如對本報告或本集團環境、社會及管治表現有任何疑問或意見，歡迎透過電郵(pr@woproperties.com)與本公司聯絡。

3. MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

行政總裁寄語

Dear Stakeholders,

I am pleased to present the Group's ninth ESG Report on behalf of the Board. The Report reflects our ongoing commitment to sustainable development and highlights the significant progress we have made over the past year.

In today's rapidly evolving business landscape, adopting responsible practices is critical – not only to meet current needs but also to preserve opportunities for future generations. Recognising the profound influence of our stakeholders, we continue to uphold rigorous sustainability standards across all our operations. Since 2022, the Group has been implementing a structured 5-Year ESG Roadmap to systematically elevate our ESG initiatives. The Board and ESG Committee oversee the roadmap's progress, ensuring our business growth aligns with defined objectives while driving continuous improvement. These efforts underscore our active role in fostering a sustainable future for both society and the environment.

To further demonstrate our commitment, we consistently participate in the Global Real Estate Sustainability Benchmark (GRESB) assessment, leveraging industry benchmarks to identify gaps and refine our strategies. This year, we are proud to have attained a 5-Star rating in the Development Benchmark and secured 3rd place among our peers in the 2024 GRESB evaluation. These accolades reaffirm our success in embedding ESG principles across our development portfolios, setting new standards of excellence, and pioneering industry leadership in sustainability.

各位持份者：

本人謹代表董事會欣然提交本集團的第九份環境、社會及管治報告。本報告反映我們對於可持續發展的持續承諾，並重點闡述我們在過去一年中取得的重大進展。

在當今瞬息萬變的營商環境中，採取負責任的方式至關重要，不僅是為滿足當前需求，更是為後代保留機會。我們深知持份者的深遠影響，因而繼續在所有業務環節維持嚴格的可持續發展標準。本集團自二零二二年起一直實施結構化的環境、社會及管治五年路線圖，以系統性提升我們的環境、社會及管治舉措。董事會與環境、社會及管治委員會監督該路線圖的進展，在確保我們的業務增長與既定目標保持一致的同時，推動持續改進。這些行動彰顯我們在促進社會及環境的可持續未來方面發揮的積極作用。

為進一步展現我們的承諾，我們持續參與全球房地產可持續發展基準(GRESB)評估，利用行業基準識別不足之處並優化我們的策略。今年，我們榮獲開發基準5星評級，並於二零二四年GRESB評估中位列同業第三。該等榮譽印證了我們將環境、社會及管治原則融入各發展項目組合的成功實踐，既樹立了卓越的新標準，更在可持續發展方面開創行業領導地位。

3. Message from the Chief Executive Officer (Continued) 行政總裁寄語(續)

We have made multiple improvements in asset management during the Year. We conducted an energy audit at The Parkside Mall and actively sought advice from CLP Power on strategies to enhance energy efficiency. We firmly believe that energy audits play a crucial role in our sustainability efforts by providing detailed analysis into energy consumption patterns, allowing us to pinpoint specific areas for improvement. Additionally, we are committed to setting energy and carbon reduction targets, establishing waste recycling systems, and achieving 100% green building certification for our development portfolio by 2025, as part of our ongoing efforts to minimise environmental impact.

Above all, I would like to express my profound gratitude to our exceptional team – your expertise, passion, and unwavering commitment have been the driving force behind our sustainability achievements. The creativity and perseverance demonstrated at every level of our organization have not only met but consistently exceeded the expectations of all our stakeholders.

As we move forward, we remain steadfast in our pursuit of innovative sustainable solutions. Through collective effort and shared vision, we are shaping a legacy of environmental stewardship and social progress that will endure for generations. Together, we are not just building a more sustainable business – we are helping create a better world.

Yours sincerely,
Tang Ho Hong
Executive Director and Chief Executive Officer

30 June 2025

本年度，我們在資產管理方面實施多項優化措施。我們對The Parkside商場進行能源審計，並積極向中華電力尋求提升能源效益策略方面的意見。我們堅信，能源審計於可持續發展工作中發揮重要作用，可為我們提供能源使用模式的詳細分析，從而確定可改進的具體領域。此外，作為持續降低環境影響的舉措之一，我們致力設定能源及碳減排目標，建立廢棄物回收系統，並於二零二五年實現發展項目100%獲得綠色建築認證。

最重要的是，本人謹向我們卓越的團隊致以最誠摯的謝意——你們的專長、熱忱及堅定不移的奉獻一直是我們取得可持續發展成就的推動力。集團上下所展現的創新精神與堅韌毅力，不僅滿足更持續超越所有持份者的期望。

展望未來，我們將矢志不渝探索創新可持續發展解決方案。通過眾志成城的努力與共同的願景，我們正在鑄就一份將會世代傳承的環境管理與社會進步的遺產。攜手共進，我們不僅在打造一個更具可持續性的企業，亦在為締造更美好的世界出一分力。

執行董事兼行政總裁
鄧灝康
謹啟

二零二五年六月三十日

4. SUSTAINABILITY HIGHLIGHTS

可持續發展摘要

The main focus and highlight of the Year for the Group have been on the community engagement and green development. The following are the sustainability highlights of the Group during the Year:

社區參與及綠色發展為本集團在本年度的主要議題和亮點。本集團在本年度的可持續發展亮點如下：

Green building 綠色建築

- LEED/Interior Design and Construction (ID+C) | Gold: Sunny House
LEED／室內設計及建設(ID+C) | 金獎：日新舍
- BEAM Plus/New Building | Gold: The Parkside Mall
BEAM Plus／新建樓宇 | 金獎：The Parkside 商場
- BEAM Plus/New Building | Bronze: 101 and 111 King's Road; 120-130 Ap Lei Chau Main Street; Wai Fung Street
Ap Lei Chau; 9 Finnie Street; 7-9 Ping Lan St
BEAM Plus／新建樓宇 | 銅獎：英皇道101及111號；鴨脷洲大街120-130號；鴨脷洲惠風街；芬尼街9號；平瀾街7-9號

Community investment 社區投資

Approximately HKD 1.2 million
約1.2百萬港元

Employee satisfaction survey 員工滿意度調查

100% response rate
回應率100%

4. Sustainability Highlights (Continued) 可持續發展摘要(續)

Membership

會籍

Name 名稱	Organiser 組織者
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Manpower Developer Award Scheme
人才企業嘉許計劃

5. OUR SUSTAINABILITY APPROACH

可持續發展方針

As we progress with the implementation of our 5-Year ESG Roadmap (2022-2027), the Group remains firmly committed to its long-term sustainability vision. This strategic framework continues to drive our proactive integration of ESG principles, steering our efforts to address emerging risks, embrace industry shifts, and strive for excellence in sustainable development.

隨著我們推進環境、社會及管治五年路線圖（二零二二年至二零二七年）的實施，本集團仍堅定致力於實現其長期可持續發展願景。此策略框架持續推動我們積極整合環境、社會及管治原則，帶領我們採取措施應對新興風險、把握行業變革機遇，並致力在可持續發展領域取得卓越成就。

5.1. MATERIALITY ASSESSMENT

To identify the Company's material ESG areas, the Group engaged a reputed independent consultant to conduct a ESG materiality assessment during the Year.

5.1. 重要性評估

為識別本公司於環境、社會及管治的重要領域，本集團於本年度已委聘一家知名獨立諮詢公司進行環境、社會及管治重要性評估。

The materiality assessment for the Year is mainly divided into the following three stages:

本年度的重要性評估主要分為以下三個階段：

Identification of Material ESG Topics 識別環境、社會及管治的重要議題

The ESG materiality assessment was conducted across two key dimensions. The first involved a gap analysis against the best practices outlined in the GRESB assessment framework covering both the Group-wide operations and project-level performance. The second dimension consisted of peer benchmarking with local and international companies recognised for their strong sustainability track records. Merging the findings of the two dimensions together, the Group was able to identify its focus areas and determine the relevant actions needed.

環境、社會及管治重要性在兩個主要方面進行評估。第一方面涉及對GRESB評估框架概述的最佳實踐進行差距分析，涵蓋本集團整體營運以及項目層面的表現。第二方面包括與因其出色的可持續發展往績記錄而獲認可的本地及國際公司進行對標比較。透過整合兩方面的評估結果，本集團能識別其關注領域及釐定所需的相關行動。

5. Our Sustainability Approach (Continued)

可持續發展方針 (續)

Ranking of ESG Topics

環境、社會及管治議題排序

To ensure our ESG strategy stays aligned with stakeholder expectations, we conducted a comprehensive online stakeholder engagement survey, inviting both internal and external stakeholders to evaluate and prioritize key ESG topics relevant to our business. This inclusive approach enables us to focus our efforts on the most material sustainability issues, reinforcing our commitment to transparency and the creation of shared value.

為確保我們的環境、社會及管治策略與持份者期望保持一致，我們已進行一項全面的線上持份者溝通調查，邀請內部及外部持份者評估與我們的業務相關的關鍵環境、社會及管治議題並進行排序。該包容性舉措使我們能夠將精力集中於最重要的可持續發展事項，強化我們對透明度及共同價值創造的承諾。

Validation and Review

驗證及審閱

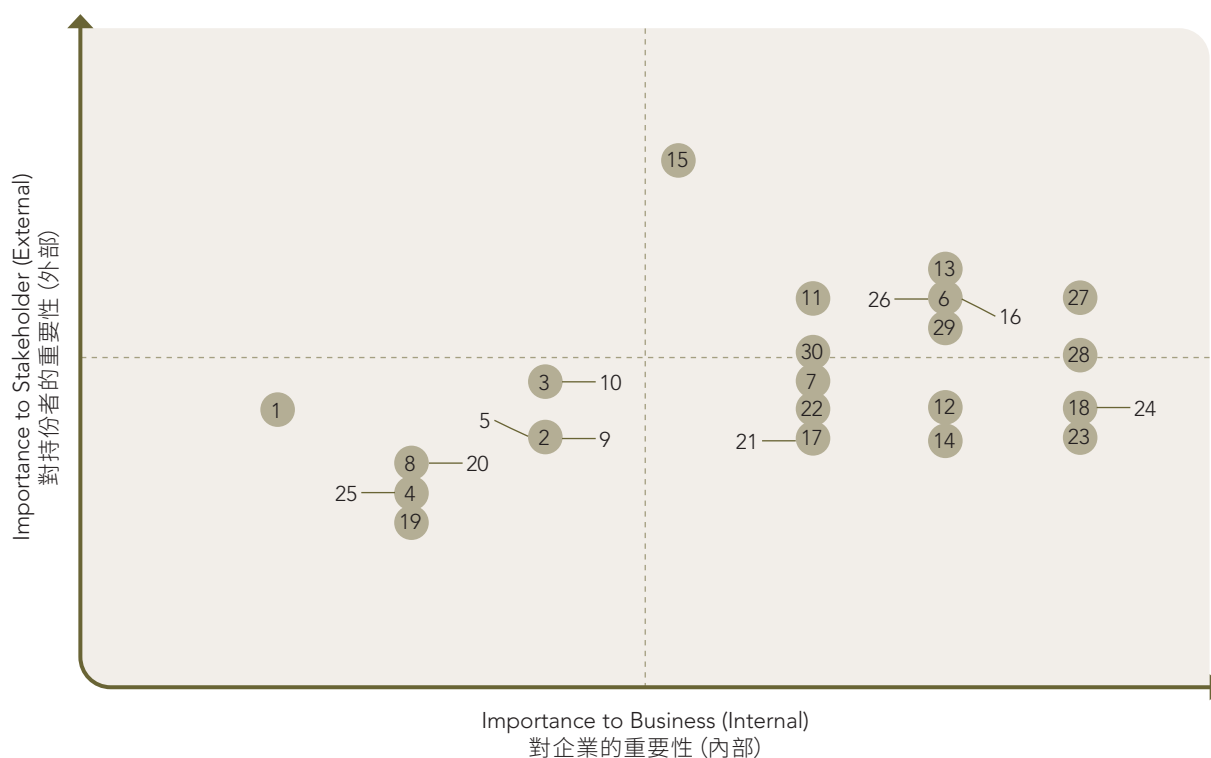
The Board has conducted a thorough review and formally approved the results and strategic implications of our comprehensive materiality assessment.

董事會已進行仔細審閱並正式批准我們的全面重要性評估的結果及策略影響。

5. Our Sustainability Approach (Continued) 可持續發展方針(續)

The following matrix provides an overview of the assessment results with the cross-reference table below detailing the name and indicator of each topic.

下列矩陣展示評估結果的總體概況，下面的交叉引用表詳細列出各主題的名稱及指標。



Environmental Aspect 環境層面

1. Raw material consumption
原材料消耗量
2. Water consumption
耗水量
3. Energy and resource management
能源與資源管理
4. Emissions management
排放管理
5. Greenhouse gas ("GHG") emissions
溫室氣體排放
6. Comply with environmental laws and regulations
遵守環保法律法規
7. Noise control
噪音管制
8. Green energy opportunities
綠色能源機遇
9. Environmental investment and education
環境投資與教育
10. Environmental benefits
環境效益
11. Climate change
氣候變化

5. Our Sustainability Approach (Continued)

可持續發展方針 (續)

Social Aspect 社會層面	12. Talent management 人才管理 13. Employee safety and health 員工安全與健康 14. Employee training and development 員工培訓與發展 15. Employee benefits and rights 員工福利與權益 16. Employee communication 員工溝通 17. Diversity and equal opportunity 多元化與平等機會 18. No child or forced labour 避免童工或強制勞工 19. Community 社區
Economic and Business Aspect 經濟與商業層面	20. Green procurement 綠色採購 21. Product and service quality management 產品與服務質量管理 22. Customer satisfaction 客戶滿意度 23. IT privacy and security 資訊科技私隱與安全 24. Intellectual property protection 知識產權保護 25. Product service development and innovation 產品服務開發與創新 26. Business ethics 商業道德 27. Anti-corruption 反貪污 28. Legal Business 法律與業務 29. Business risk management 業務風險管理 30. Business environment 營商環境

5. Our Sustainability Approach (Continued) 可持續發展方針(續)

5.2. OUR 5-YEAR ESG ROADMAP

Through extensive industry benchmarking and comprehensive trend analysis, the Group has defined key ESG pillars and corresponding focus areas. These strategic priorities are deliberately aligned to actively support and advance relevant United Nations Sustainable Development Goals (UNSDG). Guided by our strong governance framework, we are committed to creating and managing sustainable environments that genuinely enhance quality of life and foster thriving communities.

5.2. 環境、社會及管治五年路線圖

透過廣泛的行業對標及全面的趨勢分析，本集團識別出關鍵環境、社會及管治支柱及相應的關注領域。該等策略重點經過精心規劃，旨在積極助力及推進相關聯合國可持續發展目標(UNSDG)。在我們的強大治理框架的指引下，我們致力於創造及管理可持續發展的環境，切實提升生活品質，促進社區繁榮發展。

ESG Pillars and Focus Areas 環境、社會及管治支柱及關注領域



Robust Governance 穩健管治

- Corporate governance
企業管治
- ESG governance
環境、社會及管治方面的治理



Sustainable Places 可持續發展的範疇



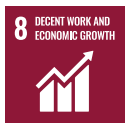
- Climate action and resilience
氣候行動及抗禦
- Sustainable certifications
可持續發展認證
- Circular economy
循環經濟



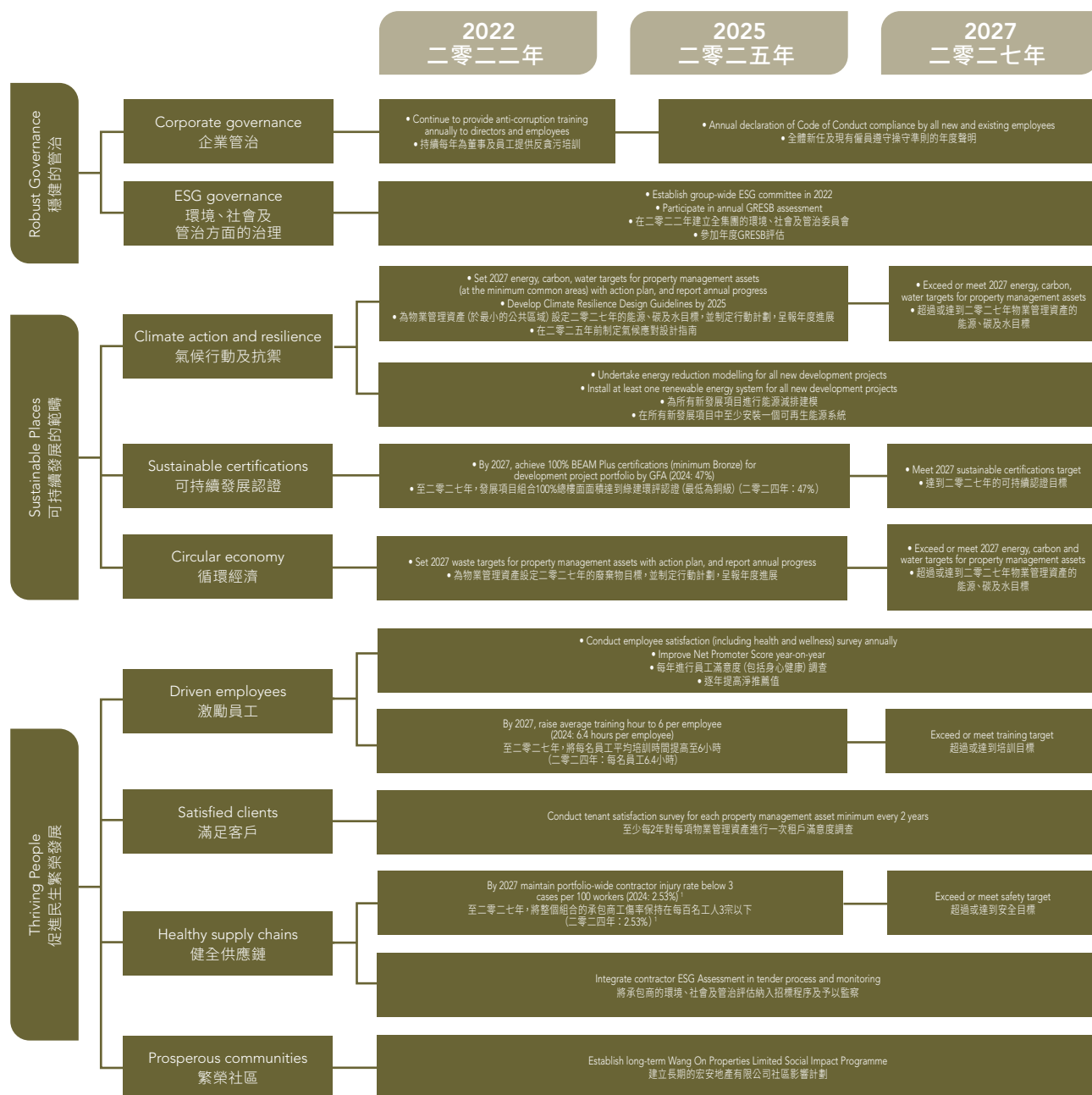
Thriving People 促進民生繁榮發展



- Driven employees
激勵員工
- Satisfied clients
滿足客戶
- Healthy supply chains
健全供應鏈
- Prosperous communities
繁榮社區



5. Our Sustainability Approach (Continued) 可持續發展方針(續)



Remarks

- Hong Kong construction industry average was 3.10 cases per 100 workers (Source: https://www.labour.gov.hk/common/osh/pdf/Bulletin2023_issue24_en.pdf)

備註

- 香港建造業的平均數為每百名工人3.10宗(資料來源：https://www.labour.gov.hk/common/osh/pdf/Bulletin2023_issue24_en.pdf)

6. STAKEHOLDERS' ENGAGEMENT 持份者溝通

Recognising that stakeholder perspectives are fundamental to sustainable growth, we actively cultivate continuous dialogue with all key constituencies, including investors, business partners, employees, customers, regulatory bodies, and the broader community. The Group maintains robust engagement through tailored communication channels designed to address each stakeholder group's unique priorities and concerns, as detailed in the accompanying stakeholder matrix.

我們認識到持份者的觀點是可持續增長的根本，因此積極促進與所有主要支持者的持續對話，包括投資者、商業夥伴、僱員、客戶、監管機構以及更廣泛的社區。本集團透過為應對各持份者群體的獨特優先事項及關注事宜而度身訂造的溝通渠道，維持強而有力的溝通，詳情請參閱隨附的持份者矩陣。

Key stakeholders 主要持份者	Key engagement issue 溝通要點	Engagement channel 溝通渠道
Investors and shareholders 投資者及股東	The Group's timely handling of investors and shareholders concerns helps long-term financial returns while generating social value. 本集團及時處理投資者及股東關注的事宜，有助帶來長期財務回報，同時創造社會價值。	<ul style="list-style-type: none"> • Annual general meeting/special general meeting • Annual and interim results announcements • Announcements and notices • Key stakeholders and engagement channels • Annual and interim reports • Company website • 股東週年大會／股東特別大會 • 年度及中期業績公佈 • 公佈及通知 • 主要持份者及溝通渠道 • 年度及中期報告 • 公司網站
Customers 客戶	By understanding the expectations and demands of the customers, the quality of the products and services of the Group will be improved and enhanced constantly. 了解客戶的期望及需求，有助本集團不斷改善及提升其產品及服務質素。	<ul style="list-style-type: none"> • Customer service hotline • Business representatives • Website and emails • 客戶服務熱線 • 業務代表 • 網站及電子郵件
Directors and employees 董事及僱員	To promote mutual respect and provide a healthy workplace environment, the Group consistently strives to understand and address the needs of both directors and employees. 為促進相互尊重及提供健康的工作環境，本集團持續致力了解及滿足董事及僱員的需求。	<ul style="list-style-type: none"> • Retreats • Social gatherings • 集思會 • 聯誼聚會

6. Stakeholders' Engagement (Continued)

持份者溝通(續)

Key stakeholders 主要持份者	Key engagement issue 溝通要點	Engagement channel 溝通渠道
Business partners 商業夥伴	The Group collaborates closely with business partners at every stage to supervise quality and performance ensuring the delivery of consistently high-quality outcomes. 本集團於各階段與商業夥伴密切合作，監控其質量及表現，確保持續交付高品質的成果。	<ul style="list-style-type: none"> On-site meetings Site co-ordination meetings 實地會議 地盤協調會議
Community 社區	The Group proactively engages with communities to respond to their needs and create lasting benefits. 本集團積極與社區互動，回應其需要，創造長久利益。	<ul style="list-style-type: none"> Community activities Staff volunteer activities Sponsorship and donations 社區活動 員工義工活動 贊助及捐贈
Regulatory authority 監管機構	The Group maintains close communication with regulatory authorities, to ensure compliance with relevant laws and regulations, thereby avoiding any adverse impact on the business. 本集團與監管機構維持緊密溝通，以確保遵循相關法律及法規，從而避免對業務造成任何負面影響。	<ul style="list-style-type: none"> Publications and emails Meetings 刊物及電郵 會議

7. ROBUST GOVERNANCE

穩健的管治

7.1. BOARD'S STATEMENT ABOUT ESG GOVERNANCE

The Board recognises sustainable development as fundamental to long-term corporate success. To translate this vision into action, the Group systematically integrates ESG principles across all business operations, demonstrating a firm commitment to improving sustainability performance through optimised resource utilisation. As the governing authority, the Board provides strategic oversight of ESG direction and decision-making including regular review and deliberation of the Group's ESG performance, emerging opportunities, and risk exposures aligned with material topics identified through our comprehensive ESG materiality assessment.

To implement our ESG 5-Year Roadmap, the Group has established the ESG Committee since FY2021/22. The primary objective of the ESG Committee is to analyse and identify the Group's ESG issues (including climate related risks). The ESG Committee reports to the Board for the evaluation and subsequent implementation or revision of the Group's ESG strategies. Consequently, the ESG Committee works with an external ESG consultant to conduct materiality assessment, prepare the Company's ESG reports and participate the annual GRESB assessment. The ESG Committee is responsible for reporting to the Board on the Group's ESG reports and annual GRESB assessment results, as well as reviewing the ESG Policy and ESG Manual. Upholding GRESB's best practices, all relevant staff members undergo annual appraisals to assess their contributions towards advancing the Group's ESG goals.

Information regarding the Group's Corporate Governance is addressed more in depth in the "Corporate Governance Report" section of the Company's Annual Report 2025.

7.1. 董事會關於環境、社會及管治的治理聲明

董事會深明，可持續發展是企業長期成功的根本。為將此願景轉化為行動，本集團系統地將環境、社會及管治原則整合至所有業務營運中，展現通過優化資源使用，提高可持續發展績效的堅定承諾。作為管治機構，董事會對環境、社會及管治的方向及決策進行策略監督，包括根據通過我們的全面環境、社會及管治重要性評估識別出的重要議題，定期審查及討論本集團在環境、社會及管治方面的表現、新出現的機會及風險敞口。

為實施環境、社會及管治五年路線圖，本集團自二零二一／二二財年起成立環境、社會及管治委員會。環境、社會及管治委員會的主要目標為分析及確定本集團的環境、社會及管治議題（包括氣候相關風險）。環境、社會及管治委員會向董事會報告，經評估後實施或修訂本集團的環境、社會及管治策略。因此，環境、社會及管治委員會與外部環境、社會及管治顧問合作，展開重要性評估、編製本公司環境、社會及管治報告，並參與年度GRESB評估。環境、社會及管治委員會負責向董事會報告本集團的環境、社會及管治報告及年度GRESB評估結果，及審閱環境、社會及管治政策以及環境、社會及管治手冊。秉持GRESB的最佳慣例，所有相關員工均會接受年度評估，以評估其對推動本集團環境、社會及管治目標的貢獻。

有關本集團的企業管治資料已於本公司二零二五年年報「企業管治報告」一節作更深入的表述。

7. Robust Governance (Continued) 穩健的管治 (續)

7.2. ANTI-CORRUPTION

The Group upholds the highest standards of corporate integrity, maintaining a zero-tolerance policy toward all forms of corruption. This principle is clearly codified in our “Staff Handbook”, which explicitly prohibits bribery, extortion, fraud, money laundering, and other corrupt practices across all business activities.

To safeguard the Group’s integrity and mitigate corruption risks, an anti-fraud and whistleblowing mechanism has been put in place. This allows employees to confidentially report any suspected misconduct or corrupt practices to management. All reports are investigated discreetly, and where wrongdoing is confirmed, appropriate disciplinary measures will be taken or the matter will be referred to the relevant law enforcement authorities, depending on the circumstances.

The “Staff Handbook” also regulates employee conduct regarding gifts from third-party individuals and organisations, including tenants, licensed persons, service users, customers, business partners, etc., in any business activities, to avoid conflicts of interest. Staff members must obtain prior approval from the Company before accepting any form of entertainment. Any violation of these policies may result in internal disciplinary actions or termination of employment.

The Group proactively engages representatives from the Independent Commission Against Corruption (ICAC) to deliver regular anti-corruption training sessions, aiming to reinforce employees’ awareness of anti-corruption principles and ethical conduct. Throughout the year, the training initiative has been systematically extended to all organisational levels, including Board members, ensuring comprehensive coverage of integrity standards.

Newly recruited staff are required to complete a mandatory onboarding program within 14 days of employment. This program intricately integrates organisational heritage, workplace safety protocols, and anti-corruption compliance training, establishing a robust foundation for regulatory adherence from the outset.

During the Year, no corruption lawsuits involving the Group or its employees were filed.

7.2. 反貪污

本集團秉持企業廉潔的最高標準，對各種形式的貪污舞弊行為採取零容忍政策。我們的《員工手冊》明文規定此項原則，當中明確禁止所有商業活動中的賄賂、勒索、欺詐、洗黑錢及其他貪污行為。

為維持本集團廉潔及降低貪污風險，我們已建立反欺詐及舉報體系。這使員工可秘密向管理層舉報任何懷疑不當行為或貪污行為。所有舉報均會經過謹慎調查，如確認為不當行為，將視情況採取適當紀律處分措施或將事件向相關執法機構呈報。

《員工手冊》亦規管員工在進行任何商業活動時收受來自第三方個人或組織（包括租戶、持牌人、服務用戶、客戶、業務夥伴等）的饋贈的行為，以避免任何利益衝突。員工必須獲本公司事先批准後，方可接受任何款待。違反任何該等政策或會面臨內部紀律處分或解僱。

本集團積極邀請廉政公署代表定期舉辦反貪培訓課程，以加強員工對反貪原則及道德操守的認知。過去一年，本集團有系統地將培訓計劃延伸至所有組織層面，包括董事會成員，確保廉潔標準獲全面涵蓋。

所有新聘員工須於入職後 14 天內完成強制性入職培訓。該計劃嚴謹整合公司歷史、工作場所安全規範及反貪合規培訓，從職業生涯起步階段即為遵守法規奠定堅實基礎。

於本年度，並無發生涉及本集團或其員工的貪污訴訟案件。

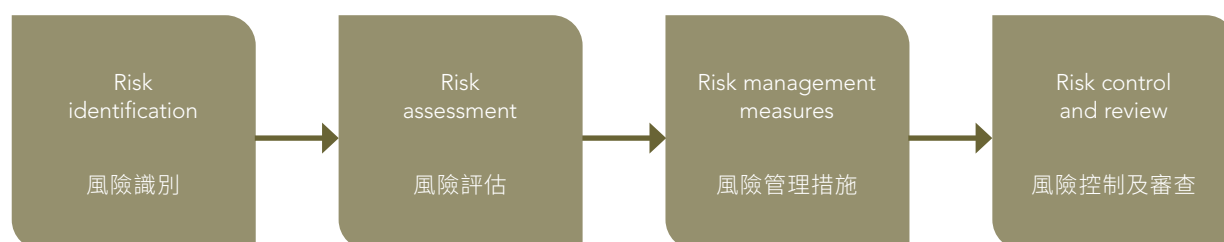
7. Robust Governance (Continued) 穩健的管治(續)

7.3. RISK MANAGEMENT

Robust risk management is crucial for the Group's long-term sustainability. The Group formulates and implements risk management strategies based on a thorough analysis and understanding of the Company's risk profile. The Audit Committee supports the Board by regularly reviewing and overseeing corporate risk management and internal controls. At the same time, management is responsible for designing, maintaining, implementing, and overseeing the risk management and internal control systems.

The Board conducts an annual review of the Group's risk management and internal control systems and procedures, covering all key controls, including finance, operations and compliance, to ensure their relevance and effectiveness. To further enhance the efficiency and effectiveness of the risk management and internal control systems, the Group engages external consultant to conduct independent assessments. The findings and recommendations from the assessments are reviewed by the Board and the Audit Committee for continuous improvement.

The Group's risk management and internal control procedures are summarised in the following four steps, with relevant policies and procedures are subsequently formulated.



7.3. 風險管理

穩健的風險管理對本集團的長遠可持續發展至關重要。本集團根據對本公司風險狀況的透徹分析及了解，制定及實施風險管理策略。審核委員會透過定期檢討及監督企業風險管理及內部監控，為董事會提供支持。同時，管理層負責設計、維護、實施及監督風險管理及內部監控系統。

董事會每年均對本集團的風險管理及內部監控系統及程序進行檢討，涵蓋所有重要控制項目，包括財務、經營及合規，以確保其相關度及有效度。為進一步提升風險管理及內部監控系統的效率及成效，本集團委聘外部諮詢公司進行獨立評估。評估的結果及建議隨後會由董事會及審核委員會審閱，以作出持續改善。

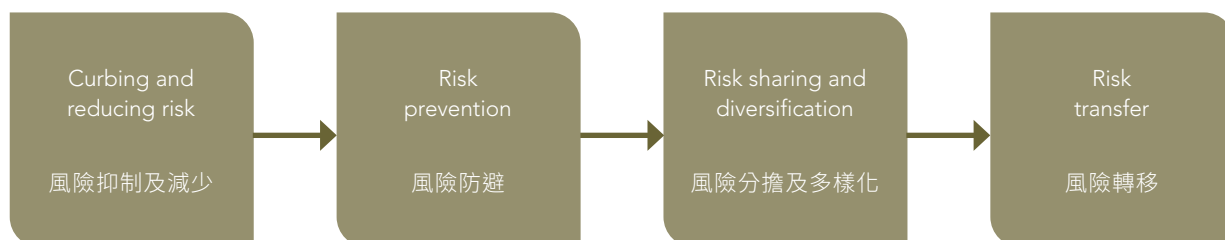
本集團的風險管理及內部監控程序可概括為以下四個步驟，而相關政策及程序已於其後制定。

7. Robust Governance (Continued) 穩健的管治 (續)

The Group adopts a systematic risk management framework to comprehensively evaluate operational risks across multiple dimensions. Our management team conducts regular assessments that examine both internal organizational factors and external environmental considerations, including political developments, economic trends, technological advancements, environmental concerns, social dynamics, and workforce-related matters. Each identified risk undergoes rigorous analysis to assess its potential business impact and likelihood of occurrence. This disciplined approach enables us to prioritise risk mitigation efforts effectively, with the ultimate objective of reducing potential adverse effects on the Group's operations and strategic objectives. Through this proactive risk management process, we maintain organizational resilience and support sustainable business growth.

本集團採用系統性風險管理架構，從多個維度全面評估營運風險。我們的管理團隊定期進行評估，檢視內部組織因素及外部環境考量，包括政治發展、經濟趨勢、科技進步、環境問題、社會動態及勞動力相關事宜。各項已識別的風險均經過嚴格的分析，以評估其潛在的業務影響及發生的可能性。此嚴謹方法使我們能夠有效地對風險緩解措施進行排序，最終目的是減少對本集團營運及策略目標的潛在不利影響。透過此積極主動的風險管理流程，我們維持組織的抵禦力，並支持可持續發展的業務增長。

Risk Management Strategy 風險管理策略



7. Robust Governance (Continued) 穩健的管治(續)

Type of risk 風險類別	Description of risk 風險描述	Measures against risk 風險應對措施
Project Quality Risk 項目品質風險	<p>The Group understands that both the quality and scale of property development projects are crucial, as low-quality properties will affect the safety and health of clients. As a property developer, the Group relies on contractors to carry out construction work for the property development projects. If contractors fail to meet the satisfactory level of the Group, it may lead to quality and safety issues, which could adversely impact the Group's reputation.</p> <p>本集團明白物業發展項目的品質及規模十分重要，因為低質量的物業會影響客戶健康及安全。作為物業發展商，本集團依賴承包商進行物業發展項目之建築工程。若承包商未能達致本集團滿意的水平，將有可能導致品質及安全問題，或會對本集團聲譽造成不利影響。</p>	<ul style="list-style-type: none"> • The Group standardises quality assurance standards for all construction projects and establishes a new property passing standard, which covers 25 key criteria. • To uphold the highest quality standards in property development projects, the Group performs post-completion reviews to identify any construction defects and follows up with contractors for remediation. • The Group performs an annual assessment on the contractors' performances to ensure aspects such as construction site management and craftsmanship are well performed. • 本集團統一各建築項目之質量保證標準，設立全新樓宇合格標準，當中涵蓋25個主要標準。 • 為維持物業發展項目的最高質量標準，本集團進行竣工後檢查，以識別任何工程缺陷，並與承包商跟進進行補救。 • 本集團每年對承包商表現進行評估，確保建築地盤管理及工藝等多個範疇有良好表現。

7. Robust Governance (Continued) 穩健的管治 (續)

7.4. COMPLIANCE MANAGEMENT

The Group recognises that strict adherence to regulatory requirement is fundamental to our long-term business viability. We maintain constant vigilance through regular compliance reviews and operational audits, which enabling continuous improvement of our policies, standards, and implementation frameworks. This proactive approach mitigates the risk of regulatory violations that could result in legal consequences or enforcement actions.

Should there be any failures in abiding by the relevant laws and regulations, the Group's reputation may be prejudiced, thus pose adverse impacts on its operation, business performance, or financial position. The following are the key laws and regulations identified as having the most significant impacts on the Group, including possible litigations or penalties.

During the Year, the Group was not aware of any material non-compliance cases relating to the following laws and regulations, nor any corruption-related litigations involving the Group or its employees.

7.4. 合規管理

本集團認識到，嚴格遵守監管要求是我們長期業務可行性的基石。我們透過定期合規性審查及營運稽核，保持持續的警覺性，從而能夠不斷強化我們的政策、標準及實施框架。此積極主動的方針可降低可能導致法律後果或執法行動的違規風險。

如有違反相關法律及規例，均可能損害本集團聲譽，並對其營運、業務表現或財政狀況造成不利影響。以下為已識別對本集團造成最重要影響（包括潛在訴訟或罰款）的主要法律及規例。

本年度，本集團並無發現有關以下法律及規例的嚴重違規事件，亦無任何涉及本集團或其員工的貪污相關訴訟。

7. Robust Governance (Continued) 穩健的管治 (續)

Aspect 層面	Relevant laws and regulations 相關法律及規例
Emissions 排放物	<ul style="list-style-type: none"> • Air Pollution Control Ordinance • Water Pollution Control Ordinance • Waste Disposal Ordinance • 《空氣污染管制條例》 • 《水污染管制條例》 • 《廢物處置條例》
Employment and labour standards 僱傭及勞工準則	<ul style="list-style-type: none"> • Employment Ordinance • Employees' Compensation Ordinance • Sex Discrimination Ordinance • Disability Discrimination Ordinance • Family Status Discrimination Ordinance • Personal Data (Privacy) Ordinance • 《僱傭條例》 • 《僱員補償條例》 • 《性別歧視條例》 • 《殘疾歧視條例》 • 《家庭崗位歧視條例》 • 《個人資料 (私隱) 條例》
Health and safety 健康與安全	<ul style="list-style-type: none"> • Occupational Safety and Health Ordinance • Employees' Compensation Ordinance • 《職業安全及健康條例》 • 《僱員補償條例》
Product liability 產品責任	<ul style="list-style-type: none"> • Buildings Ordinance • Residential Properties (First-hand Sales) Ordinance • Personal Data (Privacy) Ordinance • 《建築物條例》 • 《一手住宅物業銷售條例》 • 《個人資料 (私隱) 條例》
Anti-corruption 反貪污	<ul style="list-style-type: none"> • Prevention of Bribery Ordinance • 《防止賄賂條例》

8. SUSTAINABLE PLACES

可持續發展的範疇

The Group acknowledges the critical role of environmental and natural resources in its operations and is committed to integrating sustainable practices into its long-term growth strategy. In alignment with its ESG Policy and Net Zero Policy, the Group strives to enhance sustainability by reducing emissions and pollution, optimising resource efficiency, preserving ecosystems, and mitigating the environmental impact of its property lifecycle in response to climate challenges.

本集團認同環境及自然資源在其營運中發揮的關鍵作用，並致力將可持續實踐融入其長期增長策略中。本集團秉承其《環境、社會及管治政策》以及《淨零政策》，通過減少排放及污染、優化資源效率、保護生態系統，以及減輕其物業生命週期的環境影響，以應對氣候挑戰，努力提高可持續性。

Office operations and property management 辦公室營運及物業管理

The Group is committed to implementing a green management strategy aimed at minimising the environment and natural resources impacts of its office and commercial operations through various measures.

本集團致力於實施綠色管理策略，旨在通過各種措施盡量減少辦公室及商業營運對環境及自然資源的影響。

Property development 物業發展

The Group integrates green elements into project planning and design, and oversees the environmental performance of contractors throughout construction phase. We are committed to achieving a 100% green building development portfolio, with a minimum BEAM Plus Bronze certification by 2027. As of the Year, 47% of our development portfolio has been certified as green buildings by GFA.

本集團在項目規劃及設計中融入綠色元素，並在整個施工階段監督承包商的環保表現。我們致力於在二零二七年之前實現100%綠色建築發展組合（最低為綠建環評銅級認證）。截至本年度，我們的發展組合中47%的建築面積已獲認證為綠色建築。

8. Sustainable Places (Continued) 可持續發展的範疇(續)

8.1. ENERGY RESOURCES

In the reporting year, the Group's total energy consumption amounted to 193,455.13 kWh for office operations, 9,372,427.21 kWh for managed properties, and 2,614,792.54 kWh for development projects. The energy intensity metrics were recorded at 237.13 kWh/m² (offices), 146.62 kWh/m² (managed properties), and 40.03 kWh/m² (development projects). A detailed breakdown of energy usage across these categories is provided in Table 10.1.

To enhance energy efficiency, the Group conducted an energy audit at The Parkside Mall and engaged CLP Power to identify optimization strategies. These initiatives contributed to a 26% year-on-year reduction in electricity consumption compared to FY2023/2024, primarily achieved through adjustments to operational protocols, including increasing the chilled water supply temperature.

The Group has adopted the following resource efficiency initiatives across its offices, managed properties, and development projects:

8.1. 能源資源

於報告年度內，本集團的能源消耗總量中辦公室營運耗用193,455.13千瓦時，管理物業耗用9,372,427.21千瓦時，發展項目耗用2,614,792.54千瓦時。能源強度指標錄得237.13千瓦時／平方米(辦公室)、146.62千瓦時／平方米(管理物業)及40.03千瓦時／平方米(發展項目)。表格10.1提供該等類別的能源使用詳盡明細。

為提升能源效益，本集團已對The Parkside商場進行能源審計，並委聘中華電力識別優化策略。與二零二三／二零二四財年相比，該等措施促使電力消耗按年減少26%，主要透過調整營運規範(包括提高冷水供應溫度)而實現。

本集團已在其辦公室、管理物業及發展項目中採用以下資源效率措施：

Headquarters office 總部辦公室	<ul style="list-style-type: none">• Use of high energy efficiency lighting equipment, including LED lights 使用包括LED燈具在內的高能源效益的照明設備• Installation of different lighting systems in various areas to reduce lighting intensity 於不同區域安裝不同照明系統，以降低照明強度• Deployment of sensors in office rooms, toilets and conference rooms to reduce electricity in depopulated area 於辦公室房間、洗手間及會議室等區域設置感應器，減少無人區電力消耗• Adjustment of computer settings to activate standby or hibernation modes 調整電腦設置，啟動電腦的待命或休眠模式• Replacement of aging A/C systems with high energy efficient models 以能源效益高的型號取代低效率的舊空調系統
Property management 物業管理	<ul style="list-style-type: none">• Require all designs and specifications related to Mechanical, Electrical and Plumbing (MEP) systems to conform to the latest Building Energy Codes 要求所有關於機械、電氣及管道(MEP)系統的設計及規格符合最新《建築物能源效益守則》• Use LED lights as much as possible 盡量採用LED燈具

8. Sustainable Places (Continued)

可持續發展的範疇(續)

Development projects 發展項目

- Undertake energy modelling for all new assets to identify opportunities for reducing energy demand and preventing overheating (e.g. use of different facade designs and specifications at concept stage)
對所有新資產進行能源建模，以識別減少能源需求及防止過熱的機會（例如，在概念階段使用不同的外牆設計及規格）
- Commission a review of the current engineering standards of the Group to ensure compliance with the Building Energy Efficiency Ordinance (BEEO) and to assess the impact of more stringent design limits on future projects
委託審查本集團的現有工程標準，以確保符合《建築節能條例》，並評估更嚴格的設計規限對未來項目的影響

8.2. MANAGEMENT OF EMISSION

The Group remains unwavering in its commitment to achieving net-zero carbon emissions, fully supporting Hong Kong's Climate Action Plan 2050. To realize this goal, the Group has engaged expert consultants to perform a thorough carbon assessment of its operational greenhouse gas (GHG) emissions. This evaluation adheres to both local benchmarks – including guidelines from Hong Kong's Environmental Protection Department (EPD) and Electrical and Mechanical Services Department (EMSD) – and international global standards such as ISO 14064-1.

During the reporting period, the Group recorded total greenhouse gas emissions of 63.61 metric tons of CO₂ equivalent (tCO₂e) from office operations, 1,856.84 tCO₂e from managed properties, and 4,328.70 tCO₂e from development projects. The emissions intensity metrics were measured at 0.08 tCO₂e per square meter for offices, 0.03 tCO₂e/m² for managed properties, and 0.07 tCO₂e/m² for development projects. A complete analysis of the Group's GHG emissions across all operational segments during the reporting year, including detailed breakdowns for office activities, property management, and development projects, is provided in Table 10.1.

The Group has adopted multiple initiatives to mitigate GHG emissions across its operations. These include integrating renewable energy generation capabilities into building designs and equipping offices with video conferencing facilities to reduce business travel.

8.2. 排放管理

本集團繼續堅定不移地承諾實現淨零碳排放，全力支持《香港氣候行動藍圖2050》。為實現此目標，本集團已委聘專家顧問對其營運溫室氣體排放進行全面的碳評估。該評估遵循本地基準（包括香港環境保護署及機電工程署發佈的指引）及國際全球標準（如ISO 14064-1）。

於報告期間內，本集團的溫室氣體排放總量為辦公室營運63.61公噸二氧化碳當量，管理物業1,856.84公噸二氧化碳當量，發展項目4,328.70公噸二氧化碳當量。辦公室的排放強度指標為0.08公噸二氧化碳當量／平方米，管理物業為0.03公噸二氧化碳當量／平方米，發展項目為0.07公噸二氧化碳當量／平方米。表格10.1提供本集團於報告年度所有營運分部的溫室氣體排放完整分析，包括辦公室活動、物業管理及發展項目的詳盡明細。

本集團已採取多項措施以減少其營運過程中的溫室氣體排放。該等措施包括在建築設計中融入可再生能源發電功能，以及為辦公室配備視頻會議設施以減少商務出行。

8. Sustainable Places (Continued) 可持續發展的範疇(續)

8.3. WATER RESOURCES

The Group's office operations primarily utilize water for basic domestic purposes, with reliable access to water sources maintained throughout the reporting period. During the Year, total water consumption amounted to 93.00 m³ for office operations, 72,943.27 m³ for managed properties, and 6,387.00 m³ for development projects. Water consumption intensity was measured at 0.11 m³/m² for offices, 1.14 m³/m² for managed properties, and 0.10 m³/m² for development projects, reflecting the varying operational demands across different business segments. A detailed breakdown of the Group's water consumption across all office operations, property management, and development project during the reporting period is provided in Table 10.1.

The Group has principally taken the following measures to reduce consumption of water:

8.3. 水資源

本集團辦公室營運的用水主要用於基本生活用途，於整個報告期內水源供應保持穩定。本年度，辦公室營運、管理物業及發展項目的耗水總量分別為93.00立方米、72,943.27立方米及6,387.00立方米。耗水密度為辦公室0.11立方米／平方米、管理物業1.14立方米／平方米，及發展項目0.10立方米／平方米，反映不同業務分部的營運需求各不相同。本集團於報告期內的所有辦公室營運、管理物業及發展項目的耗水明細詳情載於績效表10.1。

本集團主要採取以下措施節約用水：

Headquarters office and property management 總部辦公室及物業管理	<ul style="list-style-type: none">Carry out regular inspections of water pipes and taps to prevent leakage, and arrange for timely repair when necessary 定期檢查水管及水龍頭有否漏水，並在需要時及時維修Install water-saving equipment, such as low-flow faucets 安裝節水設備，例如低流量水龍頭Use drip irrigation system to reduce water consumption in landscape irrigation 使用滴灌系統，以減少景觀灌溉的用水量
Development projects 發展項目	<ul style="list-style-type: none">Operate water recycling/rainwater harvesting systems, where feasible 在可行的情況下，應用水循環／雨水收集系統Install water efficient appliances e.g. Water Efficiency Labelling Scheme Grade 2 or above 安裝節水設備，例如水效標識計劃二級或以上

8. Sustainable Places (Continued)

可持續發展的範疇(續)

8.4. WASTE

During the reporting period, the Group's development projects generated 0.124 tonnes of hazardous waste, while no hazardous waste was produced from office operations or managed properties. This resulted in a hazardous waste intensity of 0.000001 tonnes/m² for development projects. The minimal hazardous waste output reflects the Group's effective waste management practices and its commitment to minimizing environmental impact across all operational areas.

The Group's non-hazardous waste generation during the reporting period totalled 0 tonne from office operations, 847.16 tonnes from managed properties, and 201,128.87 tonnes from development projects. Corresponding waste intensity metrics were of 0 tonne/m² for offices, 0.01 tonne/m² for managed properties, and 0.3 tonne/m² for development projects. All non-hazardous waste from the Group's offices and managed properties is properly disposed of through licensed contractors. Furthermore, the Group has established an integrated waste management system based on the principle of source reduction, demonstrating its commitment to sustainable waste minimization strategies across all operational segments.

A comprehensive breakdown of waste generation from the Group's office operations, managed properties, and development projects during the Year is provided in Table 10.1.

8.4. 廢棄物

於報告期內，本集團發展項目產生有害廢棄物0.124公噸，而辦公室營運或管理物業概無產生有害廢棄物。因此，發展項目有害廢棄物密度為0.000001公噸／平方米。有害廢棄物產量微乎其微，體現了本集團的廢棄物管理實踐行之有效，且致力在所有營運區域將環境影響降至最低。

於報告期間，本集團辦公室營運、管理物業及發展項目產生的無害廢棄物總量分別為0公噸、847.16公噸和201,128.87公噸。對應的廢棄物密度指標分別為辦公室0公噸／平方米、管理物業0.01公噸／平方米和發展項目0.3公噸／平方米。本集團辦公室及管理物業產生的所有無害廢棄物均由持牌承包商妥善處理。此外，本集團已制定一項以源頭減廢為宗旨的綜合廢棄物管理制度，彰顯本集團在所有營運分部實施可持續減廢策略的承諾。

績效表10.1提供本集團於本年度的辦公室營運、管理物業及發展項目的廢棄物產生量綜合明細。

8. Sustainable Places (Continued) 可持續發展的範疇(續)

To reduce waste generation, the Group commits to implementing the below measures across its managed properties and development projects:

為減少產生廢棄物，本集團承諾在我們的管理物業及發展項目中實施以下措施：

<p>Office and property management 辦公室及物業管理</p>	<ul style="list-style-type: none"> Prepare for the proposed implementation of the Municipal Solid Waste (MSW) Charging Scheme on 1 August 2024, it is important to establish robust waste recycling systems involving all relevant stakeholders. 因應二零二四年八月一日擬實施都市固體廢物收費計劃，建立涉及所有相關持份者的完善廢物回收系統至關重要。
<p>Development projects 發展項目</p>	<ul style="list-style-type: none"> Contractors are encouraged to use reusable metal system formwork instead of traditional timber formwork to reduce timber consumption and construction waste 鼓勵承包商使用可重用的金屬製系統模板取代傳統木材模板，減少木材消耗及建築廢棄物 Contractors are encouraged to use prefabricated exterior concrete walls to reduce construction wastes generated from related formwork 鼓勵承包商使用預製混凝土外牆，減少相關模塊產生的建築廢棄物 Contractors are encouraged to reuse inert construction & demolition (C&D) materials as far as permissible in construction works to further reduce waste 鼓勵承包商在允許的情況下，在建築工程中重複使用惰性搭建(C&D)材料，以進一步減少廢棄物 Contractors are encouraged to use public fill materials for construction works to reduce the use of virgin materials to protect biodiversity 鼓勵承包商在建築工程中使用公共填充材料，以減少使用原始材料，保護生物多樣性 Contractors are encouraged to use certified sustainable products throughout the construction period to protect biodiversity and reduce properties' embodied carbon 鼓勵承包商在整個建築工程期間使用經認證的可持續產品，以保護生物多樣性和減少物業的內含碳

8. Sustainable Places (Continued) 可持續發展的範疇(續)

8.5. ENVIRONMENTAL AND NATURAL RESOURCES

The Group is committed to reducing the environmental footprint of its operations through proactive conservation measures. By integrating comprehensive environmental assessments throughout every phase of the project lifecycle, we systematically identify and mitigate both direct and cumulative ecological impacts. Our rigorous review process ensures all design and construction methodologies comply with established environmental management frameworks.

As part of our ecological compensation strategy, the Group allocates post-construction resources to extensive native vegetation restoration programs. These targeted planting initiatives, featuring indigenous species selection, actively rehabilitate ecosystems and enhance biodiversity in affected by our projects.

8.6. CLIMATE CHANGE

Climate change poses significant operational and strategic challenges for businesses globally, particularly in the property development sector. The Group faces two climate-related risks: physical threats from increasingly severe weather events that jeopardise infrastructure integrity and occupant safety, and transitional challenges arising from the global shift toward low-carbon economic models. In response to these critical concerns, the Group has established targeted management protocols and resilience-building objectives designed to mitigate climate vulnerabilities while positioning the organisation for sustainable growth in a carbon-constrained future.

Additionally, the Group continuously monitors evolving climate-related regulatory requirements, including the Stock Exchange's enhanced disclosure standards aligned with IFRS S2 Climate-related Disclosures, developed by the International Sustainability Standards Board (ISSB). Demonstrating its commitment to regulatory excellence, the Group is actively evaluating the ISSB framework to ensure full compliance with these updated requirements. This vigilant approach reflects the Group's dedication to maintaining leadership in climate transparency and fulfilling its disclosure obligations as sustainability reporting standards evolve.

8.5. 環境及天然資源

本集團致力通過積極的保護措施減少其營運的環境足跡。我們將全面環境評估納入項目週期的每個階段，從而系統地識別和減少直接及累積的生態影響。我們嚴格的審查流程確保所有設計及施工方法均符合既有的環境管理框架。

作為生態補償策略的一部分，本集團將建設後的資源分配到廣泛的原生植被復育項目。這些針對性種植計劃以選擇本地樹種為特點，不但有助於積極恢復生態系統，更可提高受項目影響地區的生物多樣性。

8.6. 氣候變化

氣候變化給全球企業帶來了巨大的營運及策略挑戰，尤其是在物業發展行業。本集團面臨兩項與氣候相關的風險：日益嚴重的天氣事件造成的實體威脅，危及基礎設施完整性和人員安全，以及全球轉向低碳經濟模式帶來的過渡挑戰。為應對該等重大問題，本集團已制定針對性的管理方案和抵禦力建設目標，以減輕氣候脆弱性，同時支持組織在限碳的未來實現可持續增長。

此外，本集團持續監測不斷演變的氣候相關監管要求，包括與國際可持續準則理事會制定的《國際財務報告準則可持續披露準則第2號—氣候相關披露》一致的聯交所加強披露標準。本集團現正積極評估國際可持續準則理事會框架，確保完全遵守該等更新要求，表明本集團致力在監管方面達致卓越表現。這種嚴謹的作風體現了本集團隨著可持續發展報告標準演變，致力於維持在氣候透明度方面的領先地位，並履行其披露義務。

8. Sustainable Places (Continued) 可持續發展的範疇(續)

Task Force on Climate-related Financial Disclosures ("TCFD") Recommendations

To enhance the transparency and comprehensiveness of our sustainability reporting, we have systematically organised our climate-related risks and mitigation measures in accordance with the TCFD framework. This structured approach involves a thorough analysis across four core pillars: "Governance", "Strategy", "Risk Management", and "Metrics and Targets".

1. Governance

The Board oversees the operations of the Group and is supported by ESG and Audit Committees. The committees play a vital role in regularly supervising and reviewing various aspects of the Group's ESG matters, including the climate-related risks. Refer to section 7.0 Robust Governance for more details.

2. Strategy

To ensure the resilience of our business amid climate change, we have evaluated the potential impacts of climate change across various business units within the organisation.

氣候相關財務披露工作小組的建議

為增強我們可持續發展報告的透明度和完整性，我們遵循氣候相關財務披露工作小組框架，系統地整理了我們的氣候相關風險及紓緩措施。此結構化方針包含對四大核心支柱的全面分析：「治理」、「策略」、「風險管理」及「指標與目標」。

1. 治理

董事會監督本集團的營運，並得到環境、社會及管治以及審核委員會的支援。這些委員會在定期監督及審閱本集團環境、社會及管治事宜的各個方面（包括氣候相關風險）發揮著至關重要的作用。有關更多詳情，請參閱第7.0節「穩健的管治」。

2. 策略

為確保我們業務在面對氣候變化時具有抵禦力，我們評估了氣候變化對我們組織內各個業務單位的潛在影響。

8. Sustainable Places (Continued)

可持續發展的範疇(續)

The following physical and transition risks have been identified by the Group:

以下是本集團識別的實體風險及過渡風險：

Climate Risks and Opportunities 氣候風險與機遇		Potential Impacts 潛在影響
Physical Risks 實體風險		
Acute 急性	Any potential risk based on historical flooding, typhoons, landslide events (including projected greater intensity and frequency for worst-case climate scenarios). 基於歷史水災、颱風、山泥傾瀉事件的任何潛在風險(包括在最惡劣的氣候情況下預計的更高強度及頻率)。	1. Direct damage to properties will result in repair costs and potential loss of assets, thereby increasing capital expenditures. 物業的直接損壞將導致維修費用及潛在的資產損失，因而增加資本開支。
Chronic 慢性	Gradual climate changes, including shifts in average temperatures, water availability, and rising sea levels. 氣候的逐漸變化，包括平均溫度的變化、水的可用性及海平面上升。	2. Delays in construction timelines and interruptions to project schedules can lead to increased operating costs and lost revenue opportunities. 施工時間表的延遲及項目進度的中斷可能導致增加營運成本並失去收入機會。 3. Increased insurance costs to protect properties against climate-related perils can impact overall project profitability. 增加保險成本以保護物業免受氣候相關風險的影響，這可能會影響項目的整體盈利能力。 4. Failure to address climate risks may reduce the marketability and attractiveness of development projects. 未能應對氣候風險可能會降低開發項目的市場競爭力及吸引力。

8. Sustainable Places (Continued) 可持續發展的範疇(續)

Climate Risks and Opportunities 氣候風險與機遇	Potential Impacts 潛在影響
Transition Risks 過渡風險	
<p>Policy and legal 政策及法律</p> <p>New regulations may impose stricter emissions reporting requirements and tighter controls on existing products and services to meet higher environmental standards, energy efficiency requirements, and sustainability guidelines.</p> <p>新法規可能要求更嚴格的排放報告規定及對現有產品及服務實施更嚴格監管，以符合更高的環境標準、能源效率要求及可持續發展指引。</p>	<p>The implementation of stricter environmental standards, energy efficiency requirements, and sustainable development guidelines may lead to increased capital expenditures for construction and operations driven by the need to procure energy-efficient equipment.</p> <p>實施更嚴格的環境標準、能源效率要求及可持續發展指引可能會因為需要採購節能設備而導致增加建設及營運的資本開支。</p>
<p>Technology 科技</p> <p>Technological advancements in green building practices are driving the adoption of lower-emissions alternatives, resulting in transition costs associated with replacing existing products and services.</p> <p>綠色建築實踐中的科技進步推動選擇採用低排放替代品，因而招致有關替換現有產品及服務的過渡成本。</p>	<p>The transition to a low-carbon economy often involves the adoption of new technologies and innovative practices. To maintain competitiveness in the market, investment in research and development is essential for integrating sustainable technologies into projects. This shift may incur additional costs associated with adopting and deploying new practices and processes, aimed at ensuring competitiveness in the market.</p> <p>向低碳經濟轉型通常涉及採用新技術及創新做法。為保持市場競爭力，有必要投資研發以將可持續技術納入項目中。此轉變可能招致有關採納及部署新慣例及過程的額外成本以確保維持在市場上的競爭力。</p>

8. Sustainable Places (Continued) 可持續發展的範疇(續)

Climate Risks and Opportunities 氣候風險與機遇	Potential Impacts 潛在影響
<p>Market 市場</p> <p>The transition to a low-carbon economy can alter market dynamics and preferences. 過渡至低碳經濟可能會改變市場動態及偏好。</p>	<p>As the market shifts toward sustainable development, demand for environmentally friendly and energy-efficient properties is expected to grow. Companies that fail to adapt to these market preferences may experience reduced demand for projects, impacting sales and revenue.</p>
<p>Reputation 聲譽</p> <p>Stakeholders, including customers, investors, and the public, increasingly value and prioritise sustainable development. Failure to meet these expectations can result in reputational damage and a potential loss of trust. 包括客戶、投資者及公眾在內的持份者越來越重視及優先考慮可持續發展。未能滿足這些期望可能會導致聲譽受損及潛在失去信任。</p>	<p>隨著市場轉向可持續發展，對環保及節能物業的需求預計將會增長。不適應這些市場偏好的公司可能會面臨項目需求減少，從而影響銷售及收入。</p>
<p>The Group recognises that developing a robust climate strategy, addressing both physical and transition risks, is fundamental to ensuring long-term business resilience and sustainable growth. Our ESG Policy formalises these commitments through specific initiatives in green building development and emissions reduction.</p>	<p>Additionally, perceived as unsustainable or irresponsible may suffer reputational damage, resulting in the loss of customers and stakeholders' trust. 此外，被視為不可持續發展或不負責任可能會遭受聲譽損害，導致失去客戶及持份者的信任。</p>
<p>Demonstrating tangible progress, the Group secured a HK\$5.6 billion Sustainability-Linked Loan (SLL) featuring a greenshoe option, while earning distinguished recognition through a 5-Star rating in the 2024 GRESB Development Benchmark assessment. These accomplishments validate our sustainability performance, with GRESB serving as the key benchmark for the SLL's environmental targets.</p>	<p>本集團深知，制定有力的氣候策略應對實體及過渡風險是確保長期的業務抵禦力及可持續增長的根本。我們的環境、社會及管治政策通過綠色建築開發及減排的具體措施，正式確立了這些承諾。</p>
<p>Looking forward, the Group shall develop a comprehensive climate resilience design guideline to incorporate the risks and opportunities presented by climate change through a systematic mechanism.</p>	<p>本集團取得了實質性進展，獲得56億港元的可持續發展掛鉤貸款(SLL)，並附有綠鞋期權，另外於二零二四年GRESB開發基準評估中獲得5星評級的殊榮。這些成就充分肯定了我們的可持續發展表現，而GRESB正是SLL環境目標的主要基準。</p>
	<p>展望未來，本集團將制定全面的氣候抵禦力設計指引，通過有系統的機制融合氣候變化帶來的風險及機遇。</p>

8. Sustainable Places (Continued) 可持續發展的範疇(續)

3. Risk Management

As a responsible property developer, we recognise the material implications of climate change on our business operations and long-term viability. Our proactive climate risk management framework is designed to systematically identify, assess, and respond to both climate-related risks and opportunities. To address physical climate risks, we are formalising the integration of comprehensive hazard assessments into our corporate risk register. This includes detailed scenario analyses using historical extreme weather data – particularly flood, typhoon, and landslide events – to evaluate potential impacts on our assets and operations. Our continuous monitoring systems enable real-time evaluation of emerging climate threats, ensuring timely implementation of adaptive measures. Concerning transition risks, we conduct periodic reviews of our Engineering Standards to incorporate evolving energy efficiency requirements and low-carbon design principles. This forward-looking approach enhances our portfolio's resilience to regulatory changes and market shifts toward sustainable development practices.

4. Metrics and Targets

The Group is firmly committed to achieving net-zero carbon emissions in alignment with Hong Kong's Climate Action Plan 2050. Through systematic monitoring and reporting of key environmental indicators – including Scope 1 and 2 GHG emissions, energy and water consumption, construction waste management, and renewable energy utilisation – we gain valuable insights into our climate mitigation performance. This comprehensive data collection enables us to identify operational areas vulnerable to climate risks while evaluating the effectiveness of our sustainability initiatives. Our ongoing assessment of emission patterns and green building certification progress continuously strengthens our climate action strategies and sustainable development practices. Additional details regarding our decarbonisation pathway and environmental stewardship can be found in Section 5.2 (Our 5-Year ESG Roadmap) and Section 8 (Sustainable Places) of this report. Please refer to section 10.1 for "GHG emission" data.

3. 風險管理

作為負責任的物業發展商，我們深知氣候變化對業務營運及長期發展的重大影響。我們積極的氣候風險管理框架旨在有系統地識別、評估以及應對氣候相關風險及機遇。為應對實體氣候風險，我們正式將綜合風險評估納入公司風險清單，這包括運用極端天氣歷史數據（尤其是水災、颱風及山泥傾瀉）進行詳細的情景分析，以評估對我們資產及營運的潛在影響。我們的持續監控系統能夠實時評估新出現的氣候威脅，確保及時實施適應性措施。過渡風險方面，我們定期審閱工程標準，以納入不斷演變的能效要求及低碳設計原則。此前瞻性方法能夠加強我們投資組合對監管變化及市場轉向可持續發展實踐的抵禦力。

4. 指標與目標

本集團堅定致力根據《香港氣候行動藍圖2050》實現淨零碳排放。通過對關鍵環境指標（包括範圍1及範圍2溫室氣體排放、能源及水的耗用、建築廢棄物管理及可再生能源利用）的系統監測及報告，我們對自身的氣候緩解表現獲得了寶貴的洞察。全面的資料收集使我們能夠識別易受氣候風險影響的營運區域，以及評估我們可持續發展措施的成效。我們對排放模式及綠色建築認證進展的持續評估，不斷加強我們的氣候行動策略及可持續發展實踐。有關脫碳路徑及環境保護的其他詳細資料可參閱本報告第5.2節「環境、社會及管治五年路線圖」及第8節「可持續發展的範疇」。「溫室氣體排放」數據請參閱10.1節。

8. Sustainable Places (Continued) 可持續發展的範疇(續)

8.7. DESIGNING SUSTAINABLE PLACES

King's Road, Fortress Hill

The North Point development at 101 & 110 King's Road embodies our commitment to sustainable construction through its energy and resource-efficient design. The project incorporates a range of environmentally conscious features, including certified energy-efficient appliances and equipment to optimise power consumption, along with water-saving fixtures with official water efficiency certifications. These comprehensive sustainability measures have earned the development the prestigious BEAM Plus Bronze certification for New Buildings, demonstrating our successful integration of green building principles throughout the project's design and execution.

The Parkside Mall

The Parkside Mall has been thoughtfully designed as an environmentally conscious community centerpiece in Tseung Kwan O, combining sustainable operations with enhanced public amenities. This development actively improves its urban surroundings through abundant greenery and generously proportioned public spaces. Its energy-efficient design significantly reduces operational consumption and associated carbon emissions, while the innovative layout prioritises occupant wellbeing through optimised natural ventilation, daylight utilisation, and universal accessibility. These comprehensive sustainability achievements have been recognised with the prestigious BEAM Plus Gold rating for New Buildings, demonstrating excellence in green building performance and community-focused design.

8.7. 設計可持續發展的範疇

炮台山英皇道

位於英皇道101及110號的北角發展項目憑藉其節能高效、善用資源的設計，彰顯我們對可持續建築的承諾。該項目融入多項環保元素，包括採用經認證節能電器及設備以優化電力消耗，以及具有官方節水認證的節水裝置。這些全面的可持續發展舉措為該發展項目贏得著名的綠建環評新建建築銅級認證，表明我們成功將綠色建築原則融入項目設計及執行的全過程。

The Parkside商場

The Parkside商場經過精心設計，成為將軍澳一個注重環保的社區中心，將可持續經營與完善的公共設施相結合。該發展項目透過提供豐富的綠化及寬敞的公共空間，積極改善城市周遭環境。其節能設計令營運消耗及相關碳排放大幅減少，而其創新的佈局則憑藉優化的自然通風、採光及無障礙設施，將租戶的健康福祉放在首位。這些全面的可持續發展成就已榮獲著名的綠建環評新建建築金級評級認證，展現了卓越的綠色建築表現及以社區為本的設計。

8. Sustainable Places (Continued) 可持續發展的範疇(續)

Joint venture with APG

We are delighted to announce our partnership with APG Strategic Real Estate Pool's depository to form a joint venture focused on acquiring residential properties in Hong Kong for development and redevelopment. This collaboration combines our Group's proven capabilities in property acquisition, development expertise, and project management with APG's distinguished investment experience, positioning us at the forefront of Hong Kong's sustainable urban transformation. Together, we aim to address critical urban challenges including housing affordability and building revitalisation, contributing to a more sustainable future for Hong Kong's built environment. The joint venture represents a total investment of approximately HKD2.3 billion from the Group, with project completion anticipated in 2026.

與APG成立合資企業

我們欣然宣佈，我們與APG Strategic Real Estate Pool的存託機構合作成立一家合資企業，專注於收購香港的住宅物業，以進行發展及重建。該合作結合本集團於物業收購、開發專長及項目管理方面的出色實力與APG卓越的投資經驗，讓我們處於香港可持續城市轉型的前沿。我們攜手致力於解決住房負擔能力及建築活化等重大的城市挑戰，助力為香港建築環境創造更加可持續的未來。該合資企業代表本集團的總投資約23億港元，預計項目將於二零二六年竣工。

9. THRIVING PEOPLE

促進民生繁榮發展

A well-structured employment framework establishes the foundation for cultivating productive, fair and respectful workplaces. Comprehensive human capital strategies demonstrate steadfast commitment to both employee wellbeing and career development, with continuously refined policies ensuring effective deployment of diverse workforce capabilities while anticipating evolving professional needs. Open feedback mechanisms and inclusive cultural practices empower all team members to maximise their potential while driving shared organisational achievements.

9.1. EMPLOYMENT SYSTEM

The Group recognises that a well-optimised employment system is essential for attracting and retaining top talent. Our comprehensive human resources framework, comprising the “ESG Policy”, “Manual on Human Resource Management” and “Staff Handbook” establishes clear governance across all aspects of workforce management. These documents outline detailed policies on compensation structures, termination procedures, recruitment protocols, career advancement criteria, working hour regulations, leave entitlements, equal opportunity provisions, diversity initiatives, anti-discrimination measures, and employee welfare programs. Through these well-defined guidelines, we reaffirm our commitment to fostering a transparent, equitable, and supportive work environment that prioritises both employee welfare and professional growth.

完善的僱傭架構為建立高效、公平及互相尊重之工作環境奠定基礎。全面人力資本策略展現對員工福祉及職業發展之堅定承諾，我們透過持續改進的政策，確保有效調配多元化人力資源能力，以預測不斷變化的專業需要。開放的反饋機制及共融文化實踐進一步賦能全體團隊成員充分發揮潛能，推動組織的共同成就。

9.1. 僱傭制度

本集團深明良好僱傭制度為吸引及挽留優秀人才之根本。我們全面的人力資源框架涵蓋《環境、社會及管治政策》、《人力資源管理手冊》及《員工手冊》，就各項人力資源管理範疇訂立清晰管治。該等文件概述薪酬架構、終止聘用程序、招聘規程、晉升準則、工時安排、休假權益、平等機會條文、多元化措施、反歧視措施及員工福利計劃等政策詳情。透過該等明確指引，我們重申營造透明、公平及互助的工作環境的承擔，重視員工福祉及專業發展。

9. Thriving People (Continued) 促進民生繁榮發展(續)

<p>Remuneration and dismissal 薪酬及解僱</p>	<p>The Group regularly determines and reviews remuneration based on the factors such as experience, qualification and job performance, company policy, prevailing market trends and other factors. Clear terms of employment, including the termination process and conditions of dismissal, are outlined in the employment contract and further detailed in the "Staff Handbook".</p> <p>本集團會定期根據多項因素(包括經驗、資歷及工作表現、公司政策、當時市場趨勢及其他因素)釐定及檢討薪酬。僱傭條款(包括終止聘用程序及解僱條件)已於僱傭合約中清楚列明,並於《員工手冊》中進一步詳述。</p>
<p>Recruitment and promotion 招聘及晉升</p>	<p>The Group upholds the recruitment principle of "Proper Assignment of Roles" and applies objective and legitimate standards throughout the hiring process. To recognise and motivate high-performing employees, the Group prioritises "internal promotion" when filling vacancies, thereby strengthening employee engagement and fostering a sense of belonging. In the course of recruitment, the Group evaluates candidates based on their capabilities, job knowledge, academic and professional qualifications, and other relevant factors.</p> <p>本集團秉持「妥善分配職務」之招聘原則,於整個招聘過程中採用客觀及合乎規範之標準。為表揚及激勵表現優異之員工,本集團於填補空缺時優先考慮「內部晉升」,以加強員工之投入度及培養歸屬感。於招聘過程中,本集團會根據應徵者之能力、工作知識、學歷及專業資格以及其他相關因素進行評估。</p> <p>In respect of employee promotions, the Group implements a structured performance management rewards system. Promotions are determined based on the annual performance evaluations performed by employees' immediate supervisors.</p> <p>就員工晉升而言,本集團實施有系統的表現管理獎勵制度。晉升乃根據員工直屬上司進行之年度表現評估結果釐定。</p>
<p>Working hours and holidays 工作時數及假期</p>	<p>The Group values the right of employees and has established an attendance management system, working hours and days-off arrangements based on statutory requirements. When overtime work is needed, the Group engages in discussions with the employees and provides compensatory leave or overtime allowances in accordance with applicable laws.</p> <p>本集團注重員工權益,並按照法定規定制訂考勤管理制度、工時及休息日的安排,在需要加班的情況下,本集團會與員工協商,根據適用法例提供補休或加班津貼。</p> <p>Apart from statutory and public holidays and days off, the Group provides maternity, paternity, matrimonial, compassionate and examination leave.</p> <p>除法定及公眾假期及休息日外,本集團提供分娩假、侍產假、婚假、恩恤假及考試假。</p>

9. Thriving People (Continued)

促進民生繁榮發展(續)

<p>Other welfare and benefits 其他待遇及福利</p>	<p>The Group provides employees with hospitalisation medical insurance, outpatient medical coverage, shopping discounts (such as for Wai Yuen Tong products), preferential rates for physical examinations, dental care, family outpatient medical concession scheme, subsidy for annual fees of professional bodies and training subsidy scheme.</p> <p>本集團已為員工提供包括住院醫療保險、門診醫療保障、購物優惠(如位元堂產品)、以優惠價參與身體檢查、牙科保健、家屬門診醫療優惠計劃、專業學會年費資助及進修資助計劃。</p>
<p>Equal opportunity, anti-discrimination and diversity 平等機會、反歧視及多元化</p>	<p>The Group upholds equal rights and opportunities for all employees, prohibiting any form of discrimination, harassment, or unequal treatment in recruitment, orientation, training, promotion, and dismissal, regardless of gender, disability, pregnancy, family status, race, colour, religion, age, sexual orientation, nationality, or union membership.</p> <p>本集團維護所有員工的平等權利及機會原則，禁止在招聘、入職、培訓、晉升，以及離職方面，因其性別、殘疾、懷孕、家庭狀況、種族、膚色、宗教、年齡、性取向、國籍或工會會籍，受到任何形式的歧視、騷擾行為或不平等對待。</p> <p>We understand that a diverse team can bring different experiences, skills and broader ideas to the Group and enhance its growth potential. The Group also recruits individuals with disabilities and promotes an inclusive workplace culture.</p> <p>我們明白多元化團體能為本集團帶來不同的經驗、技能及廣闊的思想，加強其發展潛力。本集團亦通過招聘殘障人士，推動傷健共融文化。</p>

Table under Topic 10.2 provides a comprehensive breakdown of the Group's workforce by gender, age group, employment category, employment type, geographical region, and race during the Year.

主題10.2下的績效表提供本集團於本年度按性別、年齡組別、僱員類別、僱傭類型、地理區域及族裔劃分的勞動力綜合明細。

9. Thriving People (Continued) 促進民生繁榮發展(續)

9.2. CARING OUR PEOPLE

Competitive compensation packages and comprehensive fringe benefits are crucial for a strong employee value proposition, boosting productivity and cultivating organizational commitment. Robust policies and structured engagement initiatives foster a cohesive workplace culture, while strengthened internal communications and targeted team-building programs reinforce workforce connectivity and a sense of belonging across all organisational levels. This multifaceted approach systematically enhances both individual fulfilment and collective performance.

The Group has established a holistic employee care framework comprising: the "W CARE" program fostering team cohesion through charity and recreational activities; the "Self-learning Zone" enabling self-driven growth with professional and life skills resources; and monthly Workplace Safety Newsletters reinforcing operational safety awareness (e.g., on-site and office safety protocols), integrates safety practices into daily work routines, fosters a deeper sense of belonging among employees, and enhances overall team well-being.

9.2. 關愛我們的員工

具競爭力的薪酬方案及全面福利待遇，對建立強大的員工價值主張至關重要，有助提升生產力及培養組織承擔。穩健的政策及有系統的參與機制可促進工作場所文化凝聚，而加強內部溝通及針對性團隊建設活動則能進一步鞏固組織各級員工之聯繫與歸屬感。此全面方法可系統性地提升個人滿足感及集體表現。

本集團已建立全面的員工關懷體系，透過「W CARE」計劃舉辦公益慈善及休閒娛樂活動，促進團隊凝聚力；設立「Self-learning Zone」提供職場技能與生活智慧資源支持自主成長；每月發行《職安通訊》強化操作安全意識（如工地和辦公室安全規範），將安全實踐滲透到日常工作細節中，持續深化員工的組織歸屬感，全面提升團隊整體福祉。



9. Thriving People (Continued)

促進民生繁榮發展(續)

9.3. HEALTH AND SAFETY

The Group maintains an unwavering commitment to safeguarding employee health and safety in the workplace. Our comprehensive "Staff Handbook" and supporting policies establish rigorous management systems and preventive controls for occupational health and safety. To proactively mitigate workplace hazards, all employees are required to immediately report any potentially unsafe work methods or facility conditions to their direct supervisors and the Human Resources Department. This structured reporting protocol enables prompt investigation and corrective actions, ensuring continuous improvement of our safety standards and prevention of workplace accidents.

During the reporting period, the Group recorded 3 work-related injury cases resulting in 151 total lost days, primarily due to slips, trips, falls, and muscle strain incidents. Following each incident, we promptly conducted thorough investigations and implemented corrective measures. To prevent recurrence and strengthen workplace safety, occupational safety handbooks have been distributed to all employees to reinforce proper safety protocols and awareness.

As a responsible property developer, the Group prioritises the well-being of all construction workers employed by our contractors. To minimise on-site safety risks, we require contractors to develop and submit comprehensive safety management plans for our review and approval prior to commencing any work. Additionally, we engage independent safety consultants to monitor the execution of these safety plans, conduct regular site inspections, identify potential hazards, and recommend corrective actions to ensure full compliance with our stringent safety standards.

9.3. 健康與安全

本集團堅守承諾，致力營造保障員工健康與安全的工作環境。我們全面的《員工手冊》及相關政策建立嚴謹之職業健康與安全管理制度及預防機制。為主動減低工作場所風險，所有員工須即時向直屬上司及人力資源部門報告任何潛在不安全的工作方式或設施狀況。此有系統的通報機制有助迅速展開調查及採取糾正行動，從而持續改進本集團的安全標準及防止工作場所意外發生。

於報告期內，本集團共錄得3宗工傷個案，導致損失合共151個工作日數，主要涉及滑倒、絆倒、跌倒及肌肉拉傷等事件。每宗事故發生後，我們均即時展開徹底調查並實施糾正措施。為防止再次發生及進一步加強工作場所安全，我們已向全體員工派發職業安全手冊，以加強對安全守則的認知及意識。

本集團作為負責任的物業發展商，重視所有由承包商僱用的建築工人的福祉。為盡量減低工地安全風險，本集團要求承包商於動工前擬備並提交全面安全管理計劃，供我們審閱及批准。此外，本集團亦委聘獨立安全顧問監察該等安全計劃之執行情況，定期進行工地巡查、識別潛在風險，並提出糾正行動建議，以確保全面符合我們嚴格的安全標準。

9. Thriving People (Continued) 促進民生繁榮發展(續)

9.4. DEVELOPMENT AND TRAINING

The Group is committed to fostering professional growth by providing comprehensive training opportunities aligned with both individual career aspirations and organisational objectives. Our structured training management system, governed by the “Manual on Human Resources Management,” establishes clear guidelines covering training objectives, methodologies, content development, delivery formats, administrative procedures, performance evaluation, budget allocation, and data management. This framework ensures all employees receive tailored skills development programs addressing both personal growth and business needs.

During the reporting period, we achieved 100% employee participation in training programs, delivering an average of 6.4 training hours per employee. Detailed training metrics disaggregated by gender and employment category are presented in Table 10.2 (Employee Training Analysis).

Diverse learning and growth opportunities are systematically provided through an end-to-end training management process encompassing needs analysis, program customisation, delivery, and impact evaluation. The HR function collaborates cross-functionally to identify competency gaps, establish development priorities, and design tailored solutions addressing both individual career aspirations and organisational objectives. Robust feedback mechanisms through participant evaluations enable data-driven program enhancements, ensuring continuous alignment with evolving professional requirements and business needs.

9.4. 發展及培訓

本集團致力促進專業發展，提供全面培訓機會，以配合個人職業抱負及組織目標。我們設有系統化的培訓管理制度，並由《人力資源管理手冊》所規範，當中訂明有關培訓目標、方法、內容設計、授課形式、行政程序、表現評估、預算分配及資料管理等明確指引。此框架確保所有員工均可獲得切合個人發展與業務需要的技能培訓發展計劃。

於報告期內，本集團培訓計劃的員工參與率達100%，每名員工平均培訓時數為6.4小時。有關按性別及僱傭類別劃分之詳細培訓數據載於表格10.2 (員工培訓分析)。

本集團透過涵蓋需求分析、課程制定、實施及成效評估的全流程培訓管理制度，有系統地提供多元化的學習與發展機會。人力資源部門與各部門合作，識別能力差距、確立發展重點，並設計切合個人職業抱負與組織目標的專屬方案。完善反饋機制透過參與者評估，以數據為本改進課程，確保持續符合專業要求的變化及業務所需。

9. Thriving People (Continued) 促進民生繁榮發展(續)

Comprehensive professional development support includes subsidised Education Bureau-accredited courses, protected examination and study leave, and financial sponsorship for professional certifications. Annual performance evaluations directly influence both career advancement opportunities and individualised upskilling roadmaps, maintaining continuous competency development that keeps pace with industry evolution and strategic business requirements.

As an extension of our employee development initiatives, the Group launched the “Self-learning Zone” this year – a self-directed learning platform providing dynamically updated practical resources (covering office software applications, management techniques, and life skills). The ‘Self-learning Zone,’ a collaborative initiative led by the Group Training Department, offers diverse learning materials – from Excel tips and AI tools (e.g., Doubao, DeepSeek) to life hacks like ‘Home Organization Tips.’ It empowers employees to grow professionally and personally, promoting work-life balance.

全面的專業發展支援包括教育局認可的資助課程、受保障的考試及進修假期，以及財務贊助專業資格。年度表現評估直接影響晉升機會及個人化技能提升規劃，持續推動能力發展，以配合行業演變及業務策略需求。

作為員工發展計劃的延伸，本集團於年內推出「Self-learning Zone」自主學習平台，提供動態更新的實用資源（涵蓋辦公軟件應用、管理技巧及生活智慧等領域）。由本集團培訓部主導的聯合項目「Self-learning Zone」提供多元學習內容—不僅涵蓋Excel技巧、豆包及DeepSeek等AI工具，也納入「執屋小百科」等生活實用知識。其助力同事實現專業及個人成長，促進工作與生活平衡。



9. Thriving People (Continued) 促進民生繁榮發展(續)

9.5. LABOUR PRACTICES

As clearly outlined in our “Manual on Human Resource Management” and “Staff Handbook”, the Group maintains a strict policy against child and forced labour. These policies expressly prohibit the employment of underage individuals, requiring all job applicants to present original identification documents for thorough verification by our Human Resources Department. In the event of any inadvertent hiring of a minor, the Group will immediately terminate the employment arrangement, facilitate the individual’s safe return to their guardian, and assume all associated costs. This zero-tolerance approach underscores our commitment to ethical employment practices and legal compliance.

The Group also upholds strict ethical employment standards through clearly defined overtime compensation policies detailed in our “Staff Handbook,” ensuring all work arrangements remain voluntary. Furthermore, we guarantee employees’ right to terminate employment through established mutual agreement procedures, reinforcing our commitment to fair labor practices and voluntary workplace relationships.

9.6. RESPONSIBLE OPERATION

The Group upholds the highest ethical standards across all business operations, including tendering, procurement, construction, sales, and after-sales services. Our comprehensive policies, including the “Staff Handbook” and related measures, establish clear guidelines for service responsibilities, quality assurance, customer privacy protection, supply chain management, and anti-corruption protocols. These standards ensure consistent service excellence and enhanced customer satisfaction throughout all aspects of our operations.

9.5. 勞工準則

我們的《人力資源管理手冊》及《員工手冊》中訂明，本集團訂有嚴禁聘用童工及強迫勞工的政策。該等政策明確禁止僱用未成年人士，並規定所有求職者須提交正本身份證明文件，供人力資源部門徹底核實。倘不慎聘用任何未成年人士，本集團將即時終止僱傭安排，協助其安全返回監護人身邊，並承擔一切相關費用。此零容忍政策彰顯我們對道德僱傭實踐及法律合規的堅定承諾。

本集團亦透過《員工手冊》中詳述的加班補償政策，堅守嚴格的道德僱傭標準，確保所有工作安排均屬自願性質。此外，我們亦保障員工透過既定互相協議程序終止僱傭關係的權利，彰顯我們對公平勞工實踐及自願工作場所關係的承諾。

9.6. 盡責營運

本集團所有業務營運（包括招標、採購、建築、銷售及售後服務）中，均秉持最高道德標準。我們全面的政策（包括《員工手冊》及相關措施）就服務責任、品質保證、客戶私隱保障、供應鏈管理及反貪腐機制等方面訂立明確指引。該等標準確保在所有營運方面持續提供優質服務，並提升客戶滿意度。

9. Thriving People (Continued)

促進民生繁榮發展(續)

Product Liability

Develop quality projects

A rigorous quality management system governs all project phases, systematically integrating environmental safeguards at every stage of construction to ensure sustainable delivery while maintaining exacting standards. This comprehensive approach combines optimised building performance features, such as enhanced natural ventilation through balcony/rooftop door designs – as implemented in the Tsing Yi residential project – with universal accessibility elements in public spaces and advanced fresh air systems for climate-controlled areas, creating developments that harmonise operational efficiency, occupant wellbeing and ecological responsibility.

Regular site coordination meetings and workshops maintain stringent quality oversight, enabling proactive identification and resolution of construction issues. Standardised benchmarks govern 25 essential building components spanning structural, mechanical and finish elements, while certified plumbing materials and routine water quality testing ensure potable water systems meet stringent health standards.

The “Project Quality Inspection Handbook” establishes rigorous building specifications and assessment protocols covering all essential construction elements, including waterproofing systems for roofs and balconies, bathroom finish quality standards, precision requirements for door and window installations, and electrical system compliance measures. Serving as the authoritative quality reference, this comprehensive manual ensures uniform construction excellence through detailed technical parameters and systematic inspection frameworks across all projects.

產品責任

發展優質項目

本集團於所有項目階段均實施嚴謹的品質管理制度，並於各施工階段有系統地納入環境保護措施，以確保項目可持續交付，同時維持嚴格標準。此全面方法結合優化建築表現的特點，例如露台／屋頂門設計以加強自然通風（應用於青衣住宅項目）、公共空間的無障礙設施元素，以及氣候控制區域的先進鮮風系統，創造出兼顧營運效率、住戶福祉與生態責任的發展項目。

本集團定期舉行工地協調會議及工作坊，維持嚴格的品質監管，從而主動識別及解決施工問題。標準化基準規管25項主要建築構件，包括結構、機電及裝修元素，而經認證的水管材料及日常水質測試則確保食水系統符合嚴格的衛生標準。

本集團《工程質量檢驗手冊》訂立嚴謹的建築規格及評估準則，涵蓋所有主要施工項目，包括屋頂及露台的防水系統、浴室裝修品質標準、門窗安裝的精確度要求，以及電力系統合規措施。作為權威性的質量參考依據，此全面的手冊透過所有項目的詳盡技術參數及有系統的檢查框架，確保達至一致的卓越施工水平。

9. Thriving People (Continued) 促進民生繁榮發展(續)

Rigorous final inspections validate contractor performance across every project dimension, from site operations to build quality. Detailed assessments identify opportunities for workmanship improvements while ensuring deliverables meet exceptional quality benchmarks. This thorough quality assurance process guarantees all completed properties fully comply with stringent construction standards prior to handover.

嚴格的最終驗收程序驗證承包商由工地營運到建築品質等各項目的表現。詳細評估識別施工工藝的改進空間，同時確保交付成果符合卓越品質標準。此全面的品質保證流程確保所有竣工物業於交付前均完全符合嚴格的建築標準。

Enhance customer experience and satisfaction

提升客戶體驗及滿意度

Protect customer privacy rights

保障客戶私隱權

Customer privacy 客戶私隱

- Prohibits all employees from illegally disclosing any confidential customer information
嚴禁所有員工非法披露任何保密客戶資料
- Prohibits the misuse of such information for personal gain or financial benefit
嚴禁濫用有關資料，以謀取個人利益或財務利益

The Group prioritises cultivating strong customer relationships through transparent communication channels and continuous quality enhancement of our projects and services. We actively gather client feedback through structured surveys and questionnaires to assess satisfaction levels, while maintaining formalised procedures to efficiently address and resolve any customer concerns or complaints. This systematic approach enables us to consistently elevate service standards and foster lasting stakeholder trust.

本集團重視透過透明的溝通渠道建立穩固的客戶關係，並持續提升項目與服務質素。我們積極透過結構化問卷調查及意見收集評估客戶滿意度，同時設有正式程序以高效處理及解決任何客戶疑慮或投訴。此有系統的做法有助我們持續提升服務水平，鞏固持份者的長期信心。

The Group maintains rigorous health and safety protocols across all properties through systematic facility maintenance of elevators and escalators, regular fire safety drills, periodic cleaning of potable water systems, and comprehensive security measures including CCTV monitoring and professional security staffing. These proactive safeguards demonstrate our unwavering commitment to protecting occupant welfare while ensuring optimal property functionality.

本集團透過有系統的升降機及自動扶手電梯設施維護、定期消防演習、定期清潔食水系統，以及全面保安措施（包括閉路電視監察及專業保安人員），於所有物業實施嚴格的健康與安全規範。該等主動保障措施展現本集團對保障住戶福祉及確保物業功能完善運作的堅定承諾。

9. Thriving People (Continued)

促進民生繁榮發展(續)

Product labels

To ensure full compliance with the “Residential Properties (First-hand Sales) Ordinance”, all marketing materials and property descriptions receive official government approval before release to guarantee complete regulatory adherence and factual accuracy in property representations. This stringent verification process protects buyers by providing transparent and trustworthy information throughout the sales process.

Supply Chain Management

Maintaining exceptional property quality requires all suppliers and contractors to adhere to stringent quality control, environmental protection, and safety standards established through comprehensive ethical business policies. These rigorous requirements ensure consistent compliance across all project partners while upholding the highest industry benchmarks.

Ensuring quality property development requires close collaboration with external construction partners, making supplier and contractor cooperation essential. A dedicated Tender Review Committee oversees the entire bidding process according to standardised procedures outlined in the “Comprehensive Procedure Manual,” which enforces strict principles of objectivity, fairness, impartiality and transparency. This committee conducts regular reviews of all project procurement processes to guarantee equitable and unbiased contract awards that meet the highest ethical standards.

Strict confidentiality protocols and ethical standards are enforced through established policies in the “Staff Handbook,” prohibiting any unauthorised disclosure or misuse of customer information for personal gain or financial benefit. Intellectual property rights are rigorously protected, with the “ESG Policy” mandating strict adherence to confidentiality agreements during external collaborations to prevent infringement of third-party products or services. Complementary training programs ensure information management personnel maintain full compliance, particularly regarding proper use of licensed software across all operational systems.

產品標籤

為確保完全遵守《一手住宅物業銷售條例》，所有市場推廣材料及物業描述均須於發佈前獲得政府正式審批，以確保物業陳述完全符合法規及真確無誤。此嚴謹的審核程序透過於整個銷售過程提供透明可靠的資訊保障買家。

供應鏈管理

維持卓越的物業品質需要所有供應商及承包商遵守透過全面道德營商政策訂立嚴格的品質控制、環境保護及安全標準。此等嚴謹要求確保所有項目合作夥伴持續合規，同時維持最高行業標準。

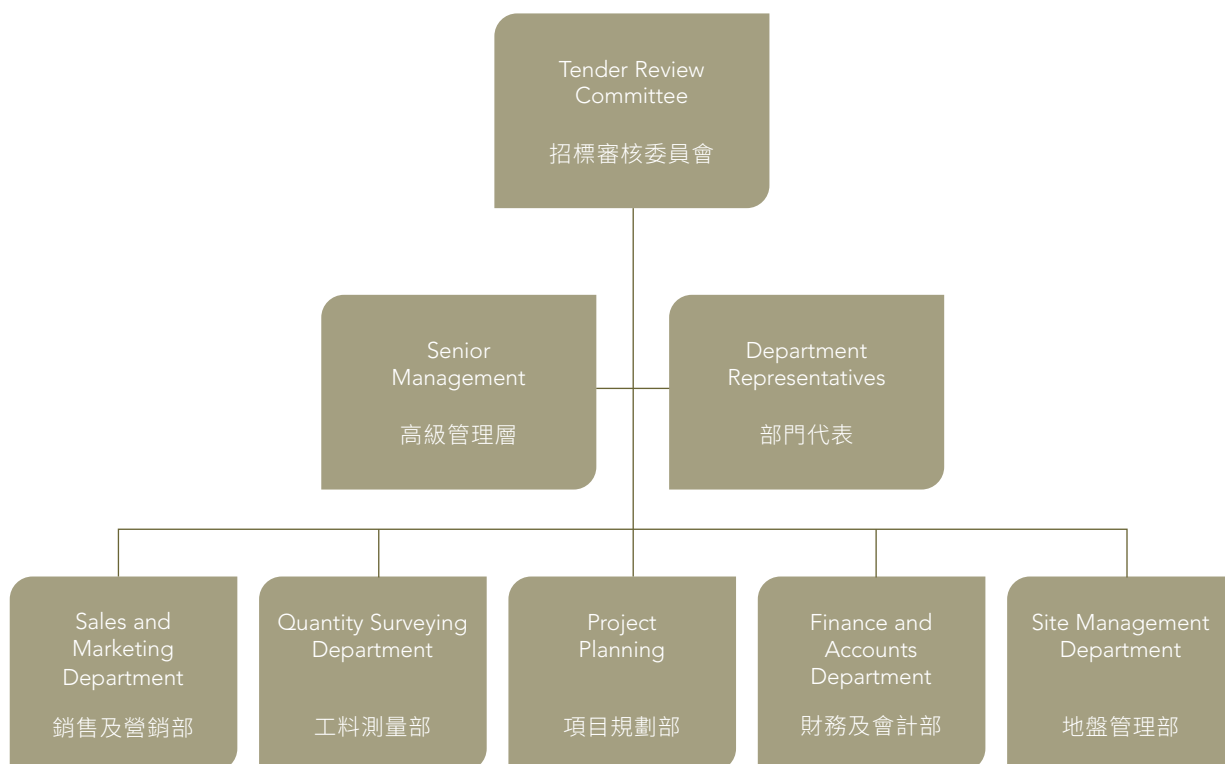
確保物業開發品質需要與外部建築合作夥伴密切合作，因此供應商及承包商的合作至關重要。專責的招標審核委員會根據《全面程序手冊》訂明的標準化程序監督整個招標流程，並執行嚴格的客觀、公平、公正及透明原則。該委員會定期審閱所有項目採購程序，確保合約批出過程公平無偏見，符合最高道德標準。

本集團透過《員工手冊》的既定政策，執行嚴格保密規範及道德標準，禁止任何未經授權的披露或濫用客戶資料以謀取個人或財務利益。本集團亦嚴格保障知識產權，並於《環境、社會及管治政策》中規定，於對外合作期間必須遵守保密協議，以防止侵害第三方產品或服務的權利。配套培訓計劃確保資訊管理人員全面合規，尤其是在所有營運系統中妥為使用授權軟件。

9. Thriving People (Continued) 促進民生繁榮發展(續)

Structure of the Tender Review Committee

招標審核委員會架構



The tenderer selection process follows standardised procedures that incorporate recommendations from consultants and internal stakeholders. Pre-qualification evaluations are conducted through comprehensive due diligence including site inspections, reference project analysis, consultant feedback, and reviews of financial and claims history. The Tender Review Committee subsequently verifies all qualified candidates before issuing the tender, followed by rigorous proposal assessments across multiple predetermined evaluation criteria.

投標者遴選程序遵循標準化流程，並納入顧問及內部持份者之建議。資格預審評估涵蓋全面盡職調查，包括實地視察、參考項目分析、顧問意見及財務及索償紀錄審閱。其後，招標審核委員會在核實所有合資格投標者後，方會發出招標文件，並根據多項預設評估準則嚴謹評估建議。

9. Thriving People (Continued)

促進民生繁榮發展(續)

Commercial considerations 商業考慮	Technical considerations 技術考慮
<ul style="list-style-type: none"> Reasonableness of tender price 標價合理性 Compliance with tendering terms 遵守投標條款 Corruption or other non-compliance record 貪污或其他違規紀錄 	<p>The project planning department and site management department conduct technical assessments of tenderers based on the following aspects:</p> <p>項目規劃部及地盤管理部會對投標者進行下列各方面的技術評估：</p> <ul style="list-style-type: none"> Technical and professional capability 技術及專業實力 Relevant experience in similar projects 類似項目之相關經驗 Knowledge of site restrictions and scope of work 對地盤限制及工作範圍之熟悉程度 Strength of proposed project team for the project 進行此項目之建議項目團隊之專長 Quality assurance experience and relevant certificate/awards 質量保證經驗及相關證書／獎項 References from clients, consultants and others 客戶、顧問及其他人士之推薦

Contractors are actively encouraged to implement waste reduction initiatives while developing guidelines to enhance construction waste recycling and reuse practices throughout project execution. Five of our appointed construction contractors must submit comprehensive waste management plans for review prior to project commencement, ensuring full compliance with environmental regulations covering waste disposal, water/air/noise pollution control, and wastewater treatment.

In addition, the Group has enhanced its assessments of environmental and social risks associated with suppliers and contractors to ensure effective supply chain management. The contractor selection criteria include environmental and social performance, such as setting and reporting project environmental improvement targets.

Table under Topic 10.2 provides a comprehensive breakdown of the Group's number of suppliers by geographical region during the Year.

本集團積極鼓勵承包商推行減廢措施，並制訂指引，以於項目執行期間提升建築廢棄物回收及再用實踐。我們委任的承建商中有5個必須於項目動工前提交全面的廢棄物管理計劃，供我們審閱，以確保完全遵守有關廢棄物處置、水／空氣／噪音污染控制及污水處理的環境法規。

此外，本集團已就與供應商及承包商有關的環境及社會風險提升評估，以更有效地管理其供應鏈。承包商的甄選標準包括環境及社會績效，如制定及呈報項目環境改善目標。

主題10.2下的績效表提供本集團於本年度按地理區域劃分的供應商數目綜合明細。

9. Thriving People (Continued) 促進民生繁榮發展(續)

9.7. EMBRACING OUR COMMUNITY

Beyond safeguarding employee welfare, substantial efforts are devoted to meaningful community involvement through active participation in local initiatives and philanthropic programs that address urgent social needs. By mobilising our organisational resources, professional capabilities, and workforce collaboration, we implement targeted interventions that create sustainable value for communities surrounding our operations. This civic-minded approach reflects our fundamental commitment to ethical corporate citizenship and driving positive societal change through practical, expertise-driven contributions.

During the Year, the Group's social investments primarily focused on two key areas: building a harmonious society and supporting youth development. During the Year, the Group donated approximately HKD1.2 million and supported various community activities.

Building a Harmonious Society

On 15 September 2024, Wang On Group partnered with the Hong Kong New Arrivals Services Foundation Limited to host a Mid-Autumn Festival celebration titled "Joyful Mid-Autumn Gathering" at Tao Heung Restaurant. Staff members volunteered their time to celebrate the occasion with underprivileged families by sharing dim sum, playing lantern riddles, and enjoying festive moments together. The event aimed to foster community connection and promote social inclusion during this traditional holiday.

9.7. 擁抱社區

除保障員工福祉外，我們透過積極參與解決緊急社會需要的本地計劃及慈善項目，致力實踐有意義的社區參與。透過調動我們的組織資源、專業能力及員工協作，我們實施有針對性的干預措施，為業務營運周圍的社區創造可持續價值。此具有公民意識的做法反映我們對道德企業公民身份的基本承諾，並透過實際、專業知識驅動的貢獻推動積極的社會改變。

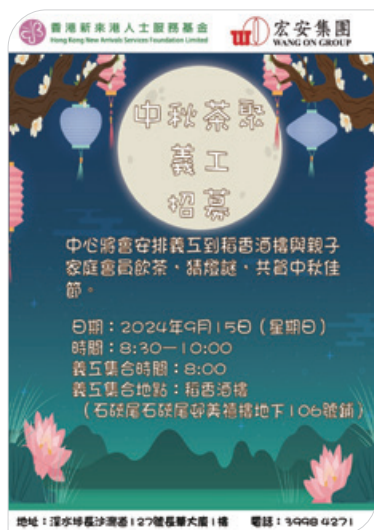
本年度，本集團的社會投資工作主要專注於兩個關鍵範疇：建立和諧社會以及支持青年發展。本年度，本集團一共捐獻約1.2百萬港元支持各項社區活動。

建立和諧社會

於二零二四年九月十五日，宏安集團與香港新來港人士服務基金於稻香酒樓合辦中秋節慶祝活動「歡聚中秋(Joyful Mid-Autumn Gathering)」。員工義工與基層家庭慶祝佳節，分享點心、猜燈謎及享受節慶時光。該活動旨在於傳統節日促進社區聯繫，推動社會共融。

9. Thriving People (Continued)

促進民生繁榮發展(續)



Demonstrating its commitment to social welfare, the Group actively supported Hong Kong's "Walk for Millions" initiative to raise awareness and mobilise resources for vulnerable populations. Through substantial financial contributions and active participation, these efforts directly addressed pressing community needs, including poverty alleviation, educational access, healthcare support, and environmental conservation, reinforcing the organisation's dedication to creating meaningful societal impact through targeted philanthropic action.

Moving forward, the Group will maintain its focus on addressing the needs of grassroots and new arrivals from the mainland while remaining rooted in Hong Kong. The Group is committed to providing diverse forms of support and assistance to help build a brighter future together with the community, and to achieve the Group's corporate vision of "A Passion for Building a Prosperous Future".

本集團積極支持香港「百萬行」計劃，為弱勢社群提高關注及調動資源，展現對社會福祉的承擔。透過大額資金貢獻及積極參與，此等努力直接解決社區的迫切需求，包括扶貧、教育機會、醫療保健支援及環境保護，加強本集團透過目標慈善行動帶來有意義社會影響的奉獻精神。

展望未來，本集團在扎根香港的同時，將繼續關注基層群眾及內地新移民的需求。本集團致力提供各種支援與協助，與社會各界共創美好的未來，實現本集團「因夢想凝聚動力•創建宏遠未來」的企業願景。

9. Thriving People (Continued) 促進民生繁榮發展(續)

Supporting youth development

Recognising youth as catalysts for social progress, the Group actively fosters their advancement through initiatives like the ongoing “Wang On Properties Academic Excellence Scholarship for BBA Students.” This program offers financial support and career encouragement to high-achieving business students at Hang Seng University of Hong Kong, empowering the next generation of professionals to pursue their ambitious career aspirations.

Environmental conservation and support for vulnerable communities remain fundamental priorities, reflecting the Group’s deeply held values of social responsibility. The recent recognition with the Hong Kong Council of Social Service’s Caring Company Logo 2023/24 validates these ongoing efforts to create meaningful societal impact through sustainable practices and compassionate community engagement.

支持青年發展

本集團深明青年為社會進步的催化劑，積極透過持續推行的「宏安地產工商管理卓越學業獎學金」等計劃促進青年進步。該計劃為香港恆生大學成績優異的商學院學生提供經濟支援及職業鼓勵，助力下一代專業人士追求志向遠大的職業抱負。

環境保護及支持弱勢社群仍是根本優先事項，體現本集團根深蒂固的社會責任價值。本集團近期榮獲香港社會服務聯會之二零二三／二四年度商界展關懷標誌，印證我們持續透過可持續實踐及關懷社區參與工作，帶來有意義的社會影響。



5 Years Plus Caring Company Logo 2023/24
二零二三／二四年度五年Plus「商界展關懷」標誌

10. PERFORMANCE TABLE

績效表

10.1. ENVIRONMENTAL PERFORMANCE

10.1 環境績效

Key environmental performance indicators ² 關鍵環境績效指標 ²	Unit 單位	Headquarter ³ 總部 ³	Property management ⁴ 物業管理 ⁴	Projects under development ⁵ 在建項目 ⁵
Air Emission 空氣排放				
NO _x 氮氧化物	kg 千克	5.63	13.93	0.98 ⁶
SO _x 硫氧化物	kg 千克	1.10	1.20	0.0005
Particulate matter 顆粒物	kg 千克	0.41	–	0.01
GHG Emissions ⁷ 溫室氣體排放 ⁷				
Direct GHG emissions (Scope 1) ⁸ 直接溫室氣體排放 (範圍1) ⁸	tCO ₂ e 公噸二氧化碳當量	26.05	185.19	575.80
Energy indirect GHG emissions (Scope 2) ⁸ 能源間接溫室氣體排放 (範圍2) ⁸	tCO ₂ e 公噸二氧化碳當量	37.57	1,671.65	3,752.91
Total GHG emissions 溫室氣體排放總量	tCO ₂ e 公噸二氧化碳當量	63.61	1,856.84	4,328.70
Intensity of GHG emissions (By gross floor area) 溫室氣體排放總量 (以建築面積計算)	tCO ₂ e/m ² 公噸二氧化碳當量／ 平方米	0.08	0.03	0.07
Remarks	備註			
2. All environmental performance indicators underwent external checking (data review but not assurance/verification according to related schemes) that was conducted by an independent third party.	2. 所有環境績效指標均經過一名獨立第三方的外部檢查 (數據審視, 惟非根據相關計劃的保證/核查)。			
3. Since the Company and Wang On Group Limited share the same office premise as headquarter office, the area was divided by two to calculate the intensity.	3. 因本公司及宏安集團有限公司共用同一辦公室物業作為總部辦公室, 故將其面積除以二以計算密度。			
4. The property management covered 5 property sites and we have sought to collect environmental data for both common and tenant areas where possible.	4. 物業管理涵蓋五個物業場地, 我們已在可能情況下盡力收集公共區域及租戶區域的環境數據。			
5. The projects under development covered 10 project sites. This is a voluntary disclosure of the data from our contractors, which represents our supply chain data.	5. 在建項目涵蓋十個項目地盤。該數據為我們的承包商自願披露的數據, 即我們的供應鏈數據。			
6. Travel distances for machinery vehicle were estimated with reference to Energy Consumption Indicators published by the EMSD in Hong Kong.	6. 機械車輛的交通距離乃參考香港機電工程署發佈的能源消耗指標估計。			
7. GHG emission data is presented in terms of carbon dioxide equivalents and is based on, but not limited to, the "How to prepare a ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, and "Guidelines to Account for and Report on GHG Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes)" issued by the Environmental Protection Department and the Mechanical Services Department.	7. 溫室氣體排放數據以二氧化碳當量呈列, 並基於但不限於聯交所發佈的《如何編製環境、社會及管治報告 – 附錄二: 環境關鍵績效指標匯報指引》以及環境保護署及機電工程署發佈的《香港建築物 (商業、住宅或公共用途) 的溫室氣體排放及減除核算及報告指引》。			
8. Scope 1 includes GHG emissions generated from fuel consumption for vehicle and equipment consumption; Scope 2 included GHG emissions generated by electricity consumption.	8. 範圍1包括由車輛及設備使用的燃料產生的溫室氣體。範圍2包括由電力消耗產生的溫室氣體。			

10. Performance Table (Continued) 績效表(續)

Key environmental performance indicators ² 關鍵環境績效指標 ²	Unit 單位	Headquarter ³ 總部 ³	Property management ⁴ 物業管理 ⁴	Projects under development ⁵ 在建項目 ⁵
Use of Energy 能源使用				
Fuel consumption 燃料耗量	kWh 千瓦時	94,597.13	967.20	2,334,742.54
Consumption of purchased 外購電力耗量	kWh 千瓦時	98,858.00	9,371,460.01	280,050.00
Total energy consumption 總能源耗量	kWh 千瓦時	193,455.13	9,372,427.21	2,614,792.54
Intensity of energy consumption (By gross floor area) 能源耗量密度 (以建築面積計算)	kWh/m ² 千瓦時／平方米	237.13	146.62	40.03
Waste ⁹ 廢棄物 ⁹				
Hazardous Waste 有害廢棄物				
Total hazardous waste produced 所產生有害廢棄物總量	Tonnes 公噸	—	—	0.124
Hazardous waste recycled 有害廢棄物回收量	Tonnes 公噸	—	—	0.124
Intensity of hazardous wastes produced (By gross floor area) 所產生有害廢棄物密度 (以建築面積計算)	Tonnes/m ² 公噸／平方米	—	—	0.000001
Non-Hazardous Waste 無害廢棄物				
Total non-hazardous waste produced 所產生無害廢棄物總量	Tonnes 公噸	—	847.16	20,128.87
Non-hazardous waste recycled 無害廢棄物回收	Tonnes 公噸	—	256.11	9,884.93
Intensity of non-hazardous waste produced (By gross floor area) 所產生無害廢棄物密度(以建築面積計算)	Tonnes/m ² 公噸／平方米	—	0.01	0.30

Remark

備註

9. Data collection system for waste generated in the office is under development.

9. 現正在開發辦公室所產生廢棄物的數據收集系統。

10. Performance Table (Continued)

績效表 (續)

Key environmental performance indicators ² 關鍵環境績效指標 ²	Unit 單位	Headquarter ³ 總部 ³	Property management ⁴ 物業管理 ⁴	Projects under development ⁵ 在建項目 ⁵
Use of Water Resources 水資源使用				
Water from rainwater/recycling 雨水／再生水	m ³ 立方米	—	—	—
Water from municipal sources 市政水源	m ³ 立方米	93.00	72,943.27 ¹⁰	6,387.00
Total water consumption 耗水總量	m ³ 立方米	93.00	72,943.27	6,387.00
Intensity of water consumption (By gross floor area) 耗水密度 (以建築面積計算)	m ³ /m ² 立方米／平方米	0.11	1.14	0.10
Wastewater Discharged 廢水排放				
Wastewater discharged 廢水排放	m ³ 立方米	—	—	3,097

Remark

備註

10. The data does not include water consumption data (both tenant and common areas) for 2 shops on Electric Road, as access to the relevant records was not available.

10. 由於無法獲得相關數據記錄，故該數據不包括電氣道2間店舖的耗水量數據（包括租戶及公共區域）。

10. Performance Table (Continued) 績效表(續)

10.2. SOCIAL PERFORMANCE

10.2 社會績效

Workforce		Unit	Year ended 31 March 2025 截至二零二五年 三月三十一日 止年度
勞動力		單位	
Total Number of Employees		Persons	141
員工總數		人	
By gender 按性別劃分	Male	Persons	79
	男性	人	
	Female	Persons	62
	女性	人	
By employment category 按僱傭類別劃分	Management	Persons	44
	管理層員工	人	
	General Staff	Persons	97
	一般員工	人	
By age group 按年齡組別劃分	Below 30	Persons	9
	30歲以下	人	
	30-50	Persons	86
	30至50歲	人	
	Above 50	Persons	46
	50歲以上	人	
By employment type 按僱傭類型劃分	Full-time	Persons	137
	全職	人	
	Part-time	Persons	4
	兼職	人	
By geographical region 按地理區域劃分	Hong Kong	Persons	141
	香港	人	
	Mainland China	Persons	0
	中國內地	人	
	Other	Persons	0
	其他	人	

10. Performance Table (Continued)

績效表 (續)

Workforce		Unit	Year ended 31 March 2025 截至二零二五年 三月三十一日 止年度
勞動力		單位	
Board Diversity			
董事會多元性			
By gender	Male	Persons	5
按性別劃分	男性	人	
	Female	Persons	1
	女性	人	
By age group	Below 30	Persons	0
按年齡組別劃分	30歲以下	人	
	30-50	Persons	2
	30至50歲	人	
	Above 50	Persons	4
	50歲以上	人	
By race	Asian	Persons	6
按族裔劃分	亞洲	人	
	Other	Persons	0
	其他	人	
Employee Turnover Rate ¹¹		%	51.2
員工流失率 ¹¹			
By gender	Male	%	54.5
按性別劃分	男性		
	Female	%	35.3
	女性		
By age group	Below 30	%	57.5
按年齡組別劃分	30歲以下		
	30-50	%	46.8
	30至50歲		
	Above 50	%	46.8
	50歲以上		
By geographical region	Hong Kong	%	52.6
按地理區域劃分	香港		
	Mainland China	%	—
	中國內地		
	Other	%	—
	其他		
Remark		備註	

11. Employee Turnover Rate (%) = number of turnovers within the category ÷ total workforce within the category x 100%.

11. 員工流失率(%)=該類別流失員工人數÷該類別員工總數x100%。

10. Performance Table (Continued) 績效表(續)

		Year ended 31 March 2025		
		截至二零二五年三月三十一日止年度		
Key social performance indicators	Unit	2025	2024	2023
社會關鍵績效指標	單位	二零二五年	二零二四年	二零二三年
Health and Safety				
健康與安全				
Total number of work-related fatalities	No. of people	0	0	0
因工死亡人數	人數			
Work-related Injury	Cases	3	2	3
工傷事故	宗數			
Lost days due to work-related Injury	Days	151	6	14
因工傷損失工作日數	日數			

10. Performance Table (Continued)

績效表 (續)

Key social performance indicators	Unit	Year ended 31 March 2025 截至二零二五年 三月三十一日 止年度
社會關鍵績效指標	單位	
Employee Training		
僱員培訓		
Percentage of employee trained ¹²	%	100
受訓員工百分比 ¹²		
Average training hours of employees ¹³	Hours	6.4
員工平均受訓時數 ¹³	小時	
By Gender ¹⁴		
按性別劃分 ¹⁴		
Male	%	100
男性		
	Hours	6.3
	小時	
Female	%	100
女性		
	Hours	6.5
	小時	
By Employment Category		
按僱傭類別劃分		
Management staff	%	100
管理層員工		
	Hours	7
	小時	
General staff	%	100
一般員工		
	Hours	5.8
	小時	

Remarks

備註

12. Percentage of employees trained = number of employees trained ÷ total number of employees x 100%.
13. Average training hours of employees = the training hours of employees within the category ÷ total number of employees within the category.
14. The proportion of the category among trained employees = number within employees trained of the category ÷ number within employees trained x 100%.

12. 受訓員工百分比=受訓員工人數÷總員工人數x100%。
13. 受訓員工平均時數=該類別員工培訓時間÷該類別員工的總人數。
14. 該類別在受訓員工中的比例=該類別受訓員工人數÷受訓員工人數x100%。

10. Performance Table (Continued) 績效表(續)

Key social performance indicators	Unit	Year ended 31 March 2025 截至二零二五年 三月三十一日 止年度
社會關鍵績效指標	單位	

Suppliers (By Geographical Region) ¹⁵

供應商(按地理區域劃分) ¹⁵

Hong Kong	Number	3
香港	數目	
Mainland China	Number	–
中國內地	數目	
Other	Number	–
其他	數目	

Community Investment ¹⁶

社區投資 ¹⁶

Charity Donation	HKD	1,226,791
捐款	港元	
Staff Volunteers	Number	5
志願工作員工人數	數目	
Volunteering Hours	Hours	10
志願工作時數	小時	

Remarks

備註

15. The data includes major tier-1 supplier and contractors at both corporate and project-levels.
16. The data included the number and hours of volunteers of Wang On Group Limited.

15. 數據包括公司層面和項目層面之主要一級供應商及承包商。
16. 數據包括宏安集團有限公司之志願工作人數及時數。

11. ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX

《環境、社會及管治報告指引》內容索引

Subject areas 主要範疇	Content 內容	Section/statement 章節／陳述
A. Environmental A. 環境		
A1 Emissions	Information on: 1. the policies; and 2. compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	8. Sustainable Places
A1 排放物	有關： 1. 政策；及 2. 遵守有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的相關法律及規例對發行人有重大影響的資料。	8. 可持續發展的範疇
KPI A1.1	The types of emissions and respective emissions data.	10.1. Environmental Performance
關鍵績效指標A1.1	排放物種類及相關排放數據。	10.1. 環境績效
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	10.1. Environmental Performance
關鍵績效指標A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	10.1. 環境績效
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	10.1. Environmental Performance
關鍵績效指標A1.3	所產生有害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	10.1. 環境績效
KPI A1.4	Total non-hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility).	10.1. Environmental Performance
關鍵績效指標A1.4	所產生無害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	10.1. 環境績效

11. Environmental, Social and Governance Reporting Guide Content Index (Continued) 《環境、社會及管治報告指引》內容索引(續)

Subject areas 主要範疇	Content 內容	Section/statement 章節／陳述
A. Environmental A. 環境		
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	5.2. Our 5-Year ESG Roadmap 8. Sustainable Places We are in the process of developing our emission target(s).
關鍵績效指標A1.5	描述已訂立的減排目標及為達致該等目標所採取的步驟。	5.2. 環境、社會及管治五年路線圖 8. 可持續發展的範疇 我們正在制定我們的排放目標。
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	5.2. Our 5-Year ESG Roadmap 8. Sustainable Places We are in the process of developing our emission target(s).
關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法，及描述已訂立的減排目標及為達致該等目標所採取的步驟。	5.2. 環境、社會及管治五年路線圖 8. 可持續發展的範疇 我們正在制定我們的排放目標。
A2 Use of Resources	Policies on efficient use of resources including energy, water and other raw materials.	10.1. Environmental Performance
A2資源使用	有效使用資源(包括能源、水及其他原材料)的政策。	10.1. 環境績效
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	10.1. Environmental Performance
關鍵績效指標A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	10.1. 環境績效

11. Environmental, Social and Governance Reporting Guide Content Index (Continued)

《環境、社會及管治報告指引》內容索引(續)

Subject areas 主要範疇	Content 內容	Section/statement 章節／陳述
A. Environmental A. 環境		
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	10.1. Environmental Performance
關鍵績效指標A2.2	總耗水量及密度 (如以每產量單位、每項設施計算)。	10.1. 環境績效
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	5.2. Our 5-Year ESG Roadmap 8. Sustainable Places We are in the process of developing our emission target(s).
關鍵績效指標A2.3	描述已訂立的能源使用效益目標及為達致該等目標所採取的步驟。	5.2. 環境、社會及管治五年路線圖 8. 可持續發展的範疇 我們正在制定我們的排放目標。
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	5.2. Our 5-Year ESG Roadmap 8. Sustainable Places We are in the process of developing our emission target(s).
關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以及描述已訂立的用水效益目標及為達致該等目標所採取的步驟。	5.2. 環境、社會及管治五年路線圖 8. 可持續發展的範疇 我們正在制定我們的排放目標。

11. Environmental, Social and Governance Reporting Guide Content Index (Continued)

《環境、社會及管治報告指引》內容索引(續)

Subject areas 主要範疇	Content 內容	Section/statement 章節／陳述
A. Environmental A. 環境		
KPI A2.5	Total packaging material used for finished products (in tonnes), and, if applicable, with reference to per unit produced.	The operations of the Group do not involve the use of packaging materials.
關鍵績效指標A2.5	製成品所用包裝材料的總量(以公噸計算)及(如適用)每生產單位佔量。	本集團的業務不涉及使用包裝材料。
A3 The Environment and Natural Resources A3環境及天然資源	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	8. Sustainable Places 8. 可持續發展的範疇
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	8. Sustainable Places
關鍵績效指標A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	8. 可持續發展的範疇
A4 Climate Change A4氣候變化	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer 一般披露 識別及減輕已經或可能會影響發行人的重大氣候相關風險問題的政策。	8. Sustainable Places 8. 可持續發展的範疇
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	8. Sustainable Places
關鍵績效指標A4.1	描述已經影響及可能會影響發行人的重大氣候相關問題以及管理有關問題而採取的行動。	8. 可持續發展的範疇

11. Environmental, Social and Governance Reporting Guide Content Index (Continued)

《環境、社會及管治報告指引》內容索引(續)

Subject areas 主要範疇	Content 內容	Section/statement 章節／陳述
B. Social B. 社會		
B1 Employment	Information on: 1. the policies; and 2. 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.	9. Thriving People
B1僱傭	有關： 1. 政策；及 2. 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相關法律及規例對發行人有重大影響的資料。	9. 促進民生繁榮發展
KPI B1.1	Total workforce by gender, employment type (for example, full-time or part-time), age group and geographical region.	10.2. Social Performance
關鍵績效指標B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	10.2. 社會績效
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	10.2. Social Performance
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失率。	10.2. 社會績效
B2 Health and Safety	Information on: 1. the policies; and 2. 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.	9. Thriving People
B2健康與安全	有關： 1. 政策；及 2. 遵守有關提供安全工作環境及保障僱員免受職業性危害的相關法律及規例對發行人有重大影響的資料。	9. 促進民生繁榮發展
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Year.	10.2. Social Performance
關鍵績效指標B2.1	於過往三年（包括本年度）各年發生的因工亡故的人數及比率。	10.2. 社會績效
KPI B2.2	Lost days due to work injury	10.2. Social Performance
關鍵績效指標B2.2	因工傷損失工作日數。	10.2. 社會績效

11. Environmental, Social and Governance Reporting Guide Content Index (Continued) 《環境、社會及管治報告指引》內容索引(續)

Subject areas 主要範疇	Content 內容	Section/statement 章節／陳述
B. Social B. 社會		
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	9. Thriving People
關鍵績效指標B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	9. 促進民生繁榮發展
B3 Development and Training	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	9. Thriving People
B3發展及培訓	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。	9. 促進民生繁榮發展
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	10.2. Social Performance
關鍵績效指標B3.1	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。	10.2. 社會績效
KPI B3.2	The average training hours completed per employee by gender and employee category.	10.2. Social Performance
關鍵績效指標B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	10.2. 社會績效
B4 Labour Standards	Information on: 1. the policies; and 2. compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	9. Thriving People
B4勞工準則	有關： 1. 政策；及 2. 遵守有關防止童工或強制勞工的相關法律及規例對發行人有重大影響的資料。	9. 促進民生繁榮發展
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	9. Thriving People
關鍵績效指標B4.1	描述檢討僱傭慣例的措施以避免童工及強制勞工。	9. 促進民生繁榮發展
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	9. Thriving People
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	9. 促進民生繁榮發展
B5 Supply Chain Management	Policies on managing environmental and social risks of the supply chain.	7. Robust Governance
B5供應鏈管理	管理供應鏈的環境及社會風險政策。	7. 穩健的管治
KPI B5.1	Number of suppliers by geographical region.	10.2. Social Performance
關鍵績效指標B5.1	按地區劃分的供應商數目。	10.2. 社會績效

11. Environmental, Social and Governance Reporting Guide Content Index (Continued)

《環境、社會及管治報告指引》內容索引(續)

Subject areas 主要範疇	Content 內容	Section/statement 章節／陳述
B. Social B. 社會		
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	7. Robust Governance
關鍵績效指標B5.2	描述有關聘用供應商的慣例，執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	7. 穩健的管治
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	7. Robust Governance
關鍵績效指標B5.3	描述識別供應鏈上環境及社會風險所使用的慣例，以及實施及監管該等慣例的方法。	7. 穩健的管治
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	7. Robust Governance
關鍵績效指標B5.4	描述甄選供應商時推行環保產品及服務所使用的慣例，以及實施及監管該等慣例的方法。	7. 穩健的管治
B6 Product Responsibility	Information on: 1. the policies; and 2. 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.	9. Thriving People
B6產品責任	有關： 1. 政策；及 2. 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相關法律及規例對發行人有重大影響的資料。	9. 促進民生繁榮發展
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable
關鍵績效指標B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	不適用
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	0 from property management only, which were all handled in a professional manner
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	只有0宗來自物業管理的投訴，全部已按專業方式處理
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	7. Robust Governance
關鍵績效指標B6.3	描述與遵守及保障知識產權有關的慣例。	7. 穩健的管治

11. Environmental, Social and Governance Reporting Guide Content Index (Continued) 《環境、社會及管治報告指引》內容索引(續)

Subject areas 主要範疇	Content 內容	Section/statement 章節／陳述
B. Social B. 社會		
KPI B6.4	Description of quality assurance process and recall procedures.	7. Robust Governance
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	7. 穩健的管治
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	7. Robust Governance
關鍵績效指標B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	7. 穩健的管治
B7 Anti-corruption	Information on: 1. the policies; and 2. compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	7. Robust Governance
B7反貪污	有關防治賄賂、勒索、欺詐及洗黑錢的： 1. 政策；及 2. 遵守對發行人有重大影響的相關法律及規例的資料。	7. 穩健的管治
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	7. Robust Governance
關鍵績效指標B7.1	於報告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案件結果。	7. 穩健的管治
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	7. Robust Governance
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	7. 穩健的管治
KPI B7.3	Description of anti-corruption training provided to directors and staff.	7. Robust Governance
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	7. 穩健的管治
B8 Community Investment	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.	9. Thriving People
B8社區投資	有關以社區參與了解發行人營運所在社區的需要及確保其業務活動會考慮社區利益的政策。	9. 促進民生繁榮發展
KPI B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport).	9. Thriving People
關鍵績效指標B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	9. 促進民生繁榮發展
KPI B8.2	Resources contributed (e.g., money or time) to the focus area.	9. Thriving People
關鍵績效指標B8.2	在專注範疇所貢獻的資源(如金錢或時間)。	9. 促進民生繁榮發展

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