首程控股
SHOUCHENG HOLDINGS

首程控股有限公司
SHOUCHENG HOLDINGS LIMITED

STOCK CODE 股份代號：697.HK

2024

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Lead Industry Transformation through Smart Evolution, Drive a Sustainable Future with Green Innovation

以智慧轉型引領行業變革，以綠色創新驅動可持續未來

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OVERVIEW
概況

ABOUT THIS REPORT

This report is the ninth Environmental, Social and Governance ("**ESG**") report ("**ESG Report**") issued by Shoucheng Holdings Limited ("**Shoucheng Holdings**" or the "**Company**", together with its subsidiaries, the "**Group**" or "**we**"). The ESG Report summarises the environmental, social and governance management approaches, policies and measures related to the Group and demonstrates its commitment to promoting sustainable development. The Group has appointed AMMO Group Corporate Services Limited as its independent ESG consultant to facilitate the Group in preparing the ESG Report and provide ESG-related consultant services.

Reporting Period

The ESG Report highlights the Group's activities, challenges and measures in relation to ESG areas from 1 January 2024 to 31 December 2024 ("**FY2024**") in detail.

Reporting Boundary

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

關於本報告

本報告為首程控股有限公司(「**首程控股**」或「**本公司**」，連同其附屬公司統稱「**本集團**」或「**我們**」)發佈的第九份環境、社會及管治(「**ESG**」)報告(「**ESG報告**」)。報告內容總結了本集團相關的環境、社會及管治管理方法、政策和措施，並展示其致力於促進可持續發展的決心。本集團委聘盈雪集團企業服務有限公司為獨立ESG顧問，以協助本集團編製ESG報告並提供ESG相關顧問服務。

報告期

本ESG報告重點闡述本集團於2024年1月1日至2024年12月31日(「**2024財政年度**」)內涉及環境、社會及管治範疇的活動、挑戰及措施。

報告範圍

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

Basis of Preparation

The ESG Report is prepared in accordance with the Environmental, Social, and Governance Reporting Guide ("**Guide**") as set out in Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited, with references to the Global Reporting Initiative ("**GRI**") Standards 2021, the IFRS S2 Climate related Disclosures ("**IFRS S2**") published by the International Sustainability Standards Board ("**ISSB**") and is aligned with the United Nations Sustainable Development Goals ("**SDGs**").

Reporting Principles

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

- **Materiality:** We identify, assess and prioritise ESG issues by engaging an independent consultant to assist in conducting materiality analysis. The results of the stakeholder engagement process and materiality assessment have been approved by the board of directors of the Company (the "**Board**") and are described in the "Stakeholders' Engagement" and "Materiality Assessment" sections.

- **Quantitative:** This ESG Report has included additional clarifications to the quantitative data disclosed to explain any standard, methodologies and conversion factors used during the calculation of emissions and energy consumption.

- **Balance:** This ESG Report covers unbiased illustration of the Group's performance during FY2024, to avoid selecting, omitting or presenting formats that may inappropriately influence a decision or judgement by the reader.

- **Consistency:** Unless otherwise specified, data calculation methods and disclosure formats that are consistent with the past were used in the ESG Report to ensure comparability.

編製依據

本ESG報告依循香港聯合交易所有限公司《主板上市規則》附錄C2所載《環境、社會及管治報告指引》(「**指引**」)編製,並參考全球報告倡議組織(「**GRI**」)的《可持續發展報告標準》準則(二零二一年)、國際可持續準則理事會(「**ISSB**」)《國際財務報告可持續披露準則第2號 — 氣候相關披露》(「**IFRS S2**」)的建議及聯合國《可持續發展目標》(「**SDGs**」)的倡議而編製。

報告原則

在編製本ESG報告期間，本集團採用了報告指引中的報告原則，如下所示：

- **重要性**：我們透過委託獨立顧問協助展開議題重大性分析來識別及評估ESG事宜，並釐定有關事宜的優先次序。持份者參與過程及重要性評估的結果已得到了董事會(「**董事會**」)的核准。有關進一步詳情，請參閱「持份者參與」及「重要性評估」章節。

- **量化**：本ESG報告已於披露的數據中加入補充說明，以解釋在計算排放量和能源耗用過程中所用的標準、方法和轉換因子的來源。

- **平衡**：本ESG報告不偏不倚地描述本集團於2024財政年度的表現，以避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。

- **一致性**：如無另行說明，本ESG報告採用與過往一致的數據計算方式統計及披露信息，以確保數據的可比性。

Report Approval and Access

This ESG Report was confirmed by management and approved by the Board on 26 March 2025. This ESG Report has been prepared in traditional Chinese and English versions for readers' reference. The electronic version of this ESG Report is available for downloading on the Company's website (www.shouchengholdings.com/esgbaogao.html) or the Stock Exchange's website (www.hkexnews.hk).

Contact Us

Shoucheng Holdings believes that the valuable opinions of stakeholders will facilitate our continuous improvement. If you have any suggestions or enquiries regarding the content of this ESG Report or our sustainable development work, please contact us through the following means:

Address: 7th Floor, Bank of East Asia Harbour View Centre, 56 Gloucester Road, Wanchai, Hong Kong
Tel: (852) 2861 2832
Fax: (852) 2529 0126 / (852) 2861 3972
Email: Info@shouchengholdings.com
InvestorRelations@shouchengholdings.com

Disclaimer

Parts of this ESG Report are forward-looking subject to uncertainties, which could cause actual results to differ materially from those presented. The Company undertakes no obligation to update any forward-looking statements provided in this ESG Report.

報告批准與獲取

本ESG報告經管理層確認後，於2025年3月26日獲董事會通過。本ESG報告備有繁體中文和英文版本供讀者參閱，ESG報告電子版可於公司網站(www.shouchengholdings.com/esgbaogao.html)或聯交所網站(www.hkexnews.hk)下載。

聯繫我們

首程控股深信持份者的寶貴意見將促進我們不斷進步。如您對本ESG報告內容或我們在可持續發展方面的工作有任何建議或疑問，歡迎通過以下方式與我們聯絡：

地址：香港灣仔告士打道五十六號
東亞銀行港灣中心七樓
電話：(852) 2861 2832
傳真：(852) 2529 0126 / (852) 2861 3972
電郵：Info@shouchengholdings.com/
InvestorRelations@shouchengholdings.com

免責聲明

本ESG報告的部分內容具有一定前瞻性，易受到不確定因素的影響，而導致實際結果產生重大差異。本公司不承擔更新本ESG報告中任何前瞻性聲明的義務。

ABOUT SHOUCHENG HOLDINGS
關於首程控股

1 Our Mission 使命

To promote the cross-border integration of infrastructure assets, to enhance digital intelligence, to build intelligent infrastructure, to provide technology-driven infrastructure asset management services

融通資產、提升數智化、打造智能基建，
提供科技化的基礎設施資產管理服務

2 Our Vision 願景

Become the leading service provider of China's Intelligent Infrastructure Assets ("CIIA")

領先的中國智能基礎設施資產服務商

3 Our Value 價值觀

- Open-mind and tolerance 開放包容
- Team cooperation 團隊協作
- Teaching and learning mutualism 教學相長
- Quality first 品質至上
- Outcome oriented 成果導向
- Full of passion 充滿激情
- Customer first 客戶第一
- Embracing change 擁抱變化
- Loyal dedication 忠誠奉獻

Business Overview

The Group focused on the investment, operation and management of core infrastructure assets in China that have long-term value. Driven by its two core competencies of asset operation and FIME (FIME is defined as fundraising, investment, management and exit), the Group has built infrastructure asset cycle life management service capabilities, entered the initial stage of "Asset Circulation + Digital Operation".

業務概覽

本集團專注投資、運營及管理中國具有長期價值的核心基礎設施資產。本集團以資產運營和資產融通兩大核心能力驅動，構建基礎設施資產週期生命管理服務能力，已邁入「資產循環+數智化營運」的初級階段。

Corporate Profile

Shoucheng Holdings Limited relies on two core capabilities of FIME, which refers to fundraising, investment, management and exit and asset operation accumulated by the Company over the years, actively deploying digital-intelligent assets with long-term value, striving to become the leading service provider of China's Intelligent Infrastructure Assets ("CIIA").

公司簡介

首程控股有限公司(「本公司」「首程控股」)融合公司多年來積累的資產融通與資產運營優勢，積極佈局具有長期價值的數智化資產，致力於成為領先的中國智能基礎設施資產服務商。

Strategic Investors

戰略投資者

Shougang Group
首鋼集團

ORIX Corporation
歐力士股份有限公司

NWS Holdings Limited
新創建集團有限公司

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

Sunshine Insurance Group Company Limited
陽光保險集團股份有限公司

OUR AWARDS AND RATINGS

我們的獎項及評級

Two leading credit rating agencies in Mainland China

China Chengxin International Credit Rating Co., Ltd. and United Credit Ratings Co., Ltd., have awarded our company an AAA corporate rating with a stable outlook.

This recognition by both agencies follows our initial receipt of the AAA long-term credit rating in 2023, marking another significant acknowledgment of our financial stability.

中國內地兩家頂尖評級機構

中誠信國際信用評級有限責任公司與聯合資信評估股份有限公司，均授予本公司AAA主體評級，並展望穩定。

這是繼2023 年本集團首次獲得這兩家機構的AAA主體長期信用評等後，再次獲得兩家評等機構的認可。

"Golden Grid Award" for the 2024 Social Responsibility Award by Gelonghui
格隆匯「金格獎」2024年度社會責任獎

At the 9th "Global Investment Carnival 2025" hosted by Gelonghui, Shoucheng Holdings was honored with the "Golden Grid Award" for the 2024 Social Responsibility Award. This award covers Chinese listed companies across multiple exchanges and evaluates them on various dimensions including value, growth, innovation, social responsibility, and brand influence, selected through a process of "expert jury review + big data analysis." This accolade recognizes our dedicated efforts in making comprehensive contributions across economic, social, and environmental aspects, and highlights the Group's commitment to the principles and practical achievements of sustainable development.

首程控股在格隆匯主辦的第九屆「全球投資嘉年華•2025」中，榮獲「金格獎」2024年度社會責任獎。該獎項的評選範圍涵蓋多個交易所的中國上市公司，從價值、成長、創新、社會責任及品牌影響力等多個維度進行考量，經由「專家評審團審議+大數據分析」選出。此獎項表揚我們致力在經濟、社會及環境各方面的綜合貢獻，並突顯了本集團對於永續發展理念及實踐成果的重視。

"2024 Beijing Benchmark Enterprise in Long-term Apartment Operations" award by the China Residence Information Circle (CRIC)
克而瑞集團「2024北京長租公寓運營標杆企業」獎項

At the "2024 Beijing Housing Rental Enterprise Development Forum", the Vstartup 37 Degrees Apartment was honored with the "2024 Beijing Benchmark Enterprise in Long-term Apartment Operations" award by the China Residence Information Circle (CRIC). This award is based on a comprehensive evaluation across five dimensions: scale, product, operations, service, and brand strength, authoritatively certifying Shoucheng Holdings' leading position in the industry.

創業公社37度公寓在「2024北京住房租賃企業發展論壇」中榮獲克而瑞集團頒發的「2024北京長租公寓運營標杆企業」獎項。此獎項是基於規模力、產品力、運營力、服務力及品牌力五大維度進行綜合評選，權威認證了首程控股在行業中的領先地位。

The Beijing Municipal Bureau of Commerce awarded the title of "Beijing Characteristic Consumption Block" to Chang'an Mills• Shougang Park
北京市商務局頒發「北京市特色消費街區」稱號予首鋼園•六工匯

Chang'an Mills• Shougang Park has been honored with the title of "2024 Beijing Special Consumption District". This prestigious municipal award, bestowed by the Beijing Municipal Bureau of Commerce, recognizes its exemplary performance at the city level. The project covers a total construction area of 224,000 square meters and operates under a "dual-drive operation model of industry and commerce", achieving an overall rental rate of over 95%. It has become a benchmark for cultural tourism in the western Beijing area. Chang'an Mills• Shougang Park attracts millions of visitors with its diverse activities and high-quality experiences.

首鋼園•六工匯榮獲「2024年北京市特色消費街區」稱號。此獎項由北京市商務局頒發，肯定了其市級的卓越表現。該項目總建築面積達22.4萬平方米，採用「產業+商業雙驅運營」模式，整體出租率超過95%，已成為京西地區文化旅遊的標杆。首鋼園•六工匯以其豐富多元的活動和卓越的遊客體驗，吸引了數百萬名遊客。

1

SUSTAINABLE DEVELOPMENT MANAGEMENT

可持續發展管理

MESSAGE FROM THE BOARD

In 2024, every step taken by Shoucheng Holdings is closely tied to the concept of "shared prosperity". We recognize the rapid development of technology and the robotics industry as significant opportunities that drive sustainable development. The robotics industry is undergoing critical technological breakthroughs, and Shoucheng Holdings will leverage its strengths in "Capital + Scenarios + Operations" to build a comprehensive ecosystem for the robotics industry, promoting the application of intelligent technologies and facilitating the transformation of the real economy.

Every asset flow contributes to accumulating momentum for the next generation, ensuring that efficiency and sustainability go hand in hand. We believe that through technological innovation, we can achieve the dual goals of economic growth and environmental protection.

Transparent Decision-Making, Solid Leadership

In 2024, our group once again received an AAA credit rating from two leading rating agencies in Mainland China, which is a testament to our efforts and a positive outlook for the future. This honor reflects the rigorous oversight of our compliance team and the transparent execution of every contract in our supply chain. We understand that the foundation of sustainability lies not in financial figures, but in every principled choice we make, which is our commitment to society and the environment.

Green Actions, Continuous Development

In response to the challenges of global warming, we choose to act. The Rongshi Square and Shoucheng Times Center are not just landmarks in the city, they represent our commitment to a green future. Both buildings have achieved LEED Gold and China Green Building Three-Star certifications, showcasing our efforts in low-carbon construction. The low-carbon practices of the Shoucheng Times Center have even been featured on BRTV, highlighting the intelligent design of its ventilation corridors and the silent energy storage of its solar panels. Every kilowatt of electricity and every drop of water tells the story of the harmonious coexistence of development and carbon reduction.

董事會的話

於2024年，首程控股的每一步都與「共好」的理念緊密相連。我們深刻認識到科技和機器人產業的急速發展所帶來的機遇，並將其視為推動可持續發展的重要動力。機器人產業正經歷關鍵的技術突破，首程控股將依托「資本+場景+營運」的優勢，構建完整的機器人產業生態，促進智能化技術的應用，助力實體經濟的轉型升級。

每一份資產的流轉，都是為下一世代積蓄動能，讓效率與永續並行。我們相信，透過科技創新，將實現經濟增長與環境保護的雙重目標。

透明決策，堅實領導

2024年，我們再次獲得中國內地兩家頂尖評級機構授予的AAA主體評級，這是對我們努力的肯定，也是未來穩定的展望。這一榮譽背後，是合規團隊的嚴謹把關和供應鏈上每一份合約的透明履約。我們深知，永續的根基不在於財報數字，而在於每一份堅守原則的選擇，這是我們對社會和環境的承諾。

綠色行動，持續發展

面對全球暖化的挑戰，我們選擇以行動回應。融石廣場與首程時代中心不僅是城市的地標，更是我們對綠色未來的承諾。這兩座建築雙雙獲得LEED金級與中國綠建三星認證，展現了我們在低碳建築方面的努力。首程時代中心的低碳實踐更是登上了北京衛視，展示了智慧設計的通風廊道和靜默蓄電的太陽能板。每一度電、每一滴水，都在訴說著發展與減碳的和諧共存。

Respecting Diversity, Co-Create the Future

"Showcasing the Elegance of Our People, Walking Together with Dream Chasers", is not just a slogan, it is our daily practice. In the office, you will see young engineers working side by side with experienced mentors to tackle technical challenges; in the conference room, diverse teams are brainstorming creative green finance solutions. We believe that the warmth of a company is reflected in the light in the eyes of its employees. Comprehensive training, fair promotion opportunities, and flexible career paths allow every "Shoucheng person" to find their value in a journey of self-transcendence.

尊重多元，共創未來

「展首程人風華，與逐夢者同行」不僅是口號，更是我們每天的實踐。在辦公室裏，年輕的工程師與資深導師並肩攻克技術難關；會議室裏，多元背景的團隊激蕩出綠色金融方案的創意。我們相信，企業的溫度藏在員工眼裡的光芒中。完善的培訓、公平的晉升機會和彈性的職涯規劃，讓每位「首程人」在自我超越的旅程中找到屬於自己的價值。

Integrity as the Foundation, Customer Priority

The Group successfully completed the upgrade of our parking management system. The new version enriches product functionality and significantly enhances the user experience for our clients. The improvements in stability and scalability allow us to better meet the operational needs of different product lines. We will continue to advance digital construction, building a comprehensive lifecycle parking management system to provide professional, digital, standardized, and intelligent services for parking operations.

誠信為本，客戶至上

我們成功完成了停車管理系統的迭代升級，新版系統不僅豐富了產品功能，還大幅提升了客戶的使用體驗。在穩定性和擴展性方面的顯著提升，使我們能夠更好地滿足不同產品綫的運營需求。我們將持續推進數智化建設，構建全生命周期的停車管理體系，為客戶提供全面的專業化、數字化、標準化及智慧化服務。

Harmonious Inclusion, Social Contribution

At the 27th "Beijing-Hong Kong Economic Cooperation Symposium and the Hong Kong Investment Promotion Conference", Shoucheng Holdings signed four important cooperation agreements, including deep collaboration with China Life in the field of public infrastructure REITs to support urban renewal; a partnership with ESR to advance the smart construction of the Hong Kong logistics park; and an enhanced collaboration with Ideal Auto on the supercharging project to jointly build a nationwide supercharging network. These agreements are not just ink on paper; they are keys to urban renewal, with the community as our eternal partner.

共融共榮，回饋社會

在第二十七屆「北京香港經濟合作研討洽談會暨投資香港推介大會」上，首程控股簽署了四項重要合作協議，包括與中國人壽在基礎設施公募REITs領域的深度合作，推進香港物流園的智慧建設，以及與理想汽車合作構建全國超級充電網絡。這些合作不僅是白紙黑字的協議，更是城市更新的鑰匙，社區是我們永遠的合夥人。

As we stand at the end of 2024, we look ahead with clarity and determination: our five pillars of sustainability will support the next phase of our journey. We will continue to use technology as our pen and responsibility as our ink, seeking optimal solutions on the balance of efficiency and low carbon. Shoucheng Holdings believes that true leadership lies not in going it alone, but in leading the industry to transform and embark on a high-quality future together.

站在2024的尾聲，我們展望未來，五大永續支柱將撐起我們的下一段征途。我們將繼續以科技為筆、以責任為墨，在高效與低碳的天平上尋找最優解。首程控股相信，真正的領先不在於獨行，而在於引領行業轉型，共赴一場高品質的未來之約。

SUSTAINABILITY GOVERNANCE STRUCTURE

可持續發展管治架構

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

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

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

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

SUSTAINABLE DEVELOPMENT MANAGEMENT
可持續發展管理

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

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

Board of Directors 董事會

Decision making Bodies 決策機構

- Hold overall responsibility for the Group's ESG strategy and reporting
  對本集團的ESG策略及報告負整體責任
- Oversee the Group's ESG mission, management approach and goals
  監督本集團的ESG使命、管理方針及目標
- Monitor and manage material ESG-related issues and risks
  監控及管理重大ESG相關議題及風險
- Review the progress made against ESG-related goals and targets
  檢討ESG相關目的及目標的進展情況
- Promote a top-down culture to ensure that ESG considerations are embedded in the business decision-making process
  促進由上而下的文化，以確保將ESG 考量納入業務決策流程

Management 管理層

Regulatory Agency 管理機構

- Oversee the development of the sustainability strategy and goals
  監督可持續發展策略及目標的進展
- Preview and implement ESG-related policies and practices
  檢討及實施ESG相關政策及實務
- Identify and evaluate the Group's ESG-relates issues and risks
  識別及評估本集團的ESG相關議題及風險
- Make recommendations to the Board on the above matters
  就上述事宜向董事會提出建議

Business Segments 業務版塊

Executing Agency 執行機構

- Implement and routinely manage the specific ESG-related matters in project
  具體ESG 相關事務在項目中落地和常規管理
- Implement sustainability policies, procedure and initiatives
  實施可持續發展政策、程序及倡議
- Collect ESG information and data for ESG disclosure
  為ESG披露收集ESG信息和數據

STAKEHOLDERS' ENGAGEMENT

The Group places high emphasis on the demand of stakeholders, and has established a comprehensive, multi-channel and regular communication system. Through active and efficient communication with stakeholders, we can strengthen our relations, identify all stakeholders, understand the expectations and demands of such stakeholders and address them accordingly. We will then reflect such demands on the goals and initiatives for our social responsibilities, promote better responsibility fulfillment among the Group and strive to create a win-win situation. By regularly publishing financial reports and ESG reports, and constantly improving the Company's website and internal publications, the Group aims to establish and perfect its communication channels to ensure openness and transparency, to continuously improve information disclosure.

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

持份者參與

本集團高度關注持份者訴求，建立全方位、多渠道、常態化的溝通體系，通過積極有效的溝通方式與持份者增進聯繫，主動識別各持份者，深入了解和回應持份者的期望和訴求，並將相關訴求轉化為社會責任目標和行動，促進集團履責能力有效提升，致力於實現各方共贏。通過定期發佈財務報告和ESG報告，並不斷完善公司網站、內部刊物等，本集團皆在建立和完善公開透明的溝通參與機制，持續增加資訊披露。

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

SUSTAINABLE DEVELOPMENT MANAGEMENT
可持續發展管理

Stakeholders 持份者	Communication channels 溝通渠道	Major expectations and concerns 主要期望和關注點
The government and regulatory authorities 政府和監管機構	• Compliance with local laws and regulations 遵守當地法律法規的監管 • Regular reporting and payment of taxes 常規報告和支付稅款	• Compliance with laws and regulations 遵守法律法規 • Anti-corruption policies 反腐敗政策 • Occupational health and safety 職業健康與安全 • Development and training 發展與培訓
Shareholders 股東	• Financial reports 財務報告 • Company announcements 企業公告 • General meetings 股東大會 • Official website of the Group 集團官方網站 • Press releases of financial results 業績發佈會 • Press conferences 媒體見面會	• Investment returns 投資回報 • Corporate governance 企業管治 • Business compliance 業務合規
Employees 僱員	• Employee performance appraisals 僱員表現評估 • Meetings and trainings 會議和培訓 • Symposiums 專題討論會 • Emails, notice boards, hotlines, and cultural activities for employees such as sports day 電郵、通告板、熱線及僱員參與集團運動會等文體活動 • Staff meetings 員工大會 • Expansion activities 拓展活動	• Career development 職業發展 • Employees' remuneration and benefits 僱員的薪酬和福利 • Training and learning opportunities 培訓學習機會 • Healthy and safe working environment 健康安全的工作環境

Stakeholders 持份者	Communication channels 溝通渠道	Major expectations and concerns 主要期望和關注點
Customers 顧客	• Customer satisfaction surveys 客戶滿意度調查 • Customer service hotlines and emails 客戶服務熱線和電郵	• Protection of consumer privacy and rights 消費者私隱和權利保護 • Product quality control 產品品質管控 • Quality products and services 高質量的產品與服務
Suppliers 供應商	• Public tenders 公開投標 • Supplier satisfaction surveys 供應商滿意度調查 • Phone calls 電話討論 • Face-to-face meetings and site investigations 面對面的會議和現場調研	• Fair and open competition 公平公開競爭 • Win-win cooperation 雙贏合作 • Strengthening contact and communication 加強聯繫與溝通
Professional organisations 專業組織	• Phone calls 電話討論 • Meetings (unofficial meetings or annual general meetings) 會議(非正式或年度股東大會)	• Establishment of policies to regulate employees behaviours and implement business activities 建立關於規範僱員及商業活動實踐的政策 • Environmental protection and social responsibility 環境保護與社會責任 • Diversified staffing 多元化的人員配置
The public 公眾	• ESG reports ESG報告 • Press conferences and responses to enquiries 媒體見面會和問詢回應 • Public welfare activities 社會公益活動 • Messaging through the official account 公眾號留言	• Business ethics 商業道德 • Promotion of social activities and company participation 社區活動大力開展以及企業的參與 • Open and transparent information 公開透明資料

MATERIALITY ASSESSMENT

To effectively understand stakeholders' opinions and expectations regarding our group's ESG performance, we not only reference our business development strategies and industry practices but also conduct an annual materiality assessment through surveys. We invite relevant stakeholders to participate in this survey, rating potential significant issues to identify the most important sustainability topics within our core business.

This assessment aims to analyze the impact of ESG matters on stakeholders and our group, allowing us to follow up on sustainability issues in a targeted manner. Based on the survey results, we will develop strategies and transparently disclose our efforts and progress in the ESG report.

The steps of our determination of material topics are presented as follows:

重要性評估

為了更有效了解持份者對本集團ESG表現的意見和期望，我們除了參考業務發展策略和行業慣例，還通過調查問卷進行年度重要範疇評估。邀請相關持份者參與調查，對潛在重大議題進行評級，以確定在核心業務中最重要的可持續發展議題。

此評估旨在分析ESG事宜對持份者及本集團的影響，並針對性地跟進可持續發展事務。我們將根據調查結果制定策略，並在ESG報告中透明披露我們的努力和進展。

我們的重要性議題判定步驟如下：

1. Identification
識別

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

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

2. Assessment
評估

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

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

3. Approval
審批

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

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

Results of the materiality assessment are analysed in the form of a materiality matrix. Material issues identified and stakeholders' concerns are discussed with the management. Customer information and privacy protection is a material issue that is of utmost concern to the Group, while prevention of bribery, extortion, fraud, and money laundering is a close second. Materiality assessment results are regarded by the Group as important indicators that are useful for our future planning and ESG policy making. Based on such results, we aim to strengthen our ESG strategies and promote sustainable growth.

本集團將重要性調查的結果分析為重要性矩陣，並將已識別的重要議題及持份者關注事宜與管理層進行討論。本集團最關注的重要議題為客戶信息和隱私保護，其次為防止賄賂、勒索、欺詐和洗黑錢。本集團將重要範疇評估結果視為未來規劃以及ESG方面的政策制定的重要指標，旨在加強本集團的ESG策略並推進可持續發展。

The Group's Materiality Matrix in FY2024
本集團於2024財政年度之重要性評估矩陣圖

Green Actions, Continuous Development
綠色行動，持續發展

Respect Diversity, Co-Create The Future
尊重多元，共創未來

Integrity As The Foundation, Customer Priority
誠信為本，客戶至上

Harmonious Inclusion, Social Contribution
共融共榮，回饋社會

1 Climate Change and Response
氣候變化及應對
2 Waste Management
廢棄物管理
3 Use of Resources
資源使用
4 Biodiversity Conservation
生物多樣性保護
5 Green Finance
綠色金融
6 Employee Recruitment and Talent Retention
僱員聘用與人才挽留
7 Employee Remuneration and Welfare
僱員薪酬和福利
8 Occupational Health and Safety
職業健康與安全
9 Employee Development and Training
僱員發展及培訓
10 Supply Chain Management
供應鏈管理
11 Customer Information and Privacy Protection
客戶信息和隱私保護
12 Customer Satisfaction
客戶滿意度
13 Responsible Investment
負責任投資
14 Product and Service Compliance
產品和服務合規性
15 Prevention of Bribery, Extortion, Fraud, and Money Laundering
防止賄賂、勒索、詐欺和洗黑錢
16 Anti-corruption Policies and Whistleblowing Procedures
反貪污政策及舉報流程
17 Understanding the Needs of the Local Community
了解當地社區需求
18 Public Welfare and Charity
公益和慈善

SUSTAINABLE DEVELOPMENT STRATEGY

可持續發展策略

Shoucheng Holdings focuses on promoting sustainable development within the industry, integrating sustainability principles into our strategic planning and daily operations. We believe that a company's business strategy should closely align with global goals to collectively build a better future. We actively respond to the United Nations Sustainable Development Goals (UNSDGs) and 18 key ESG issues, concentrating on five critical areas to design and implement our sustainability strategy.

首程控股專注於推動產業的可持續發展，並在策略規劃及日常經營中融入可持續發展理念。我們相信，企業的商業策略應與全球性目標緊密結合，共同構建更美好的未來。我們積極回應聯合國可持續發展目標(UNSDGs)及18項重大ESG議題，並重點關注五個關鍵領域，以設計和實施可持續發展策略計劃。

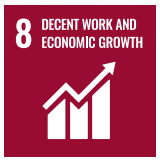
In the FY2024, we conducted a comprehensive review of our past environmental goals. Using the FY2021 as a baseline, the number of operational locations under our direct control increased, demonstrating our market potential. However, existing data does not accurately reflect our efforts in environmental protection. Therefore, we have decided to optimize our environmental goals for 2030 and enhance our Shoucheng blueprint to better align with our sustainability vision and social responsibilities.

在2024財政年度，我們全面回顧過去的環境目標。以2021財政年度為基準，本集團在直接營運控制下的營運地點有所增加，顯示出我們的市場潛力。然而，現有數據未能真實反映我們在環境保護方面的努力。因此，我們決定重優化2030年的環境目標，並完善首程藍圖，以更好地符合可持續發展願景及社會責任。

Key Areas 重點領域	Target 目標
SUSTAINABLE DEVELOPMENT MANAGEMENT **可持續發展管理**	• Continuously develop and integrate innovative technologies in all projects. 持續在所有項目中開發和整合創新技術
GREEN ACTIONS, CONTINUOUS DEVELOPMENT **綠色行動，持續發展**	• Achieve a 3% reduction in energy, water, carbon emissions, and waste by 2030, and 5% by 2040 到2030年實現能源、水資源、碳排放和廢棄物減少3%，到2040年減少5% • Attain green building certification for all assets by 2040 到2040年為所有資產獲得綠色建築認證
RESPECT DIVERSITY, CO-CREATE THE FUTURE **尊重多元，共創未來**	• Maintain zero workplace fatalities annually 每年保持零工傷死亡事故
INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY **誠信為本，客戶至上**	• Ensure no involvement in concluded legal cases related to corruption each year. 每年確保不涉及任何已結案的貪污法律案件 • Prevent any incidents of user privacy data breaches annually 每年防止用戶隱私數據泄露事件的發生
HARMONIOUS INCLUSION, SOCIAL CONTRIBUTION **共融共榮，回饋社會**	• Actively support communities each year, to leverage the strength of Shoucheng 每年積極支持社區，貢獻首程力量

SUSTAINABLE DEVELOPMENT MANAGEMENT

可持續發展管理



Focus areas: The management model is centered around "Asset Circulation + Digital Operation", dedicated to achieving a harmonious coexistence between economic benefits and environmental protection.

重點領域：管理模式以「資產循環+數智化營運」為核心，致力於實現經濟效益與環境保護的和諧共生

Snapshot

- Actively investing in the robotics industry by establishing the 北京機器人產業發展投資基金(有限合夥) (Beijing Robot Industry Development Investment Fund (Limited Partnership)), with a scale of RMB10 billion,and invested in Unitree Robotics, Galbot, Galaxea AI, X Square, Volant, Yueshi Robot etc.
- Successfully upgraded facilities at Guangzhou Baiyun International Airport parking lot
- Established a nationwide business layout for transportation hub parking asset management
- Prioritized technology investment, completing an upgrade of the parking management system
- Actively participated in asset securitization, successfully issuing the second phase of parking asset REITs

亮點

- 積極投入機器人產業，成立規模達人民幣100億元的北京機器人產業發展投資基金並投資宇樹科技、銀河通用、星海圖、自變量、沃蘭特航空、粵十機器人等公司
- 成功升級廣州白雲國際機場停車場的設施
- 建立交通樞紐類停車場資產管理的全國業務佈局
- 高度重視科技投入，完成停車管理系統的升級
- 積極參與資產證券化，成功發行第二期停車資產類REITs

Shoucheng's strategy contributes to the UNSDGs

Shoucheng Holdings actively aligns with the UNSDGs 8 and 11, focusing on investment and operation in infrastructure to create numerous job opportunities. Through efficient resource integration and operational management, we enhance the economic benefits of the enterprise, promote local economic growth, and contribute to sustainable development. Our parking management system and smart services improve urban traffic efficiency, reduce congestion and pollution, while also considering community needs to create a safe and convenient urban environment. Shoucheng Holdings promotes sustainable development both internally within the enterprise and externally in the social and environmental spheres, and we will continue to strive to achieve these goals.

首程策略與UNSDGs的關聯

首程控股積極對接聯合國可持續發展目標8和11，專注於基礎設施的投資與運營，創造大量就業機會。通過高效的資源整合和運營管理，我們提升了企業經濟效益，促進地方經濟增長，助力可持續發展。我們的停車管理系統和智慧服務提高了城市交通效率，減少擁堵和污染，並考慮社區需求，打造安全、便利的城市環境。首程控股在企業內部及社會環境層面均推動可持續發展，將持續努力實現這些目標。

GREEN ACTIONS, CONTINUOUS DEVELOPMENT

綠色行動，持續發展

13 CLIMATE ACTION

Material Topics Responded: Climate Change and Response, Waste Management, Use of Resources, Biodiversity Conservation, Green Finance

所回應ESG議題：氣候變化及應對、廢棄物管理、資源使用、生物多樣性保護、綠色金融

Snapshot

- Implementing carbon reduction initiatives, established Shoucheng Supercharging and formed a strategic partnership with ESR to promote green logistics
- The invested companies include Yueshi Cold Storage Forklift Robots, Yanling Jia Ye Spraying Robots, and Wisson Aerial Work Robots, all of which have significantly reduced the accident and injury rates in their respective industries
- Rongshi Plaza and Shoucheng Times Center have has achieved the gold-level certification of Leadership in Energy and Environmental Design (LEED) and the China Green Building Three Star Standard
- Actively promoting industrial green transformation, focusing on enhancing communication and collaboration in addressing climate change
- Using the carbon-negative building of the Shoucheng Times Center as a model, we share its successful experiences to demonstrate how to achieve low-carbon goals in building design and operations
- Electricity generation: approx. 2,700MWh
- Zero administrative punishment related to environmental or ecological issues

亮點

- 推行減碳行動，成立首程超充以及與ESR易商達成戰略合作推動綠色物流
- 被投資企業包括粵十冷庫叉車機器人、炎凌嘉業噴塗機器人、萬勳高空作業機器人，都減少了相關產業的事故率和傷亡率
- 融石廣場和首程時代中心已達到能源與環境設計領導認證(LEED)的金級認證和中國綠色建築三星標準
- 積極推動產業綠色轉型，致力於加強應對氣候變化的交流與合作
- 以首程時代中心的負碳建築為典範，分享其成功經驗，展示如何在建築設計與運營中實現低碳目標
- 光伏發電設施產生約2,700兆瓦時
- 未發生與環境或生態問題有關的行政處罰

Shoucheng's strategy contributes to the UNSDGs

We actively respond to the UNSDGs 13, committing to promote carbon reduction initiatives and utilizing advanced energy-saving technologies to address climate change risks and mitigate its impacts. We not only prioritize environmental protection in our strategies but also implement environmentally friendly principles in our daily operations and management. Through concrete actions, we fulfill our commitment to green operations, contributing significantly to the creation of a sustainable future.

首程策略與UNSDGs的關聯

我們積極響應聯合國可持續發展目標13，致力於推動減碳行動，並運用先進的節能降耗技術來應對氣候變化風險，減緩氣候變化的影響。我們不僅在策略上重視環境保護，更在日常辦公與經營中落實環境友好原則。透過具體行動，我們踐行綠色運營的承諾，為創造可持續的未來貢獻首程力量。

RESPECT DIVERSITY, CO-CREATE THE FUTURE

尊重多元，共創未來

Material Topics Responded: Employee Recruitment and Talent Retention, Employee Remuneration and Welfare, Occupational Health and Safety, Employee Development and Training

所回應ESG 議題：僱員聘用與人才挽留、僱員薪酬和福利、職業健康與安全、僱員發展及培訓

Snapshot

- Established the "Talent Scout Award" and the "Moving Water Scheme" for talent acquisition
- Training covered the entire workforce, with a total of 44,137 training hours and an average of 70.8 hours of training per employee
- Conducted a total of 41 training courses, comprising 32 in-person sessions and 9 online courses, with a total participation of 4,088 individuals
- Set up the "New Employee Onboarding Plan", offering all Shoucheng employee access to digital online learning opportunities
- Achieved 0 work-related deaths or injuries for three consecutive years

亮點

- 設有「伯樂獎」及「活水計劃」進行人才引進
- 培訓覆蓋全體員工，培訓達44,137小時，人均受訓70.8小時
- 共舉辦了41門課程培訓，其中線下課程32門，線上課程9門，總參與人次達到4,088人
- 設有「熠E生輝計劃」，向全體首程員工提供數字化的線上學習項目
- 實現連續三年0宗因工死亡或受傷事故

Shoucheng's strategy contributes to the UNSDGs

We consistently uphold the principle of respecting diversity and co-creating a better future. We wholeheartedly advocate for the UNSDGs 3, 4, 5, 8, and 10, committing to create a healthy and safe working environment for our employees.

Within our union organization, we continuously promote the concept of physical and mental well-being, caring for both the physical and psychological health of our employees. We provide comprehensive medical benefits and coverage for employees and their children, and we organize various activities to enhance awareness and importance of health issues.

We firmly believe that continuous learning and growth are essential for every employee. Therefore, we offer a competitive compensation and benefits system, and we fully implement the principles of gender equality in our recruitment, promotion, and human resources decisions. We are dedicated to creating a diverse and equitable workplace environment, ensuring that every employee, regardless of their background or identity, has access to fair job opportunities and is treated with respect. We resolutely oppose all forms of discrimination and strive to create a positive and discrimination-free working environment.

首程策略與UNSDGs的關聯

我們始終堅持尊重多元、共創未來的理念。我們全力倡導聯合國可持續發展目標第3、4、5、8和10項，致力於為員工打造一個健康、安全的工作環境。

我們在工會組織內不斷弘揚身心健康的理念，關心員工的身體與心理健康。我們為員工及其子女提供全面的醫療津貼和保障，並舉辦各類活動，提升大家對健康議題的認知與重視。

我們深信，持續的學習與成長是每位員工的必經之路。因此，我們提供具有市場競爭力的薪酬福利制度，並在招聘、晉升及人力資源決策中全面貫徹性別平等的原則。我們致力於打造一個多元化與平等的職場環境，確保每位員工無論其出身或身份，都能獲得公平的工作機會並受到尊重。我們堅決反對一切歧視行為，竭力創造一個充滿正能量且無歧視的工作環境。

INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY

誠信為本，客戶至上

Material Topics Responded: Supply Chain Management, Customer Information and Privacy Protection, Customer Satisfaction, Responsible Investment, Product and Service Compliance, Prevention of Bribery, Extortion, Fraud, and Money Laundering, Anti-corruption Policies and Whistleblowing Procedures

所回應ESG 議題：供應鏈管理、客戶信息和隱私保護、客戶滿意度、負責任投資、產品和服務合規性、防止賄賂、勒索、詐欺和洗黑錢、反貪污政策及舉報流程

Snapshot

- The premium customer service offered by SONIC parking received commendation with 13 letters of appreciation, 67 brocade banners
- Certified to three ISO certifications: quality management system (ISO9001), environmental management system (ISO14001) and occupational health and safety (ISO45001)
- Focus on innovation and sustainable development, shaping a bright future for the embodied intelligence industry
- Zero corruption-related investigations and cases
- Zero user privacy data breach incidents

亮點

- 驛停車優質客戶服務獲得13封表揚信，67面錦旗
- 榮獲三項ISO認證：ISO9001品質管理體系、ISO14001環境管理體系和ISO45001職業健康安全管理體系
- 致力於創新與可持續發展，塑造具身智能產業的美好前景
- 未發生貪腐相關訴訟案件
- 未發生用戶隱私數據泄露事件

Shoucheng's strategy contributes to the UNSDGs

We actively follow the UNSDGs 3, 9 and 16, which serve as the guiding principle for our actions. We regularly evaluate and improve our health and wellness measures to ensure all employees can work in a healthy and safe environment. We embrace technological innovation and infrastructure investment with great enthusiasm to drive business development and provide our customers with better services. To practice fairness and transparency, we implement strict ethics and compliance regulations and standardize the behavior of our employees and business partners through education and training.

首程策略與UNSDGs的關聯

我們積極遵循聯合國的可持續發展目標3、9和16，並且以此作為我們行動的指導。我們定期評估並改進我們的健康和福利措施，以確保所有員工都能在健康安全的環境中工作。我們對科技創新和基礎設施投入以高度的熱忱，以推動業務的發展為客戶提供更優質的服務。為了實踐公平和透明，我們實施嚴格的道德和法規，並透過教育和培訓規範員工和業務夥伴。

HARMONIOUS INCLUSION, SOCIAL CONTRIBUTION

共融共榮，回饋社會

Material Topics Responded: Understanding the Needs of the Local Community, Public Welfare and Charity

Snapshot

- Collaborate with partners to promote project implementation and deepen cooperation between Beijing and Hong Kong
- Organize the event "Olympic Champions Up Close: Embrace Health at Shougang", to enhance public awareness of healthy living
- Established the "Everlove Foundation" in 2018 to provide educational assistance and medical relief services for students in impoverished areas

Shoucheng's strategy contributes to the UNSDGs

We are consistently guided by the UNSDGs 3, 4 and 11 and are committed to a comprehensive green transformation to promote the sustainable development of the economy and society. We are committed to spreading quality education in impoverished regions of Mainland China and emphasise our commitment to meeting the needs of every learner and developing their innate potential.

所回應ESG 議題：了解當地社區需求、公益和慈善

亮點

- 與合作夥伴共同推動項目實施，深化京港合作
- 舉辦「奧運冠軍零距離•想健康來首鋼」活動，提升公眾對健康生活的認識
- 於2018年成立了「慈心長青公益基金」，為貧困地區學生提供助學和醫療救助服務

首程策略與UNSDGs的關聯

我們堅定地與聯合國可持續發展目標3、4和11保持一致，主張進行全面綠色轉型，以激勵經濟和社會的可持續發展。我們致力於促進優質教育在貧困地區的普及，強調我們對滿足每一位學習者需求和發展他們內在潛能的承諾。

SUSTAINABLE OPERATIONS

The Group focused on the investment, operation and management of core infrastructure assets in China that have long-term value. Driven by its two core competencies of asset operation and FIME, the Group entered the initial stage of "Asset Circulation + Digital Operation". On the one hand, the Group relies on its efficient resource integration capabilities to continuously expand the scale of premium core infrastructure assets with long-term value in China. On the other hand, the Group has gradually built up a full life cycle management and service capabilities in CIIA by leveraging its years of accumulated asset operation experience and improving operational efficiency through technological empowerment. At the same time, the Group has developed professional FIME capabilities by building a horizontal asset financing value-added chain and a vertical asset incubation value-added chain, realizing a closed business loop of "fundraising + investment + management + exit".

可持續營運

本集團專注投資、運營及管理中國具有長期價值的核心基礎設施資產。本集團以資產運營和資產融通兩大核心能力驅動，已邁入「資產循環+數智化營運」的初級階段。本集團一方面依託高效的資源整合能力，不斷擴大在中國具有長期價值的優資核心基礎設施資產的規模。另一方面，本集團借助多年沉澱的資產營運經驗以及通過科技賦能提升營運效率，逐步構建中國智能基礎設施資產全生命週期管理服務能力。同時，本集團通過構建橫向的資產融資增值鏈條和縱向的資產孵化增值鏈條，形成了專業的資產融通能力，實現了「募資+投資+管理+退出」的商業循環。

Asset operation

資產營運

Asset operation with higher efficiency

資產營運，效能提升

Shoucheng Holdings developed a closed-loop infrastructure management business ecological chain, adapting to China's economic environment for infrastructure sectors such as parking and mobility, as well as industrial parks, provide asset holders with full-cycle, one-stop solutions comprised of full-chain, standardized, productized and technologically integrated service.

首程控股圍繞著停車出行和產業園區等基礎設施領域，構建了適應中國經濟環境的基礎設施管理業務生態鏈閉環，通過全鏈條、標準化、產品化、科技化的綜合服務為資產持有者提供全週期的一站式解決方案。

Parking asset management *停車資產管理*

3 Business Categories
三種業態

Municipal infrastructure
交通樞紐

Airport, high-speed railway station
機場、高鐵站

Commercial real estate
市政配套

Hospital, roadside, “P+R”, public scenic spot
醫院、路側、「P+R」、公建景區

Commercial property
商辦產權

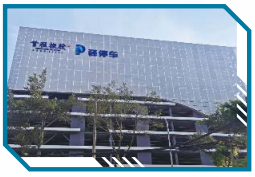
Parks, office buildings, commercial complexes
園區、寫字樓、商業綜合體

4 Business Modes
四種模式

Long-term operation leases
長期經營租賃

Parking Garage, Beijing Daxing International Airport
(Over 28-year operation period)
北京大興機場停車綜合樓(28+經營年限)

Parking Complex
停車綜合體



Chengdu Gaoshengqiao Parking Station
(Vertical elevator parking system)
成都高升橋停車驛站
(垂直升降式)

Parking space property purchase
車位產權購置

Longfor Times Paradise Walk Phase III Project
(Chongqing City)
龍湖時代天街三期
(重慶市)

SONIC Platform
速驛客系統平台

Promote green transformation and sustainable development of cities
(Android and IOS)
智慧停車、智慧出行
(安卓、蘋果IOS)

Digital and intelligent management system for urban traffic and travel

城市級交通出行數智化治理系統平台

Supporting traffic management
服務交通管理

Intelligent and dynamic management of urban traffic and travel is achieved through informatization management of urban traffic resources, access to real-time operation data and phase-based digital analysis.
信息化管理城市交通資源的使用，運營狀態的即時數據獲取和階段數字分析，實現城市交通出行智慧化動態管理。

Elevating Service and Efficiency at Guangzhou Baiyun International Airport
提升廣州白雲國際機場的服務與效率

Shoucheng Holdings successfully operated the parking area at Terminal 1 of Guangzhou Baiyun International Airport for one year, achieving a comprehensive upgrade of facilities and a complete revitalization of services. By introducing advanced intelligent equipment and optimizing the layout of the parking area, we significantly enhanced traffic efficiency, achieved second-level vehicle identification, and supported a variety of payment methods. Additionally, to further enhance passenger experience, we introduced a range of commercial services such as convenience stores and self-service massage chairs, and equipped a multilingual service team to provide comprehensive support.

首程控股在成功營運廣州白雲國際機場一號航站區停車場一年之際，實現了設施的全面升級與服務的全新煥發。透過引進先進的智慧化設備及優化停車區域的規劃，我們大幅提升了通行效率，實現了秒級的車輛識別，並支持多元化的支付方式。此外，為了進一步增強旅客的體驗，我們引入了便利商店、自助按摩椅等多樣化的商業服務，並配備了多語言服務團隊以提供全方位的支援。

In terms of management, Shoucheng Holdings adopted an efficient operational mechanism and clear division of responsibilities, while also utilizing monitoring and big data systems to optimize staff deployment, ensuring operational efficiency and rapid responsiveness.

在管理模式上，首程控股採納了高效率的運作機制和明確的責任劃分，同時利用監控及大數據系統優化了人員配置，確保營運的高效性和回應的迅速性。

During the 2024 Canton Fair, Baiyun Airport successfully welcomed over 480,000 foreign passengers, whose service levels received unanimous praise from attendees. This not only highlighted our quality of service but also reflected our professional capabilities and commitment on the international stage.

在2024年廣交會期間，白雲機場成功接待了超過480,000名外籍旅客，其服務水平獲得了與會者的一致好評，這不僅彰顯了我們的服務質量，也反映了我們在國際舞台上的專業能力和承諾。

Shoucheng Holdings will continue to implement ESG principles and integrate them into our business operations. We look forward to making a greater contribution to the realization of sustainable development goals and the creation of a better world through our efforts.

首程控股將繼續踐行ESG原則，並將之融入到我們的業務運作中。我們期盼通過我們的努力，對可持續發展目標的實現以及未來美好世界的創建做出更大的貢獻。

Empowering urban governance
賦能城市治理

Monitoring and digital control of urban traffic data is achieved in support of urban travel governance and traffic resource allocation.
實現城市交通數據化監控及數位化管控，支撐城市出行治理及交通資源配置。

Shoucheng Holdings secures management rights for Lhasa Gonggar Airport Parking facilities
首程控股獲得拉薩貢嘎機場停車設施經營權

Shoucheng Holdings has signed a contract with the Tibet Airport Group, securing an eight-year management contract for 1,428 parking spaces at Lhasa Gonggar Airport's T2 and T3 parking lots. Lhasa Gonggar Airport is the highest 4E class military-civilian international airport in the world, with passenger throughput significantly increasing to 5.471 million in 2023. The excellent infrastructure asset management capabilities of Shoucheng Holdings will be further demonstrated on the snowy plateau. The Group will leverage its expertise to enhance project returns and deepen its development in the western market.

首程控股已與西藏機場集團簽訂合約，取得拉薩貢嘎機場T2及T3停車場的八年經營權，包括1,428個車位。拉薩貢嘎機場是全球最高的4E級軍民合用國際機場，2023年旅客吞吐量顯著成長至547.1萬人次。首程控股卓越的基礎設施資產管理能力將在雪域高原上得到進一步展現。本集團將利用其專業能力提升專案收益，並深化在西部市場的發展。

Supporting travel and livelihood
服務民生出行

Urban smart travel APP/mini-program terminal is created for the integration of travel, life and administrative services that enhance residents' smart urban travel experience.
集出行、生活、行政服務等於一體的城市自有智慧出行APP／小程式終端，提升居民城市出行智慧體驗。

The Group's asset management business of car parks in transport hubs has been transformed from a point into a line, and from a line into a surface, and has achieved an all-round network of "East, South, West, North and Central" business layout across China.

本集團交通樞紐類停車場資產管理業務以點化線，以線成面，已實現全國範圍「東南西北中」全方位網絡貫穿式業務佈局。

The Group attaches great importance to the changes in operating models and enhancements in operating efficiency by technological investment. During the Reporting Period, the Group successfully completed the iterative upgrade of the parking management system. SONIC integrates advanced DeepSeek AI technology architecture and algorithm models, bringing a comprehensive upgrade to the parking industry and opening a new chapter in smart parking. Firstly, the system possesses the capability to automatically generate data, effectively reducing R&D costs and enhancing data processing efficiency, thereby optimizing resource allocation in line with sustainable development principles. Secondly, the intelligent Q&A feature enables employees to describe issues through smart terminals, allowing the system to swiftly and accurately provide answers. This reduces training expenses and improves problem-solving efficiency, ultimately enhancing employee satisfaction and customer service experience. Lastly, through the optimization of precision marketing and license plate recognition, the system can construct user profiles for parking, achieving personalized marketing while simultaneously improving the accuracy of license plate recognition and vehicle exit efficiency, significantly enhancing the user parking experience.

本集團高度重視科技投入帶來的營運模式的變革和營運效率的提升。於報告期內，本集團順利完成了停車管理系統的迭代升級。驛停車融合了先進的DeepSeek AI技術架構與演算法模型，為停車產業帶來全面升級，開啟智慧停車的新篇章。首先，系統具備自動生成資料的能力，有效降低研發成本並提升資料處理效率，優化資源配置，符合永續發展的理念。其次，智慧答疑功能使員工能透過智慧終端描述問題，系統能迅速且準確地提供解答，減少培訓開支，提高問題解決效率，進而提升員工滿意度與顧客服務體驗。最後，透過精準行銷與車牌辨識的優化，系統能夠構建停車用戶畫像，實現個性化行銷，同時提升車牌辨識的準確率與車輛離場效率，顯著改善用戶的停車體驗。

The new version of the parking management system enriches product functions, greatly improves the user experience, and has significantly improved stability and scalability. The overall functions further meet the differentiated operational needs of the Group's different product lines of parking assets.

新版停車管理系統豐富了產品功能，大幅提升客戶端用戶體驗，在穩定性和擴展性方面均有顯著提升，其整體功能更加滿足了本集團停車資產不同產品線的差異化營運需求。

The Group will continue to promote digital intelligence construction, build a full life cycle parking management system, and provide comprehensive parking lot operations service with profession, digitation, standardization and intelligence.

本集團將持續推進數智化建設，構建全生命週期停車管理體系，為停車場營運提供全面的專業化、數字化、標準化及智慧化服務。

Signed the "Operation Rights Transfer Agreement" with Tianjin Binhai International Airport Co., Ltd.
與天津濱海國際機場有限公司簽訂《經營權轉讓協議》

Shoucheng Holdings' SONIC successfully won the bid for the parking business management rights at Tianjin Binhai International Airport. This project not only reflects the airport's recognition of the Group's operational capabilities but also strengthens our leadership position in the airport parking service sector. According to the agreement, we will manage approximately 325,000 square meters and 2,842 parking spaces.

Tianjin Binhai International Airport is a crucial regional hub and international aviation logistics center. From January to July 2024, the passenger throughput reached nearly 11.8 million.

Through this project, we will enhance the travel support services in the Jing-Jin-Ji region, deepen cooperation with Tianjin, and assist in the regional coordinated development, promoting sustainable social and economic development.

首程控股驛停車成功中標天津濱海國際機場停車業務經營權，此項目不僅反映了機場對本集團營運能力的認可，也強化了我們在機場停車服務領域的領導地位。根據協議，我們將管理約32.5萬平方公尺、2,842個車位。

天津濱海國際機場是重要的區域樞紐和國際航空物流中心，2024年1月至7月期間，旅客吞吐量達到近1,180萬人次。

透過此項目，我們將提升京津冀地區的出行配套服務，深化與天津的合作，協助區域協同發展，推動社會和經濟的可持續發展。

Asset management of industrial park

The second phase of the Li Auto Headquarters project*（理想汽車總部二期項目） fully planned and designed by Shoucheng Holdings, represents a new integrated complex that combines office space and technological research and development for Li Auto Inc., and it has now been fully operational. This project aims to create supporting spaces that resonate with Phase I, characterized by its applications of energy efficiency, environmental sustainability, modern technology, and renewable energy. The facade design successfully cultivates an industrial atmosphere, forming a cohesive urban interface.

Shoucheng Holdings adheres to the philosophy of "scientific customization and tailored solutions", meticulously crafting high-quality industrial projects. The Phase II project interlinks and integrates with the Phase I building in terms of functional support, spatial aesthetics, traffic organization, and landscape environment, creating a synergistic effect. This initiative not only strengthens the clustering effect of Ideal Automotive but also promotes collaborative cooperation within the industrial chain, contributing to the development of the new energy intelligent vehicle industry in Shunyi District.

產業園區資產管理

首程控股全程主導規劃設計的「理想汽車總部二期項目」，是理想汽車總部的一個全新融合辦公與科技研發的綜合體，現已全面投入使用。該項目旨在打造與一期相呼應的配套空間，特色在於其節能環保、現代科技及新能源的應用，立面設計則成功營造出產業氛圍，形成統一的城市界面。

首程控股以「科學定製，量體裁衣」的理念，精心打造優質產業項目。二期項目在功能配套、空間風貌、交通組織及景觀環境等方面，與一期建築相互聯動、融合，形成協同效應。此舉不僅強化了理想汽車的集聚效應，還促進了產業鏈的協同合作，助力順義區新能源智能汽車產業的發展。

2024 Shijingshan District Industrial Development Promotion Conference
2024年石景山區產業發展促進大會

Shougang Winter Olympic Plaza Project Company was invited to participate as a key project representative in the 2024 Shijingshan District Industrial Development Promotion Conference, witnessing a new chapter in regional development.

首鋼冬奧廣場項目公司作為重點項目代表，受邀參與2024年石景山區產業發展促進大會，共同見證區域發展的新篇章。

The conference reviewed the achievements of the past year and emphasized continued support for strategic emerging industries such as artificial intelligence, industrial internet, and virtual reality, promoting the development of new quality productivity. This aligns closely with our ESG goals, aiming to achieve a harmonious coexistence between the economy and the environment.

大會回顧了過去一年的成就，強調將繼續支持人工智能、工業互聯網、虛擬現實等戰略性新興產業，推動新質生產力的發展。這與我們的ESG目標緊密相連，旨在實現經濟與環境的和諧共生。

We were honored to witness the recognition of outstanding enterprises in 2023 and to sign cooperation agreements with ten key companies, marking the important role that the Shougang Winter Olympic Plaza project will play in promoting regional industrial upgrades and supporting high-quality economic development.

我們榮幸地見證了2023年表現突出的企業表彰，並與10家重點企業簽署合作協議，標誌著首鋼冬奧廣場項目將在推動區域產業升級中發揮重要作用，助力經濟高質量發展。

Subsequently, the Shijingshan District Government released the "Shijingshan District Humanoid Robot Industry Development Action Plan (2024–2025)" and the "Shijingshan District Humanoid Robot Industry Development Implementation Plan (2024)", aiming to create a competitive humanoid robot industry cluster, which includes five key areas and 21 tasks. Shougang Park will take the construction of the humanoid robot industry base at Shougang Winter Olympic Plaza as an opportunity to integrate park resources, leverage its advantages, and maintain a focus on the humanoid robot industry, accelerating the cultivation of new quality productivity and shaping new momentum and advantages for economic development.

其後，石景山區政府發佈了《石景山區人形機器人產業發展行動計劃(2024-2025年)》和《石景山區人形機器人產業發展實施方案(2024年)》，全力打造具有核心競爭力的人形機器人產業集群，共包括5個方面和21項任務。首鋼園將以首鋼冬奧廣場建造人形機器人產業基地為契機，整合園區資源，發揮優勢，持續聚焦人形機器人產業，加速培育新質生產力，塑造經濟發展的新動能與優勢。

Fundraising, Investment, Management and Exit (FIME)

資產融通

By employing financing methods represented by REITs for the efficient acquisition of "potential assets" with long cycles, we provide customers with comprehensive ecological chain services from infrastructure asset development fund, asset securitization consulting and strategic placement of REITs, thereby achieving a twofold increase in both asset management scale and asset appreciation return on investment. Shoucheng Holdings is actively investing in key areas of REITs, including warehousing logistics and clean energy, with investments in companies such as Shougang Green Energy, AVIC ESR Warehouse and Logistics, BJENERGY PV, and China TBEA New Energy. These strategic initiatives not only promote innovation within the industry but also effectively support environmental protection and the efficient use of resources, demonstrating our commitment to sustainable development.

通過REITs為代表的融通手段對長周期的「潛力資產」進行高效獲取，為客戶提供從基礎設施資產發展基金、資產證券化諮詢、REITs戰略配售的全生態鏈服務，實現資產管理規模與資產增值回報收益雙增。首程控股積極投資於倉儲物流及清潔能源等關鍵領域的REITs，包括首鋼綠能、中航易商倉儲物流、京能光伏及華夏特變電工新能源等企業。這些戰略性舉措不僅促進了行業的創新發展，還有效支持了環境保護與資源的高效利用，彰顯了我們對可持續發展的堅定承諾。

Infrastructure Asset Development

During the Reporting Period, the Group actively participated in the strategic placement and expansion investment of two REITs projects, demonstrating our firm commitment to the infrastructure sector. Simultaneously, we released the "Insights on Data Center Industry Investment and Value" report, aimed at providing comprehensive and in-depth references for investors in the infrastructure field.

We successfully completed the issuance of the second phase of parking asset REITs — the "Guojun-Shoucheng Holdings Smart Parking Asset-Backed Special Plan Phase II" (國君-首程控股智慧停車資產第二期支持專項計劃). This product utilized eight of the Group's self-owned parking lot projects as underlying assets, with a total issuance size of RMB370 million, a priority interest rate of 2.4%, a subscription multiple of up to 2.07 times, and a maturity period of 18 years. This issuance not only further strengthens Shoucheng Holdings' "Asset Circulation + Digital Operation" business model but also showcases our ongoing practical capabilities in the asset securitization field.

基礎設施資產

於報告期內，我們積極參與了兩個REITs項目的戰略配售和擴募投資，展現了我們對基礎設施領域的堅定承諾。同時，我們發佈了《數據中心行業投資與價值洞察》報告，旨在為投資者提供全面而深入的參考，助力他們在基礎設施投資中做出明智的決策。

我們成功完成了第二期停車資產類REITs的發行 — 「國君-首程控股智慧停車資產第二期支持專項計劃」。這一產品以八個自持的停車場項目作為底層資產，發行規模達3.7億元，優先利率為2.4%，認購倍數高達2.07倍，發行期限為18年。此次發行不僅進一步強化了我們的「資產循環+數智化營運」商業模式，還充分展現了我們在資產證券化領域的實力。

At the same time, we held a "Summit Forum on Infrastructure Real Estate Investment and Public REITs" during the Reporting Period, along with in-depth discussions with XINXING Group, fostering collaboration and innovation within the industry.

Shoucheng Holdings focuses on the infrastructure sector, constructing a closed-loop ecosystem of infrastructure management tailored to the Chinese economic environment. Our strategy includes "establishing development funds for development and cultivation," "asset operation management to enhance asset quality and efficiency," "consultation on public REITs," and "strategic placement investment in REITs." These four components complement each other, empowering one another to achieve a comprehensive enhancement of asset value. We are committed to bridging the gap between the primary and secondary markets in the infrastructure industry, realizing a new pattern of self-circulating development through "Asset Operation + Asset Financing."

在此期間，我們舉辦了「基礎建設不動產投資與公募REITs高峰論壇」，並與新興集團進行了深入交流，促進了行業內的合作與創新。

首程控股專注於基礎設施領域，構建了一個適應中國經濟環境的管理業務生態鏈。我們的策略包括「搭建發展基金進行開發培育」、「資產運營管理助力資產提質增效」、「公募REITs諮詢」和「REITs戰略配售投資」，這四個環節相輔相成，彼此賦能，實現資產價值的全面提升。我們致力於打通基礎設施產業一二市場的聯動，實現「資產運營+資產融通」的自循環發展新格局，為未來的可持續發展奠定堅實基礎。

Equity Investment

股權投資

The Chinese robotics industry is currently at a critical development stage, with the Ministry of Industry and Information Technology and fourteen other departments jointly issuing the "14th Five-Year Plan for Robotics Industry Development". This plan outlines that the robotics industry will reach an internationally leading level and become an important component of economic development and social governance. Therefore, Shoucheng Capital, in collaboration with relevant government departments and partners, held a series of four investment and financing roadshow events in Tongzhou, Yizhuang, Haidian, and Shijingshan Districts of Beijing, focusing on robotics and intelligent manufacturing, covering areas such as robotic 3D vision, high-performance PCB detection, and industrial robots. These events not only showcased the latest technological innovations but also established an efficient platform for connecting industry development with capital, supporting the future path of intelligent manufacturing.

中國機器人產業正處於關鍵發展階段，工業和信息化部等十五個部門已聯合發佈《十四五機器人產業發展規劃》，提出機器人產業將達到國際領先水平，並成為經濟發展及社會治理的重要組成部分。因此，首程資本攜手相關政府部門及合作夥伴，在北京市通州、亦莊、海淀和石景山區舉辦了四場投融資系列路演活動，涵蓋機器人3D視覺、PCB高性能偵測、產業機器人等領域。這些活動不僅展示了最新的技術創新，還為產業發展與資本對接搭建了高效的平台，助力未來的智能製造之路。

In this context, a wholly-owned subsidiary of the Company under Shoucheng Capital of the Group, and a wholly-owned subsidiary of 北京國有資本運營管理有限公司 (Beijing State-owned Capital Operation and Management Company Limited) ("Beijing State-owned Capital Management Subsidiary"), and 北京市政府投資引導基金(有限合夥) (Beijing Municipal Government Investment Guidance Fund (Limited Partnership), entered into a partnership agreement to jointly initiate the establishment of 北京機器人產業發展投資基金(有限合夥) (Beijing Robot Industry Development Investment Fund (Limited Partnership)), with a scale of RMB10 billion. At the same time, our wholly-owned subsidiary, Shouwo Investment Holdings Limited, has established Beijing Shoucheng Robot Technology Industry Co., Ltd. (北京首程機器人科技產業有限公司, "Robot Company"), marking a strategic transformation of Shoucheng Holdings from a traditional infrastructure operator to an intelligent industry service provider, injecting new momentum into sustainable development.

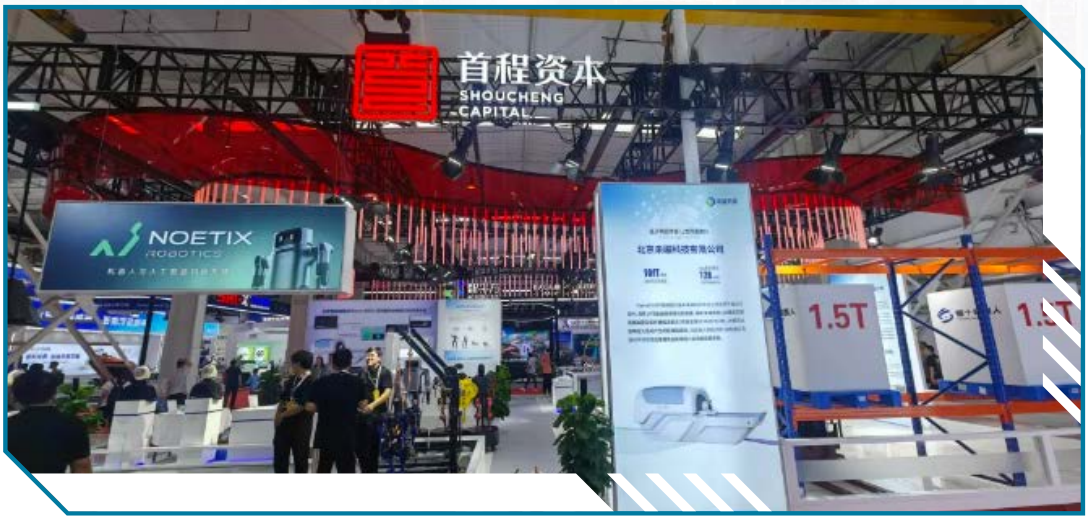
在此背景下，本集團所屬首程資本旗下公司與北京國有資本運營管理有限公司全資附屬公司以及北京市政府投資引導基金(有限合夥)，共同成立了規模達人民幣100億元的北京機器人產業發展投資基金(有限合夥)。同時，全資附屬公司首沃投資控股有限公司成立了北京首程機器人科技產業有限公司(「機器人公司」)，標誌著首程控股從傳統基礎設施運營商向智能產業服務商的戰略轉型，為可持續發展注入新動力。

The Robot Company will serve as the operational hub for Shoucheng Holdings' robotics strategy, promoting the efficient allocation of industrial resources through four core service modules: in the sales agency sector, establishing a vertical distribution network covering healthcare, education, municipal services, and more; in the leasing business, launching a smart equipment sharing platform to lower the technological application barriers for small and medium-sized enterprises; providing industry consulting services to assist local governments and businesses in robotics industry planning; and integrating supply chain resources to help innovative enterprises reduce costs.

機器人公司將作為首程控股機器人戰略的運營中樞，通過四個核心服務模塊推動產業資源的高效配置：在銷售代理領域，建立覆蓋醫療、教育、市政等的垂直分銷網絡；在租賃業務中，推出智能設備共享平台，降低中小企業的技術應用門檻；提供行業諮詢服務，協助地方政府和企業進行機器人產業規劃；整合供應鏈資源，幫助創新企業降低成本。

The Robot Company will focus on key areas such as healthcare, education, landscaping and water management, and elderly care, promoting the application of intelligent technologies and achieving the clustered deployment of robots, thereby laying a solid foundation for sustainable development in society.

機器人公司將聚焦醫療、教育、園林水務及養老等關鍵領域，推動智能技術的應用，實現機器人的集群化部署，為社會的可持續發展奠定基礎。



2024 World Robot Conference

The robotics industry is an important indicator of a country's technological innovation and high-end manufacturing capabilities. It is rapidly becoming a new frontier in technological competition, driving the emergence of new industries and models, and serving as an engine for the development of new productive forces.

2024世界機器人大會

機器人產業是國家科技創新和高端製造業的重要標誌，正迅速成為科技競爭的新高地，推動新產業和新模式的誕生，成為新質生產力發展的引擎。

Shoucheng Capital, in collaboration with the invested companies of the robotics fund, showcased at the 2024 World Robot Conference, firmly implementing the investment strategy of "long-term companionship with invested companies" and providing tailored support plans through a "one policy for one enterprise" approach. We will leverage our industry resource advantages to provide comprehensive support, helping companies connect with industrial policies, implement talent policies, provide office spaces, and promote research cooperation and urban linkage, becoming long-term partners for these enterprises.

首程資本攜手機器人基金的被投資企業，亮相2024世界機器人大會，堅定實施「長期陪伴被投資企業」的投資策略，提供「一企一策」的量身訂制支援方案。我們將發揮產業資源優勢，提供全方位的資源助力，協助企業對接產業政策、落實人才政策、提供辦公場所，並促進科研合作和市區聯動，成為企業的長期夥伴。

At the same time, we actively participate in the Beijing Robotics Industry Association, building communities with industry and academia to explore collaboration opportunities among invested companies. We will connect with platforms in parking, healthcare, industrial production, and more, striving to secure first-use opportunities for companies and facilitating the rapid implementation of "robotics+" application scenarios. Relying on the powerful empowerment system of CANPLUS, we will build an industrial ecological community platform to explore the two-way empowerment and linkage between capital and enterprises, supporting the continuous development of these companies.

同時，我們積極參與北京市機器人產業協會，與產業界和學術界共建社群，挖掘被投資企業的合作機會。我們將對接停車、醫療、工業生產等平台，為企業爭取首試和首用機會，推動「機器人+」場景應用的快速落地。依托CANPLUS的強大賦能體系，我們將建構產業生態社群平台，探索資本與企業的雙向賦能與鏈接，助力企業持續發展。

Looking ahead, Shoucheng Holdings has established the Beijing Robotics Industry Development Investment Fund. Leveraging the advantages of "Capital + Scenarios + Operations", the fund aims to build a solid foundation with capital, catalyze growth through scenarios, and empower the ecosystem. This initiative seeks to create a value hub that connects the innovation chain with the industrial chain, thereby constructing a comprehensive ecosystem for the development of the robotics industry. This marks our strategic transformation from a traditional infrastructure operator to an intelligent industry service provider, driving continuous innovation and development in the sector.

展望未來，首程控股已成立北京機器人產業發展投資基金，將依托「資本+場景+營運」的優勢，以資本築基、以場景催化、以生態賦能，打造貫穿創新鏈與產業鏈的價值樞紐，建構完整的機器人產業發展生態。這標誌著我們從傳統基礎設施營運商向智慧產業服務商的策略轉型，推動產業的持續創新與發展。

2

GREEN ACTIONS, CONTINUOUS DEVELOPMENT

綠色行動,持續發展

GREEN ACTIONS, CONTINUOUS DEVELOPMENT

Shoucheng Holdings is committed to pursuing sustainable operational development, overseeing the energy and water resource consumption of its assets, waste management and natural resource protection, all aimed at mitigating the adverse environmental impacts of our business. Facing the challenges brought about by climate change as well as the global trend toward a transition to a low-carbon economy, we adopt proactive Shoucheng strategies, aimed at reducing carbon emissions and enhancing our adaptability to climate change.

The Group strictly complies with relevant laws and regulations related to emissions of exhaust gases and GHG emissions, pollution discharge to water and land, and the production of hazardous and non-hazardous waste. In FY2024, the Group was not aware of any significant material non-compliance with laws and regulations that may have a significant impact on the Group or are related to environmental laws and regulations.

綠色行動，持續發展

首程控股致力於追尋以可持續發展營運，督導其資產的能源與水資源消耗，廢棄物管理，以及自然資源保護，務求緩解業務對環境產生的不良影響。面對氣候變化帶來的挑戰以及全球轉向低碳經濟轉型的趨勢，我們採取積極的首程策略，旨在降低碳排放並提升我們對應氣候變化的適應力。

本集團嚴格遵守有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的法律法規。於2024財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響與環境有關的法律法規。

GREEN ACTIONS, CONTINUOUS DEVELOPMENT
綠色行動，持續發展

Carbon reduction action — establishing Shoucheng Supercharge
減碳行動 — 成立首程超充

In the wave of global energy green transformation, Shoucheng Holdings and Li Auto Inc. signed a cooperation agreement on August 22, 2024, at the Shougang Park in Beijing, establishing Beijing Shoucheng Supercharge Energy Technology Co., Ltd. (北京首程超充能源科技有限公司, hereinafter referred to as "Shoucheng Supercharge"). This collaboration is not only a deep partnership between the two companies but also a firm commitment to contribute to the cause of environmental protection.

在全球能源綠色轉型的浪潮中，首程控股與理想汽車於2024年8月22日在北京市首鋼園區簽署合作協議，成立了北京首程超充能源科技有限公司(「首程超充」)。這項合作不僅是兩家企業的深度聯手，更是我們共同為綠色環保事業貢獻力量的堅定承諾。

As a pioneer in the new energy vehicle sector, Ideal Auto is dedicated to providing safe and comfortable travel experiences for family users. The establishment of Shoucheng Supercharge will promote the development of supercharging technology and create a convenient charging service system, allowing every user to enjoy the benefits of green travel.

理想汽車作為新能源汽車的先鋒，致力於為家庭用戶提供安全、舒適的出行體驗。首程超充的成立將推動超充技術的發展，建構便利的充電服務體系，讓每位用戶都能享受綠色出行的便利。

Shoucheng Holdings has been deeply engaged in the field of infrastructure asset management for many years and will drive the transformation of parking lots into green and intelligent spaces through the innovative model of "Parking + Charging". In the future, we will continue to work hand in hand, adhering to the principle of "Customer First, Service Foremost", to promote the development of the new energy vehicle industry and create greater social value.

首程控股在基礎設施資產管理領域深耕多年，將透過「停車+充電」的創新模式，推動停車場向綠色智慧轉型。未來，我們將繼續攜手並進，以「客戶至上、服務第一」的理念，推動新能源汽車產業的發展，創造更大的社會價值。

Through these efforts, Shoucheng Holdings and Li Auto Inc. are not only building a charging network but also paving the way for every family's dream of green travel. Let us work together to leverage the strength of Shoucheng and create a better and more sustainable future.

透過這些努力，首程控股和理想汽車不僅是在建立充電網絡，更是在為每個家庭的綠色出行夢想鋪路。讓我們共同努力，發揮首程力量，創造一個更美好的永續未來。

GREEN ACTIONS, CONTINUOUS DEVELOPMENT
綠色行動，持續發展

Carbon reduction action — promoting green logistics
減碳行動 — 推動綠色物流

Shoucheng Holdings' wholly-owned subsidiary, SONIC parking (Beijing) Investment Management Co., Ltd. (referred to as "SONIC parking"), has reached a strategic partnership with ESR. This collaboration focuses on the investment, construction, and operation of parking lots, charging and swapping stations, energy storage businesses, and integrated solar energy projects, promoting green logistics and smart city development.

首程控股旗下全資子公司驛停車(北京)投資管理有限公司(「驛停車」)與ESR易商達成戰略合作，專注於停車場、充換電、儲能業務及光儲充一體化項目的投資建設和運營，推動綠色物流和智慧城市建設。

The key project of this partnership is the Hong Kong Kwai Chung Cold Storage Logistics Center, which is the largest cold storage and parking facility in Hong Kong in nearly two decades. This center will be built with a core philosophy of sustainability and intelligence, enhancing its level of smart operations. Located at the intersection of Mei Ching Road and Container Terminal South Road in Kwai Chung, New Territories, the project covers an area of 55,245 square meters, with a total construction area of 138,000 square meters, designed as a seven-story above-ground and two-story underground parking facility, incorporating advanced automated logistics technology.

此次合作的重點項目 — 香港葵涌冷庫物流中心，作為香港近二十年來最大的冷庫及停車場項目，將以綠色和智慧為核心理念，提升智能化水平。該中心位於新界葵涌美青路與貨櫃碼頭南路交匯處，佔地55,245平方米，建築面積138,000平方米，設計為地上七層、地下兩層的停車場，並融入自動化物流技術。

The collaboration between SONIC parking and ESR will explore investment in parking projects in Hong Kong or the Greater Bay Area through private equity funds. In terms of environmental protection, 30% of the land will be dedicated to greening, and electric vehicle charging facilities will be installed to meet tenants' needs for green transportation. The project aims to achieve "Leading Energy and Environmental Design Structure Platinum Certification" and "BEAM Plus New Building Platinum Certification".

驛停車與ESR易商的合作將探索以私募基金方式投資香港或大灣區的停車場項目，並在環境保護方面，三成用地將用於綠化，設置電動車充電設備，致力於獲得「領先能源與環境設計結構體白金認證」和「綠建環評新建建築鉑金級認證」。

Looking ahead, SONIC parking will continue to focus on parking asset management, contributing to sustainable development through refined operations and innovation, ultimately achieving harmony between society and the environment.

展望未來，驛停車將繼續專注於停車資產管理，通過精細化運營和創新，為可持續發展貢獻力量，實現社會與環境的和諧共生。

CLIMATE STRATEGY

Climate change is a significant challenge facing human society. Shoucheng Holdings continues to enhance its climate risk management framework and actively responds to the national dual carbon goals. We follow the IFRS S2 Climate related Disclosures published by the International Sustainability Standards Board to provide comprehensive disclosure of the Company's climate-related risk management and response measures, across four areas: governance, strategy, risk management, and indicators and goals.

Governance

Shoucheng Holdings is taking proactive action and has established a comprehensive climate change governance framework. We have clearly defined the climate change management responsibilities at all levels, ensuring that every employee can contribute to climate action in their respective roles.

This governance framework not only encompasses strategic decision-making at the senior management level but also extends to the specific execution across various departments, creating a positive atmosphere of collaboration throughout the Group.

氣候策略

氣候變化是當今人類社會面臨的重大挑戰，首程控股深知其重要性，持續完善氣候風險策略體系，積極響應國家雙碳目標。我們依據國際可持續準則理事會的《國際財務報告可持續披露準則第2號 — 氣候相關披露》，在治理、策略、風險管理以及指標和目標四個領域，全面披露公司在氣候相關風險管理和應對措施方面的努力。

治理

首程控股積極行動，已建立起完善的氣候變化治理體系。我們明確劃分各職級的氣候變化管理職責，確保每位員工都能在其崗位上為氣候行動貢獻力量。

這一治理體系不僅涵蓋高層管理的策略決策，還延伸至各部門的具體執行，形成了全集團上下協同合作的良好氛圍。

Entity of Duty 機構	Role 角色	Responsibilities 職責
Board of Directors **董事會**	**Decision making Bodies** **決策機構**	• The Board of Directors is the highest decision-making body and holds ultimate responsibility for climate-related risks and opportunities 董事會為最高決策機構，對氣候相關風險與機遇負上最終責任 • The Board of Directors evaluates climate-related risks and opportunities and considers their impacts when formulating business plans and making significant decisions 董事會評估氣候相關風險與機遇，並在制定商業計劃及重大決策時考慮有關影響

Entity of Duty 機構	Role 角色	Responsibilities 職責
Management **管理層**	**Regulatory Agency** **管理機構**	• Coordinate and promote the implementation of the Group's climate strategy and climate risk management efforts 統籌、推廣集團氣候策略與氣候風險管理相關工作的落地 • Lead various business segments in their climate risk management initiatives 帶領各業務版塊進行氣候風險管理相關工作
Business Segments **業務版塊**	**Executing Agency** **執行機構**	• Implement specific climate change response initiatives 落實具體氣候變化應對工作

Strategy

At the strategic level, we not only focus on business growth but also strive to promote innovation and improvements in environmental protection across all our operations, working diligently to achieve a win-win situation for both economic benefits and environmental conservation.

Green Operations — Carbon reduction action

We have established green policies to regulate employee behavior and select suppliers that meet environmental standards. In collaboration with SONIC Parking and ESR, we are exploring private equity investments in parking projects in Hong Kong or the Greater Bay Area, committing to allocate 30% of the land for greening and installing electric vehicle charging facilities to promote green transportation.

Our goal is to obtain the "Leading Energy and Environmental Design Structure Platinum Certification" and "BEAM Plus New Building Platinum Certification" showcasing our commitment to environmental protection.

Industrial Green Transformation

We are actively promoting industrial green transformation, focusing on enhancing communication and collaboration in addressing climate change. Using the carbon-negative building of the Shoucheng Times Center as a model, we share its successful experiences to demonstrate how to achieve low-carbon goals in building design and operations.

策略

在策略層面，我們不僅關注業務增長，更致力於推動各項業務在環保方面的創新與改進，努力實現經濟效益與環境保護的雙贏局面。

綠色運營 — 減碳行動

我們制定綠色政策，規範員工行為並篩選符合環保標準的供應商。我們與驛停車及ESR易商合作，探索以私募基金投資香港或大灣區的停車場項目，承諾將三成用地用於綠化，並設置電動車充電設備，促進綠色出行。

我們的目標是獲得「領先能源與環境設計結構體白金認證」和「綠建環評新建建築鉑金級認證」，以彰顯我們對環境保護的承諾。

產業綠色轉型

我們積極推動產業綠色轉型，致力於加強應對氣候變化的交流與合作。我們以首程時代中心的負碳建築為典範，分享其成功經驗，展示如何在建築設計與運營中實現低碳目標。

Supporting Investee Companies in Reducing Accident Rates and Fatalities

We are committed to leveraging technological innovation to address the impacts of extreme climate conditions on relevant industries, effectively reducing accident rates and fatalities while enhancing workplace safety and operational efficiency. The Yueshi Cold Storage Forklift Robots operates reliably in extremely low-temperature environments, significantly mitigating the risks of fatalities and injuries associated with manual operations in cold conditions, thereby providing greater safety assurance for the cold chain logistics industry. The Yanling Jia Ye Spraying Robots precisely controls the painting process, preventing chemical leaks and reducing workers' exposure to hazardous substances, thereby minimizing potential threats to the environment and human health while improving production efficiency. The Wisson Aerial Work Robots successfully replaces traditional high-risk manual operations at height, significantly lowering the incidence of accidents caused by falls and offering safer operational solutions under extreme climate conditions.

支持被投企業減少事故率與傷亡率

我們致力於通過技術創新應對極端氣候條件對相關產業的影響，並有效減少事故率與傷亡率，提升工作場所的安全性和生產效率。粵十冷庫叉車機器人能夠在極低溫環境中穩定運行，顯著降低人工操作中的低溫死傷風險，為冷鏈物流行業提供了更高的安全保障。炎淩嘉業噴塗機器人則透過精確控制噴塗過程，避免了化學品泄漏和人員暴露於危險物質中的風險，減少了對環境和人員健康的潛在威脅，同時提升了生產效率。萬勛高空作業機器人成功替代了傳統高風險的人工高空作業，顯著降低了高空墜落事故的發生率，並在極端氣候條件下提供了更安全的作業解決方案。

REITs Strategic Investment Projects

Our climate strategy leverages REITs investment projects to promote sustainable development across economic, environmental, and social dimensions while effectively addressing climate-related risks and opportunities. The underlying assets of the CICC SCPG Consumer REIT consist of consumer infrastructure, which improves consumption conditions for the populations it serves, enhancing community resilience and quality of life while further advancing sustainable economic development. The underlying assets of the China TBEA New Energy REIT consist of photovoltaic projects, which facilitate the adoption and application of clean energy, reduce reliance on fossil fuels, and drive the green energy transition, making significant contributions toward achieving carbon neutrality. The underlying assets of the CM Fund Shekou Rental Housing REIT consist of affordable housing initiatives, which promote social equity and inclusiveness by providing stable housing solutions for disadvantaged groups.

REITs戰略投資項目

我們的氣候策略通過REITs投資項目推動經濟、環境與社會的可持續發展，並有效應對氣候相關風險與機遇。中金印力REIT的底層資產為消費基礎設施，通過改善服務所輻射人口的消費條件，提升了社區的韌性和生活質量，並進一步推動了經濟的可持續發展。華夏特變電工新能源REIT的底層資產為光伏項目，促進了清潔能源的普及與應用，減少了對化石燃料的依賴，並推動了綠色能源轉型，為實現碳中和目標作出了積極貢獻。招商保租房REIT的底層資產為保租房計劃，通過提供可負擔住房促進了社會公平與包容，並為弱勢群體提供了穩定的居住環境。體提供了穩定的居住環境。

Risk Management

Shoucheng Holdings actively raises awareness of climate change risks and promotes orderly climate change risk management. We incorporate climate risks into the Group's risk management in alignment with the IFRS S2 framework and suggestions. This approach allows us to identify, assess, and address the impacts of physical climate risks and transition risks on the Group.

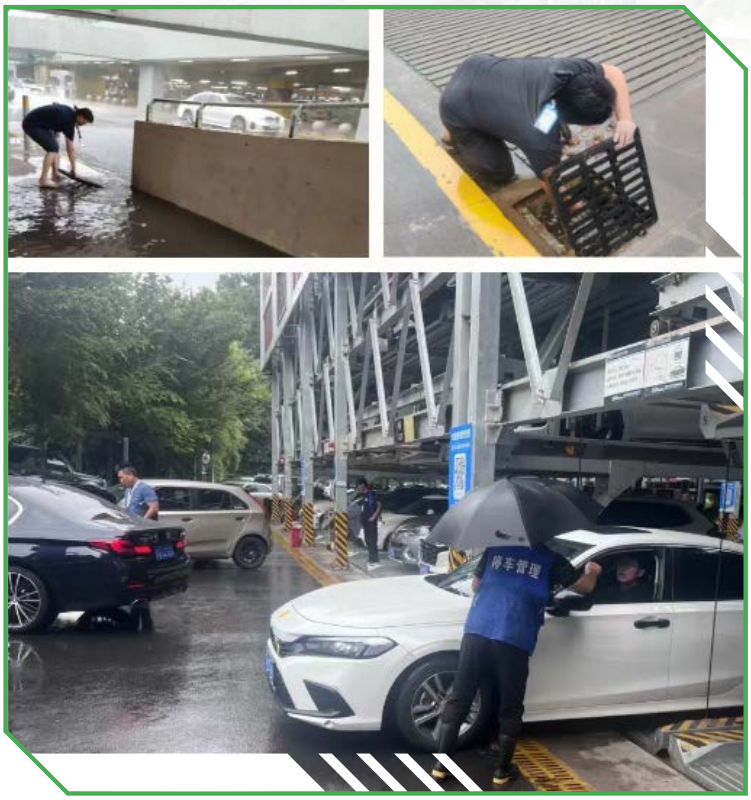
風險管理

首程控股積極提升氣候變化風險意識，有序推進本集團氣候變化風險管理。我們參考IFRS S2的框架及建議，將氣候風險納入本集團風險管理範疇之內，識別、評估並應對應氣候實體風險和氣候轉型風險對我們造成的影響。

Risk Type 風險類別	Risk Description 風險描述	Risk Response 風險應對
Physical Risks 實體風險		
Acute Physical Risks 急性實體風險	**Increased frequency and severity of extreme weather events 極端天氣的頻率和強度增加** • Increased occupational health risks 僱員工作風險增加 • Increased capital expenditures for the implementation of mitigation measures required 為實施所需的緩解措施而增加的資本支出 • Reduced asset value due to the exposure of continuous climate risks 面臨持續的氣候風險，令資產價值降低	• Implemented the "Emergency Response Plan for Freezing, Rain and Snow" 制定《冰凍雨雪天氣應急預案》 • Implemented the "Emergency Response Procedure for Flood and Typhoon Prevention" 制定《防汛防颱應急處置程序》 • Set up a leading group for the emergency response to severe weather in the depot to deal with future occurrences extreme weather events 成立停車場庫惡劣天氣應急工作領導小組提前預判、避險

Risk Type 風險類別	Risk Description 風險描述	Risk Response 風險應對
Chronic Physical Risks **慢性實體風險**	**Increased in average temperature** **平均氣溫上升** • Increased operational costs due to more frequent health and safety incidents 頻繁的健康和安全事故，導致營運成本增加 • Increased operating costs for increased cooling demands 製冷需求增加導致營運成本增加	• Incorporate sustainable and climate-resilient elements into assets 在其下資產中加入可持續和具氣候抵禦力的元素 • Execute and assess climate risks in the supply chain in accordance with the "Measures for the Administration of Tendering and Procurement" 按《招標採購管理辦法》執行及評估供應鏈的環境及社會風險 • Promote energy-saving awareness among employees and the public 向僱員和大眾推廣節能節約意識
Transition Risks & Opportunities **過渡風險與機遇**		
Policy and Legal **政策和法律**	**Stricter climate management and disclosure requirements** **更嚴格的氣候管理和披露要求** • Regulatory authorities are demanding higher accuracy in the environmental data reported by enterprises 監管機構對於企業申報的環境數據的準確性有更高要求 **Emerging regulations on carbon pricing** **有關碳價格和稅收的新法規** • Government levies charges on carbon emitters 政府向碳排放者收取費用	• Use low-emission energy sources 使用低排放能源 • Expand the disclosure of data such as energy consumption and carbon emissions in a timely manner in accordance with the rules and reporting guidelines of regulatory authorities 按監管機構的規則及匯報指引，適時擴大披露耗能、碳排放等數據

Risk Type 風險類別	Risk Description 風險描述	Risk Response 風險應對
Technology **技術**	**Emerging technologies lead to higher operational costs** **新科技導致營運成本增加** • Technological improvements or innovations in the transition to a low-carbon, high-energy efficiency economy have a significant impact on company operational costs 低碳、高能效經濟體系過渡的技術改進或創新，對公司營運成本產生重大影響	• Actively implement various recycling and reuse measures 積極推行各項回收及循環再用 • Reduce the carbon footprint of products and give priority to local supply chains 降低產品的碳足跡，優先選購本地供應鏈
Market **市場**	**Increased public awareness of environmental protection** **大眾環保意識提升** • High demand for green financial investment products 綠色金融投資產品需求上升	• Explore definite low-carbon investment opportunities 尋找具確定性的低碳投資機遇 • Establish sustainable cities and communities 建立永續城鎮與社區 • Set up a green infrastructure development fund to look for targets related to sewage treatment and waste disposal 設立綠色基礎設施發展基金，尋找污水處理及垃圾處理相關標的
Reputation **聲譽**	**Increased expectation from stakeholders** **持份者的期望增加** • Potential negative impacts on share price and investor demands due to lack of climate risk governance and disclosure 缺乏氣候風險治理和披露，可能對股價和投資者需求產生負面影響	• Disclose climate-related risks and opportunities in ESG reports 於ESG報告中披露與氣候相關的風險和機遇 • Actively engage with stakeholders to understand their expectations on key sustainable development areas such as climate change 積極與各持份者溝通，了解他們對氣候變化等關鍵可持續發展領域的期望



Shoucheng's Strategy — Responding to Typhoon Challenges

In facing the challenges posed by Typhoon No. 13 "Bebinca", and with the issuance of an orange rainstorm warning across most areas of the Yangtze River Delta, our project team swiftly implemented response measures, deploying in advance and meticulously arranging to ensure service support for our site projects during the holiday period and under the impact of the typhoon.

For key transportation hubs such as Shanghai Hongqiao Airport and Wuxi East Station, as well as projects near scenic areas like Bailuzhou and Jiangning Road in Nanjing, we understand that the overlap of the Mid-Autumn Festival and the typhoon will lead to a significant increase in pedestrian and vehicle traffic. Therefore, our team has strengthened on-site management and services to ensure a safe and orderly service experience for all users during the impact of Typhoon "Bebinca".

首程策略 — 應對颱風挑戰

在面對第13號颱風「貝碧嘉」的挑戰時，隨著長三角大部分地區發佈暴雨橙色預警，我們的項目團隊迅速展開應對措施，提前部署，精心安排，確保在節日期間及颱風影響下的場庫項目服務保障工作。

針對上海虹橋機場、無錫東站等重要交通樞紐，以及南京白鷺洲、江寧路等近景區的項目，我們深知中秋假期與颱風重疊將導致人潮和車流密度激增。因此，團隊已加強現場管理和服務，確保在颱風「貝碧嘉」影響期間，為所有用戶提供安全、有序的服務體驗。

Indicators and Goals

In the FY2024, the Group conducted a comprehensive and in-depth review of past environmental goals. Based on the FY2021 as the benchmark, the number of operational locations under the direct control of the Group has increased in FY2024. This growth highlights our potential and competitiveness in the market.

However, data indicates that our group's greenhouse gas emissions have been rising year by year, a trend that does not accurately reflect the efforts and contributions we have made towards environmental protection. Consequently, the Board of Director's believes that the existing environmental goals cannot be effectively compared, and thus we have decided to redefine our primary environmental objectives for 2030 to better align with our sustainable development vision and social responsibilities.

Therefore, we have established key performance indicators encompassing energy consumption, water resources, carbon emissions, and waste disposal targets, using the fiscal year 2024 as the baseline year. Our objective is to achieve a reduction of 3% in consumption by 2030, and a further reduction of 5% by 2040.

With the Group's investment in robotic technology and the heightened emphasis on environmental protection among our internal staff, we are confident in our ability to achieve these new goals. We look forward to creating a sustainable community and actively contributing to the realization of the national dual carbon targets.

指標和目標

於2024財政年度，本集團對過去的環境目標進行了全面而深入的回顧。根據2021財政年度作為基準年，本集團在直接營運控制下的營運地點於2024年有所增加，這一增長彰顯了我們在市場上的潛力與競爭力。

然而，數據顯示本集團的溫室氣體排放量逐年上升，這一現象並未能真實反映本集團在環境保護方面所作出的努力與貢獻。基於此，本集團管理層認為，現有的環境目標無法進行有效的比較，因而決定重新制定2030年的首程環境目標，以更好地符合我們的可持續發展願景及社會責任。

因此，我們訂立了包括能源消耗、水資源、碳排放及廢棄物處置目標的關鍵績效指標，以2024財政年度作為基準年。我們的目標是在2030年前實現消耗下降3%，並在2040年前進一步降低5%。

隨著本集團在機械人技術上的投資及內部員工對環保的高度重視，我們對達成新目標充滿信心。我們期待能夠創建一個永續的社區，並積極配合實現國家雙碳目標。

Indicators 指標	Targets (with the FY2024 as the baseline year) 目標（以2024財政年度為基準年）
Energy consumption **能源消耗**	By 2030, the group's consumption will decrease by 3%; by 2040, the group's consumption will decrease by 5%. 至2030年，本集團消耗下降3%；2040年，本集團消耗下降5%
Water resource consumption **水資源消耗**	By 2030, the group's consumption will decrease by 3%; by 2040, the group's consumption will decrease by 5%. 至2030年，本集團消耗下降3%；2040年，本集團消耗下降5%
Carbon emissions **碳排放**	By 2030, the group's consumption will decrease by 3%; by 2040, the group's consumption will decrease by 5%. 至2030年，本集團消耗下降3%；2040年，本集團消耗下降5%
Waste disposal **廢棄物處置**	By 2030, the group's consumption will decrease by 3%; by 2040, the group's consumption will decrease by 5%. 至2030年，本集團消耗下降3%；2040年，本集團消耗下降5%

IMPLEMENTING LOW-CARBON OPERATIONS

實踐低碳運營

At Shoucheng Holdings, adheres to the principle of low-carbon operations and continuously improves tasks in energy, water resources, and waste management. The Group is committed to increasing the efficiency of resource and energy use in all aspects of business processes. By strengthening its management system and advancing energy-saving measures, the Group has significantly reduced the consumption of paper. In addition, the Group also conveys the concept of green sustainability to its internal employees, external partners and the community, working together to build a sustainable future.

首程控股秉持了低碳運營的原則，並且持續改良能源、水資源和廢物管理任務。集團致力於提升業務流程各方面的資源和能源的使用效率。透過強化其管理體系和推進節能節約措施，集團已大大降低了紙張的消耗。此外，集團也向內部員工、外部合作夥伴以及社區傳達綠色永續的理念，一同致力於構建可持續的未來。

Energy Management

Recognising that energy consumption is the primary source of GHG emissions for our Group, we are proactive in systematically managing and optimising energy use across different domains. Our energy control process is strategically divided into three key stages: setting clear energy-saving goals, executing and supervising management plans, as well as conducting data collection, analysis and educational promotion. This approach enables us to accurately monitor resource consumption data. At the Daxing Airport parking/we have installed a BIMS integrated electricity monitoring system, remote electricity meter system, building equipment monitoring system, lighting monitoring system, and elevator and escalator monitoring system, creating an intelligent energy efficiency management platform. We comprehensively record energy consumption and equipment operational times, implementing a full lifecycle equipment operation and monitoring management control to enhance energy efficiency. We also employ the Environmental Guidelines of ISO 14001 to manage various environmental aspects and set targets to monitor and improve our performance.

能源管理

鑒於能源消耗是本集團溫室氣體排放的主要來源，我們積極進行系統化管理及優化能源使用的領域。本集團的能源控制流程分為三大策略：明確制定節能目標、落實與監督管理計劃，以及進行數據統計分析和教育推廣。使我們能夠精準地監控資源消耗數據。大興機場停車樓設有BIMS集成電力監控系統、電錶遠傳系統，建築設備監控系統、照明監控系統、電梯扶梯監控系統，構成智慧能效管控平台。我們全面記錄能源消耗和設備運行時間，實施全生命周期設備運營的管控，提升能源效益。我們亦採用ISO 14001環境管理系統的環境指引。

GREEN ACTIONS, CONTINUOUS DEVELOPMENT
綠色行動，持續發展

The Group's main operational energy consumption includes gasoline for motor vehicles, as well as electricity used in administrative offices and carpark business operations. To achieve energy saving and emission reduction quality control targets without compromising the service quality or functional requirements of the project, the Group has developed the "Energy Saving Management Rules", which standardise the operations and management of energy conservation and assess the effectiveness of these energy-saving measures.

1. The Group designate professionals to closely monitor energy usage across various systems, actively collecting data and providing analysis and suggestions on how to improve energy efficiency.

2. To retain flexibility in energy consumption management, the policy allows persons in charge to adjust air conditioning temperature settings and operation times based on actual usage. Additionally, adjustments to lighting timings can be made in response to significant changes in natural light to maximize the use of natural lighting.

3. The Daxing Airport parking building is equipped with an advanced smart lighting system that supports automatic and manual circuit switching, scene setting, delay and timing control, as well as brightness detection. It can also be remotely controlled via a server and is rated as the highest standard of energy efficiency.

4. Regular inspections and updates to office lighting fixtures are conducted, with a focus on replacing them with energy-saving equivalents to continually improve energy usage efficiency.

5. An initiative on energy saving and wastage elimination has been issued to raise employees' awareness of energy conservation and avoidance of wasteful practices. This includes regulations such as setting air conditioning temperatures no higher than 29°C in winter and no lower than 25°C in summer, advocating for appropriate natural ventilation, and encouraging workers to actively turn off electrical appliances such as lighting, air conditioning, and drinking fountains in their work areas to foster an energy-saving work environment.

在營運過程中，本集團主要依賴汽油車輛及耗用電力於辦公室和停車場的日常運作。為了在不影響服務品質和功能需求的情況下實現節能減耗及減少排的品質管制目標，我們制定了《節能降耗管理規定》，以規範節能降耗的操作和管理，並對其效果進行合理評估。

1. 我們指定專業人員密切監控各類系統的能源使用情況，積極搜集數據，並就如何提高能源效率提供分析與建議。

2. 根據實際使用情況，靈活調整空調溫度設定，及其運作時間，並在天然光線變化較大時，適時調整照明的開關，以最大化利用自然光源。

3. 大興機場的停車樓裝備了先進的智能照明系統，該系統支持自動與手動的回路切換、場景設置、延時和定時控制，及亮度檢測，並能透過伺服器實現遠端操控，能效等級達到最高標準。

4. 定期檢視並更新辦公室照明設備，換裝節能同功效的新設備，以持續改善能源使用效率。

5. 發出關於節能降耗、杜絕浪費的倡議書，以提升員工節能減排和避免能源浪費的意識。包括針對空調溫度設定冬天不高於29°C、夏天不低於25°C的規定，倡導恰當的自然通風，並鼓勵員工積極關閉工作區域內照明、空調和飲水機等電器，共同營造節能的工作環境。

Greenhouse Gas Emissions

During the Group's operations, the main environmental emissions include exhaust emissions, GHG emissions and the disposal of non-hazardous waste. The Group has established a range of environmental policies tailored to effectively manage these emissions, such as the "Vehicle Usage Management Practices", the "Driver Management Regulations", and the "Energy Saving and Consumption Reduction Management Regulations".

The Group comply with the principles of "protecting official business, increasing efficiency, standardising management". It specifies enhanced management of vehicle refueling for all vehicles and charges the asset management department with the responsibility of vehicle maintenance. In the event of vehicle malfunction, it should be reported and repaired as soon as possible to avoid causing wastage of fuel, in turn reducing carbon emissions and exhaust gas emissions. We encourage employees of every business segment to use public transport or walk to work and fully utilise electronic equipment and technology to conduct online meetings to reduce the frequency of business trips.

During the Reporting Period, the PV power station generated a total of 2,700 MWh of electricity, not only effectively lowering the carpark building's annual operating costs but also significantly reducing energy consumption.

溫室氣體排放

在營運過程中，廢氣排放、溫室氣體排放以及無害廢棄物是本集團主要的環境排放物。為了有效管理這些排放物，本集團已建立一系列的環境政策，包括《車輛使用管理辦法》、《司機管理規定》及《節能降耗管理規定》。

本集團正按照「確保官方車輛、提升效率、規範管理」的宗旨，規範車輛加油管理，並且由資產管理部門負責車輛維護工作。若車輛出現故障，必須立即報告並進行維修，以避免燃料的浪費，進而降低溫室氣體及廢氣排放。同時，鼓勵員工多使用公共交通工具、步行上下班，以及積極運用視訊會議等技術，降低出差頻率。

在報告期內，我們的光伏發電設施產生了2,700兆瓦時，這不僅有效降低了停車場的年度運營成本，也大幅減少了能源消耗。

GREEN ACTIONS, CONTINUOUS DEVELOPMENT
綠色行動，持續發展

Green Building

綠色建築

Rongshi Square
融石廣場

The reconstruction project of Rongshi Square aims not only to preserve industrial heritage but also to promote sustainable development. After the demolition of two old factory buildings, the site will be transformed into a green office building integrating office and commercial spaces, with a focus on attracting cutting-edge enterprises in the fields of information technology, technology services, smart city industries, and information content consumption. These enterprises will contribute to driving environmentally friendly innovation and social responsibility practices. Additionally, the plan includes introducing commercial formats such as the Black Pearl brand, immersive theatre, and flagship stores promoting exquisite lifestyles to further enhance the quality of life in the community, earning the community the title of "Talent Magnet".

融石廣場的重建計劃，不僅旨在保留工業遺存，還將促進可持續發展。拆除兩棟老廠房後，原址將轉型為集辦公與商業於一體的綠色寫字樓，重點吸引新一代信息技術、科技服務業、智慧城市產業及信息內容消費等「高精尖」企業入駐，這些企業將有助於推動環境友好的創新和社會責任的實踐。同時，計劃引入黑珍珠品牌、沉浸式劇場及精緻生活方式主力店等商業業態，進一步提升社區的生活質量，該社區也因此被稱為「人才磁場」。

Rongshi Square has achieved LEED Gold certification and China's Three-Star Green Building Standard, demonstrating our commitment to environmental sustainability. The self-built photovoltaic system enables "self-generation and surplus electricity to the grid", providing an average of 298 MWh of clean electricity annually, equivalent to 89.84 tons of standard coal. It effectively reduces carbon dioxide emissions by approximately 247.90 tonnes, sulfur dioxide emissions by 0.03 tonnes, and particulate matter emissions by 0.01 tonnes.

融石廣場已達到LEED（國際綠色建築認證）金級及中國綠建三星標準，這顯示了我們對環境可持續性的承諾。自建的光伏系統可實現「自發自用，餘電上網」，平均每年可提供298兆瓦時的清潔電力，折合標準煤89.84噸，並有效減少二氧化碳排放約247.90噸、二氧化硫排放0.03噸及煙塵排放0.01噸。

Furthermore, the community features a 1,500 m^2 leisure park, providing residents with green spaces to promote social interaction and healthy lifestyles. These measures not only enhance the quality of life in the community but also reflect our commitment to social responsibility.

此外，社區內設有1,500平方米的休憩公園，為居民提供綠色空間，促進社會互動與健康生活方式。這些措施不僅提升了社區的生活質量，也體現了我們對社會責任的承擔。

Shoucheng Times Center
首程時代中心

The Shoucheng Times Center is guided by the core principles of green dual carbon and sustainable development, constructed in accordance with the Green Building Three-Star and LEED Gold standards, achieving zero energy consumption in the design phase for its low-carbon demonstration building. The Center boasts six principal low-carbon technological systems: high-performance envelope systems, sophisticated heating and cooling systems, electromechanical systems, solar power installations, intelligent control systems, green construction materials, and carbon sequestration systems.

首程時代中心以綠色雙碳和可持續發展為核心理念，依據綠建三星及LEED金級標準進行建設，並實現低碳示範建築在設計階段達到零能耗效果。當中配備六大低碳技術系統，包括高性能圍護系統、先進的冷暖系統和機電系統、太陽能發電系統、智慧控制系統、綠色建築材料系統及碳匯系統。

The Shoucheng Times Center actively promotes green ideals, hosting the “Focus on Dual Carbon, Co-Building the Future” forum to further drive the development of green dual carbon initiatives. Moreover, the “2024 International Zero Carbon Urban Rural and Zero Carbon Building Conference and Technical Equipment Expo” took place in Beijing, where the Shoucheng Times Center stood as a representative in the field of low-carbon construction in Beijing. It received prominent coverage on BRTV, vividly showcasing low-carbon practices and instilling confidence in the industry’s development.

首程時代中心積極推動綠色理念，舉辦「聚焦雙碳，共建未來」論壇，進一步促進綠色雙碳事業的發展。同時，「2024年國際零碳城市鄉村與零碳建築大會暨技術設備博覽會」在北京舉行，首程時代中心作為北京市建築低碳領域的代表亮相，並受到北京衛視的重點報導，生動展示低碳實踐，為行業發展注入信心。

The efforts of the Shoucheng Times Center have garnered widespread acclaim, and it will continue to support the high-quality development of the western region of Beijing, contributing its Shoucheng efforts towards achieving a sustainable society.

首程時代中心的努力獲得廣泛肯定，未來將持續助力京西地區的高質量發展，為實現可持續社會貢獻首程力量。

Waste Management

The Group maintains its policy on waste management and strives to reasonably manage and dispose of waste produced from business activities. The Group maintains a high standard for reducing waste. It educates employees the importance of sustainable development and provides them with relevant support to enhance their skills and knowledge in sustainable development. Due to the nature of its business, the Group does not directly produce any hazardous waste in its operations.

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

廢棄物管理

本集團堅持實行周詳的廢物管理策略，監控並處理由日常業務所產生的廢棄物。在尊重可持續發展理念下，我們致力於培養員工在此範疇的專業技能與知識，並提供所需的支持。基於業務性質，我們的營運過程並不會直接產生有害廢棄物。

主要的無害廢棄物包括日常辦公活動所產出的固態廢物。在積極執行垃圾分類和廢物重複利用的政策下，我們大力推廣資源回收，並鼓勵員工自備飯盒、合理使用辦公用品以減小一次性物品的使用量。為進一步降低對環境造成的破壞，我們持續改進業務流程以及嚴格管理固體廢物的處理，確保不會發生不當的傾倒或丟棄行為。

Paperless Office

The Group's main impact on the natural environment is mainly from its purchase and consumption of natural resources and energy, one of which is paper for office use. The Group pursues the ideal of a paperless office, hoping to achieve green operations and at the same time improve office productivity and efficiency while saving corporate operational costs and resources. Where possible, the Group uses electronic files in daily operations, such as handling of official documents and dissemination of documents through email or the office automation ("OA") system. The Group also encourages no printing of general meeting materials in daily operations and usage of multimedia forms such as video projection, double sided and black and white printing, and reuse of envelopes and file cases.

These measures have resulted in a 46% reduction in our paper consumption for the FY2024 compared to previous years. At the same time, we have utilized electronic documents on mobile devices to replace traditional printed materials, further reducing paper consumption and demonstrating our commitment to sustainable development. We look forward to the multiple benefits that a paperless office will bring, including enhanced work efficiency, timely information delivery, significant cost savings, and a reduction in the negative environmental impact of our operational activities.

無紙化辦公

本集團也追求無紙化辦公的理念，旨在節省自然資源與能源，同時提高辦公效率並節約成本。透過數位化日常文檔和使用電子郵件或辦公室自動化(「OA」)系統進行文件傳遞，我們極力減少紙張的使用。此外，在會議中我們堅持不列印材料，採用視頻投影及其他多媒體方式，以及推行雙面與黑白列印，並重複使用信封與檔袋等辦公用品。

這些措施使我們在2024 財政年度的紙張消耗量較往年減少了46%。同時，我們已使用行動電子設備中的電子文件，取代傳統紙本文稿，進一步降低紙張消耗，彰顯我們對可持續發展的承諾。我們期待無紙化辦公帶來的多重好處，提升工作效率，及時傳達資訊，顯著降低辦公成本，同時減輕營運活動對環境的負面影響。

Water Management

The Group's sewage treatment is conducted by the relevant authorities of its business locations, such as building property management. Sewage is discharged through sewage pipes to municipal sewage treatment plants. Thus, the Group's water usage reflects its sewage discharge.

In response to the increasing demand for water, escalating water pollution, and heightened climate-related risks, our Group is acutely aware of the mounting pressures on the world's water resources. Consequently, securing a continuous provision of clean drinking water is of paramount importance to our business operations. It is our goal to utilise water responsibly and conscientiously.

用水管理

本集團的污水處理由營運區域的相關部門負責。污水經過專門的管道系統輸送到市政污水處理廠處理。因此，我們的總用水量也間接地反映污水排放量。

由於用水需求、水污染和氣候相關風險不斷增加，本集團意識到全球的水資源正面臨壓力。因此，確保潔淨食水的持續供應對我們的營運至關重要，而負責任地用水是我們的目標。

GREEN ACTIONS, CONTINUOUS DEVELOPMENT
綠色行動，持續發展

The daily water usage by our employees constitutes a significant portion of the Group's overall water consumption. Therefore, cultivating a culture of water conservation among our staff is the cornerstone of our water-saving initiatives. We actively promote the adoption of water-saving habits through regular training sessions for staff and we encourage the implementation of water-saving practices in the day-to-day work and personal lives. We consistently advocate for turning off taps when not in use to prevent any unnecessary loss of water resources. Furthermore, the Group routinely inspects water facilities, including taps, pipes and tanks, to ensure their proper function. Should our inspectors identify any issues, such as malfunctioning flush valves, damaged taps or pipes or loose fittings, they immediately record and report the problems and promptly carry out repairs. This prevents leakages and conserves water resources. These efforts have heightened our employees' awareness of water conservation. During FY2024, due to the geographical location of our operations, the Group did not encounter any issues in obtaining suitable sources of water.

員工日常生活用水是本集團水資源消耗的主要部分。因此，培養員工的節水意識，是我們節水措施的核心。我們透過對員工進行定期節水培訓，積極推動節水習慣的養成，並鼓勵在日常工作和生活中實踐節約用水的行為。我們持續倡導隨手關閉水龍頭，杜絕一切不必要的水資源損失。此外，本集團定期對水利設施(包括水龍頭、水管及水箱等)進行檢查，以保障它們的正常運作。若發現設施如沖水閥故障、水龍頭或水管破損、接頭鬆動等問題，我們的檢查人員會立即記錄並上報，並迅速進行修理，以避免任何滲漏，防止水資源浪費。藉由這些努力，我們增強了員工的節水意識。於2024財政年度，鑒於我們運營地點的地理位置，本集團在求取適用水源方面並無任何問題。

ECOLOGICAL AND CULTURAL CONSERVATION

生態及文化保育

The Group has meticulously integrated environmental protection concepts into industrial park development plans, ensuring a minimisation of ecological disruption and alteration during construction through effective guidance. Substantial and constructive suggestions have been provided, not only to align with the needs of the community but also to advocate for the preservation of historical and cultural heritage within urban renewal initiatives. We strive to foster communities of a higher calibre, driven by cultural significance, in contemporary urban settings.

本集團將環保理念深入整合至產業園區的開發計劃中，並在建設過程中透過有效的指導，減少對場地原有環境的改變和破壞，提供了實質且建設性的建議。除了致力迎合社區的需要，亦提倡城市更新同時保留當地歷史文化的重要性。為當代城市營造更高品質、有文化內驅力的社區。

Chang'an Mills of Shougang Park
首鋼園 • 六工匯

Shoucheng's strategy — Green concepts guide support for industrial park

Chang'an Mills of Shougang Park, is one of Shoucheng Holdings' core project, serves as a significant base leading the world-class urban renewal process. We firmly believe that the convergence of technology and green energy brings a better look to urban life. Chang'an Mills is situated at the core area of the North of Shougang Park and covers a total construction area of 224,000 square meters, with a remarkable green coverage rate of 47.2%. This vividly demonstrates our high priority on environmental protection and sustainable development.

During our daily operations, we implement waste segregation and collection, using precise systems to track the efficacy of waste removal and effectively monitor the disposal situation within the park. In the development and design stage, we pay particular attention to enhancing users' awareness and understanding of waste handling and sorting. We meticulously design waste containers and collection points to be in harmony with the park's environmental landscape, promoting eco-friendly practices while also maintaining aesthetic appeal. Powered by technology, we repurpose industrial hereditary resources, digging and retaining the historical memory of the place, and inject new modes and vitality into it.

Our efforts have not only realized the landscape renewal of the industrial waste land, but also positioned the strategy as "creating a cross-industry headquarters community to foster a novel micro-vacation lifestyle", thus providing consumers with an urban social interactive platform. This is the power of Chang'an Mills of Shougang Park, which beautifies urban life and welcomes people into its low-carbon, oxygen-rich and lush green surroundings.

首程策略 — 綠色理念引領產業配套

首鋼園•六工匯是我們的核心項目之一，不僅承載著推動世界級城市更新的重任，也展現了我們深厚的發展承諾。我們堅信，科技與綠色發展的結合將為城市生活帶來更美好的未來。六工匯坐落於首鋼園北區的心臟地帶，總建築面積達22.4萬平方米，47.2%的低碳富氧高綠化率展現了我們對於環保和持續性發展的持續承諾和努力。

在日常營運中，我們實施垃圾分類收集，並以精準的系統統計清運效果，有效追蹤園區的廢棄物排放情況。開發與設計階段，我們特別關注與提升使用者對於垃圾處理與分類的認識。我們精心設計垃圾容器和收集點，使其與園區的環境景觀相協調，既推動環保觀念，同時也不失觀感的配合。憑藉科技的助力，我們對工業遺址進行創新的再利用，保留了場地的歷史記憶，並為其注入新的生命與活力。

我們致力於轉化工業廢墟，使之更新為景觀亮點，且以「創建跨界產業總部社群，打造新型微度假式的生活方式」為發展策略，為消費者實現一個都市社交的理想場所。首鋼園 • 六工匯正是這種力量的體現 — 美化城市生活、讓人們沉醉於這片低碳富氧、綠意盎然的美妙環境。

Shoucheng's strategy — Cultural Exchange

首程策略 — 文化交流

China Urban Regeneration Forum
中國城市更新論壇

On 14 December 2024, the China Urban Regeneration Forum was grandly held at the Shougang Park. This event was co-hosted by the Vstarup under Shoucheng Holdings and Gohigh Capital, with the main forum themed "Embracing the Era of Asset Planning: Empowering Mentality for Stock Renewal". The forum delved into important topics such as the continuous innovation of urban renewal, the development of new first-tier urban districts, and the future of commerce.

Mr. Lian Feng, the head of real estate investment at Shoucheng Holdings and Deputy General Manager of Shoucheng Rongshi, participated in the parallel forum and shared insights on the investment and operation experiences of projects such as Chang'an Mills and Winter Olympic Plaza during a roundtable discussion. He emphasized the utilization of Shougang Park's spatial asset advantages to provide venues for cultural and sports events, while enhancing dining, apartment, and commercial support services to further strengthen the connection between clients and enterprises. By developing three core products — apartments, offices, and commercial spaces — Shoucheng Holdings actively promotes the industrial transformation and upgrading of the park, contributing to urban renewal and cultural exchange, and demonstrating Shoucheng Holdings' social responsibility and commitment.

於2024年12月14日，中國城市更新論壇在首鋼園隆重舉行。此次活動由首程控股旗下的創業公社與高和資本共同主辦，主論壇的主題為「迎接資產規劃時代，心智賦能存量更新」，深入探討城市更新的持續創新、城市新一線街區的發展及商業未來等重要議題。

首程控股不動產招商負責人、首程融石副總經理廉峰參加了平行論壇，並在圓桌對話中分享了首程控股在六工匯、冬奧廣場等項目的招商運營經驗。他強調，利用首鋼園的空間資產優勢，提供文化體育賽事場所，並完善餐飲、公寓及商業配套服務，進一步增強客戶與企業之間的黏性。通過打造公寓、辦公及商業三大核心產品，首程控股積極推動園區的產業轉型升級，為城市更新及文化交流貢獻力量，展現首程控股的社會責任與承擔。

3

RESPECT DIVERSITY, CO-CREATE THE FUTURE

尊重多元,共創未來

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

CREATE A FRIENDLY WORK ENVIRONMENT

The Group upholds the employer value proposition of "Showcasing the Elegance of Our People, Walking Together with Dream Chasers", and is committed to continuously improving our employment system, promoting talent development, and safeguarding employee rights. We actively cultivate an equitable, diverse, and healthy workplace environment, growing together with our employees as we move towards the future.

We aspire for each employee to gain not just a job within the company, but a platform where they can realize their self-worth through continuous self-improvement and dedicated effort. Shoucheng Holdings is a warm and evolving community built by employees, where business development effectively links organizational evolution with personal growth, enabling mutual achievement and support. An excellent team strengthens the company's commitment to becoming "the best employer that benefits employees, allowing them to contribute to the enterprise without any worries". We believe that creating a friendly work environment not only enhances employee satisfaction but also promotes the sustainable development of the overall business, ultimately achieving a win-win situation for both the company and its employees.

To foster a positive and healthy corporate culture, our group is dedicated to creating a friendly and inclusive work environment, which is crucial for enhancing employee well-being and overall job satisfaction. We firmly believe that a good working environment can inspire employees to unleash their potential, improve work efficiency, and strengthen their loyalty to the company.

創造友善工作環境

本集團秉持「展首程人風華，與逐夢者同行」的僱主價值主張，致力於不斷完善僱傭制度，促進人才發展，並保障員工權益。我們積極營造一個平等、多元及健康的職場環境，與員工共同成長，攜手邁向未來。

我們希望每位員工在公司中不僅僅獲得一份工作，而是能夠在不斷提升自我、努力付出的過程中，實現自我價值的平台。首程控股是一個由員工組成的有溫度、能夠進化的事業共同體，事業發展有效地聯動組織進化與個人成長，成就彼此，互相輔助。優秀的團隊使公司更加堅定地致力於成為「讓員工獲益，並在為企業付出之時毫無後顧之憂的最佳僱主」。我們相信，創造友善的工作環境不僅能提升員工的滿意度，還能促進整體業務的可持續發展，最終實現企業與員工的雙贏局面。

為了培育積極健康的企業文化，本集團致力於創造友善與包容的工作環境，這對於提升員工的幸福感及整體工作滿意度至關重要。我們深信，良好的工作環境能夠激勵員工發揮潛能，促進工作效率，並增強員工對公司的忠誠度。

RESPECT DIVERSITY, CO-CREATE THE FUTURE
尊重多元，共創未來

Shoucheng Holdings places great importance on employee opinions and ideas, which is why we have established a union to maintain active interaction and communication with our employees. We believe that through these efforts, we can further enhance employee engagement and sense of belonging, promoting the sustainable development of our group. This is not only our responsibility but also our commitment to our employees, ensuring that every member can thrive in this opportunity-filled environment.

首程控股非常重視員工的意見與想法，為此設立了工會，以保持與員工之間的積極互動與溝通。我們相信，透過這樣的努力，能夠進一步提升員工的參與感與歸屬感，促進本集團的可持續發展。這不僅是我們的責任，更是我們對員工的承諾，確保每位成員都能在這個充滿機會的環境中茁壯成長。

Shoucheng Holdings 2024 Staff Meeting
首程控股2024年員工大會

Shoucheng Holdings held its annual employee meeting on 11 March 2024, during which several awards were established to recognize the outstanding contributions of employees. These awards included the 2023 Executive Committee Special Contribution Award, the Executive Committee Loyalty Award, the Executive Committee Diligence Award, and the Outstanding Employee Award. A total of over two hundred individuals were honored during this recognition event, reflecting the group's high regard for the efforts and dedication of its employees.

首程控股於2024年3月11日舉行了年度員工大會，會議中設立了多項獎項以表彰員工的卓越貢獻，包括2023年度執委會專項突出貢獻獎、執委會同程忠誠獎、執委會勤勉獎及優秀員工表彰。此次表彰活動共獲獎人數超過兩百人，充分體現了本集團對員工努力與奉獻的高度重視。

During the Outstanding Employee Award segment, we recognized a total of 42 grassroots employees from various sectors, with special commendations for outsourced staff who have been working diligently on the front lines. This reflects the Group's management philosophy that is rooted in valuing talent. Additionally, in the Outstanding Team Award segment, we used project strategy significance and performance contributions as evaluation criteria, honoring 12 exceptional teams. These awards not only highlight the outstanding performance of our employees but also reinforce the Group's commitment to talent development and teamwork.

在優秀員工頒獎環節中，我們共表彰了來自各板塊的基層員工42人，並特別對在一線奮戰的外包崗位員工進行了表彰，充分體現了公司以人才為根基的經營理念。此外，在優秀團隊頒獎環節中，我們以專案策略意義及業績貢獻作為評審指標，共表彰了12支優秀團隊。這些獎項不僅彰顯了員工的卓越表現，也進一步強化了公司對人才培養與團隊合作的重視。

COMPLIANT EMPLOYMENT

The Group firmly believes that employees are the key drivers of value creation within the company. As a pioneer among Beijing's state-owned enterprises to implement an equity incentive plan for red-chip listed companies, we implement an equity incentive plan among red-chip listed companies, aiming to unleash the potential and creativity of every employee. We have established the "Shoucheng Holdings Employee Handbook" (the "Employee Handbook"), which covers essential aspects such as employee hiring, management processes from onboarding to departure, compensation and benefits, promotion criteria, leave policies, and performance management.

The Group strictly prohibits the use of child labor and is committed to eliminating forced or coercive overtime work, always adhering to relevant laws and regulations. In the FY2024, we have not been aware of any significant violations of laws related to child labor or forced labor. The Human Resources Department conducts thorough identity checks for new employees before onboarding to ensure that no child labor incidents occur. If any cases of inadvertent child labor hiring are discovered, we will immediately terminate the employment of the individual and initiate an investigation.

We are dedicated to a people-centric management philosophy, having established a comprehensive compensation and benefits system, providing training and career development opportunities, and fostering a harmonious work environment through various employee care activities. If overtime is required, we will provide meals and commuting allowances to ensure the protection of employee rights.

Additionally, we have developed a complete set of employment guidelines to guide departments in reasonably planning work hours, ensuring that every employee enjoys fair working conditions. The "Shoucheng Holdings Limited Labor and Employment Policy" ensures strict compliance with legal standards in areas such as compensation, termination, recruitment, promotion, working hours, leave, and equal opportunities, with no significant violations reported in the FY2024.

合規僱傭

本集團堅信，僱員是公司創造價值的關鍵動力。作為北京市屬的首家國有企業，我們在紅籌上市企業中實行股權激勵計劃，旨在激發每位員工的潛力與創造力。我們制定了《首程控股員工手冊》，涵蓋員工聘用、入職至離職的管理流程、薪酬與福利、職級晉升、休假制度及績效管理等重要內容。

本集團嚴格禁止使用未成年人勞工，並杜絕強迫或變相強迫勞動者加班，始終遵守相關法律法規。於2024財政年度內，我們未曾知悉任何重大違反相關法律的情況。人力資源部門在新員工入職前會進行身份查驗，確保不會發生僱傭童工的事件。如發現誤聘童工，將立即終止該員工的工作並展開調查。

我們致力於以人為本的管理理念，建立完整的薪資和福利體系，提供培訓與職業發展機會，並透過員工關懷活動營造和諧的工作環境。若需加班，我們將提供加班餐及通勤補貼，保障僱員權益。

此外，我們已制定完整的僱傭準則，指導各部門合理規劃工作時間，確保每位員工享有公平的勞動條件。我們的《首程控股有限公司勞動用工政策》確保在薪資、解僱、招聘、升遷、工作時間、假期及平等機會等方面，均遵守法律標準，並於2024財政年度內未發現重大違反事件。

Safeguarding Employees' Rights and Interests

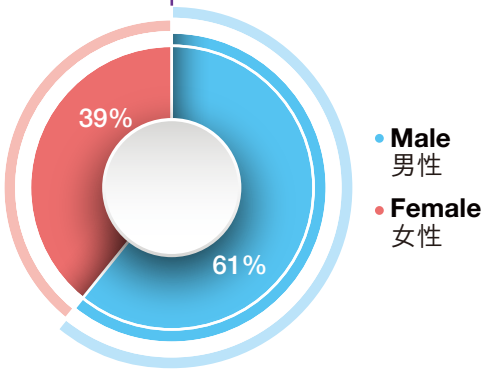
At Shoucheng Holdings, we prioritize the protection of employees' basic rights. We strive to cultivate a diverse and equitable workplace environment for all team members. Our aim is to attract talent from around the globe through fair and transparent practices and offering competitive compensation packages. We have established flexible and effective communication channels, aiming to collaboratively create a fair, harmonious, and positive work environment. As of the end of FY2024, Shoucheng Holdings had a workforce of 450 employees.

維護員工權益

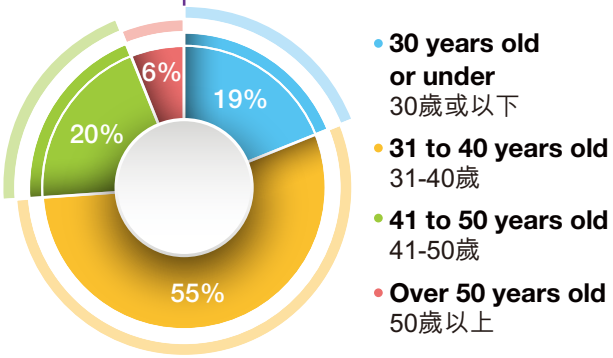
首程控股時刻關注並保障員工的基本權益，致力於為員工打造多元平等的工作環境。我們以平等的原則吸引世界各地的優秀人才，為員工提供有競爭力的薪酬，搭建了靈活暢通的溝通渠道，共同創造公平、和諧、積極的工作環境。截至2024財政年度，首程控股僱用共450名員工。

Shoucheng's Employee Composition in FY2024
2024 財政年度首程控股員工構成

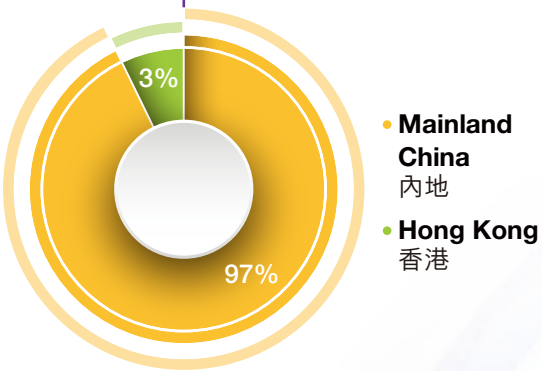
By gender
按性別劃分



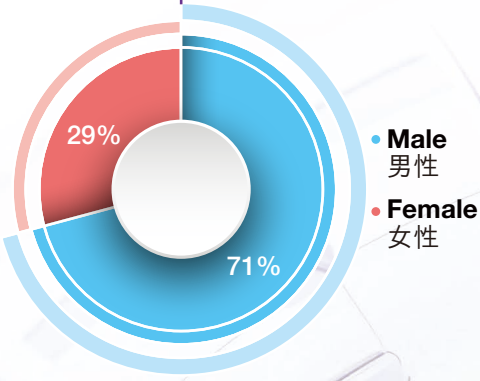
By age group
按年齡組別劃分



By region
按地區劃分



Proportion of new hires by gender
按性別劃分的新聘員工



DIVERSITY AND INCLUSION

Equal Opportunity

Shoucheng Holdings champions the principle of employment equality, asserting that each employee deserves equal opportunities in the workplace. We endeavour to cultivate an environment that embodies respect, diversity and freedom from discrimination. Adhering strictly to national and local laws and regulations, we implement impartial, equitable, and transparent recruitment processes to ensure no candidates are subject to prejudice, ostracism, or preferential treatment based on factors irrelevant to their employment, such as age, sex, marital status, pregnancy, familial conditions, disability, race, skin colour, heritage, ethnic or national origin, or religious beliefs. Throughout our recruitment, training, and promotion procedures, fairness is our guiding principle. We uphold workers' rights and interests as we work towards sustaining an inclusive and collaborative corporate culture. We encourage employees to report any suspected discriminatory behaviour to the HR Department, who are committed to conducting thorough evaluations, managing the situation and recording facts. As necessary, appropriate disciplinary action will be taken against any employees found to be responsible.

Board Diversity

A diverse Board can provide more comprehensive ideas and viewpoints to the decision-making process. The Nomination Committee under the Board is responsible for monitoring the implementation of policies and timely reviewing the structure of the Board, its policies and the process of director appointment, election and dismissal (including the short-listing and nomination process), so as to ensure that the corporate governance of Shoucheng could comply with the industrial trend and requirements. We keep close tabs on diversity indicators for our senior management ranks (i.e., including Directors, general managers and above) to further the corporate-wide development of diversity. As of 31 December 2024, the Company had a total of 12 Directors, including five independent non-executive Directors. Among these Directors, two were female, making up 17% of the board composition.

多元與包容

平等機會

首程控股秉持平等僱傭的原則，堅信每位僱員都應享有平等的職場機會。我們致力於創造一個互相尊重、多元和無歧視的工作環境。本集團嚴格按照國家與地方相關法律法規，實行公平、公正、公開的的招聘程序，確保每位應聘者不受制於年齡、性別、婚姻狀況、懷孕狀況、家庭狀況、殘疾、種族、膚色、血統、民族或族裔、國籍、宗教或任何其他非工作相關因素而在工作場所受到區別對待、排斥或特別優待。在招募、培訓及晉升過程中，我們遵循公平原則，保障僱員權益，並致力於維護包容與合作的企業文化。我們鼓勵僱員積極向人力資源部反映任何疑似歧視行為，人力資源部將認真評估、處理並記錄相關事實，對相關責任人施以適當的紀律處分。

董事會的多元化

多元化的董事會組成能為決策過程帶來更全面的思維與觀點，提升企業的管治效能。董事會旗下提名委員會負責監察政策的執行情況，並就董事會架構、政策及有關董事委任、選舉及罷免之程序(包括遴選及推薦準則)適時進行檢討，以確保首程的企業管治緊貼行業趨勢和要求。我們密切監察公司高級管理層(即：包括董事在內的總經理級別及以上人員)之多元化指標，從而推動整個企業的多元化發展。截止2024年12月31日，本公司共有12名董事，其中5名為獨立非執行董事，且2名為女性，董事局女性成員比例為17%。

Workplace diversity

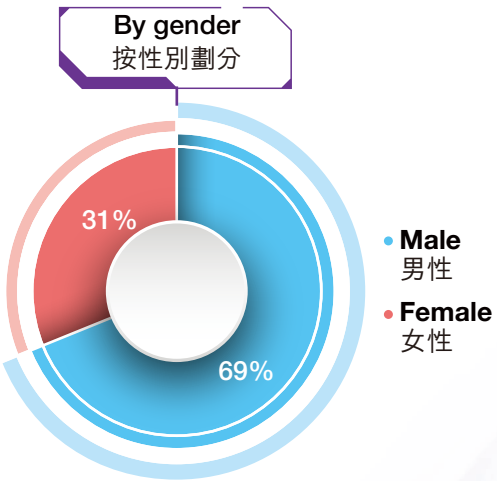
Workplace diversity stands as a catalyst for innovation, pooling together a variety of perspectives. Our commitment lies in cultivating a balanced workforce, thereby amplifying our capability in resolving complex issues and creating strategy. The gender ratio of our Group's workforce has maintained a commendable range, with females accounting for 39%. Additionally, wage and benefit plans are tailored towards an individual's experience and performance. The positive performance of the gender remuneration ratio echoes our unwavering efforts in championing gender equality and the principle of fairness.

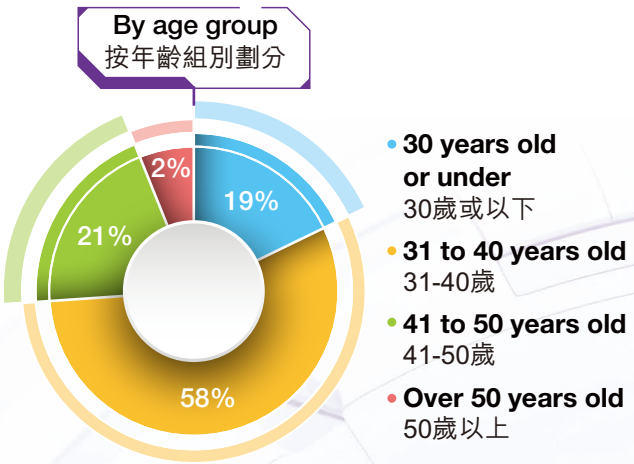
職場多元化

職場多元化是創新的催化劑，匯聚多樣的觀點。我們致力於組建均衡的員工團隊，提升公司在複雜問題解決和戰略制定上的能力。本集團的員工性別比例維持保持在良好的區間範圍，女性佔比39%。此外，員工薪資和福利計劃是根據個人的經驗和表現來定製的。性別薪酬比率的良好表現反映出我們在追求性別平等和貫徹公平原則方面所做出的不懈努力。

Gender Remuneration Ratio, by workforce in different position level 性別薪酬比例	(Female to Male) （女：男）
Management 管理層	1:2
Managerial positions or above 經理級及以上	1:2.1
General staff 一般員工	1:1.5

Turnover of Employee at Shoucheng in FY2024
2024 財政年度首程控股員工流失情況





TALENT TRAINING AND DEVELOPMENT

人才培訓與發展

The Group employs a comprehensive market-oriented strategy for talent selection and engagement, enhancing flexibility in recruitment and embodying the principle of allowing for both upward and downward mobility, as well as both entrance and exit from the organisation according to merit. To meticulously select employees, the Group utilises a variety of recruitment channels, including public, campus, and headhunting services. We prepare an overarching annual recruitment plan, defining the number of hires, vacant positions, and the specific requisites of candidates.

本集團採納全面市場化的選才與用人策略，增加人才選聘的彈性，真正落實「能上能下、能進能出、能升能降」的原則。為了精心挑選員工，本集團採用多元化招聘渠道，包括社會招聘、校園招聘及獵頭服務等，並擬定整體的年度招聘計劃，明確招聘人數、空缺職位以及候選人的具體條件。

Improving Talent Development

注重人才發展

In strict adherence to the recruitment criteria stipulated in the "Employee Handbook", we champion efficient and streamlined processes for optimally matching quality candidates by employing fair and transparent methods. The recruitment process is initiated by the HR Department upon reviewing recruitment needs, selecting candidates based on a thorough assessment of professional skills, positional compatibility, and value congruency. Beyond conventional methods, we have internal recommendations and the "Moving Water Scheme" for talent induction. The establishment of the "Talent Scout Award" aims to incentivise employees to nominate industry peers or former collaborators as quality candidates. The "Moving Water Scheme" is an internal recruitment process based on business growth needs, encouraging employees to seek further growth and development opportunities within Shoucheng Holdings.

嚴格遵循《員工手冊》中明確的招聘準則，我們秉承高效精簡、優質匹配的原則，透過公平透明的方法廣納社會英才。招聘流程由人力資源部審核招聘需求後啓動，以專業能力、崗位匹配度和價值觀一致性為核心，經過嚴格評估後作出聘任。除傳統途徑外，我們設有內部推薦及「活水計劃」進行人才引進。設立「伯樂獎」的宗旨是激勵員工推薦業內人士或具有合作經驗的優質候選人，而「活水計劃」則是根據業務發展需求進行的內部招聘，鼓勵員工能在首程控股內尋找到更多成長與發展的機會。

In March, we held a training session titled "Employee Handbook and Human Resource Policy Dissemination" that involved all employees. This training not only introduced the company's policies but also enhanced team cohesion. Through interactive segments, employees gained a deeper understanding of the company's values and recognized the importance of each individual's contribution to our common goals. This training laid a solid foundation for our future work.

在三月，我們舉辦了全員參與的《員工手冊與人力制度宣貫學習》培訓。這次培訓不僅介紹了公司的制度，還增進了團隊的凝聚力。透過互動環節，員工們深入了解了公司的價值觀，明白了每個人對共同目標的重要性。這次培訓為未來的工作奠定了堅實的基礎。

Performance Management and Employee Development Plan

The Group has outlined clear policies for career management, including the grounds and procedures for promotions, transfers and demotions, as well as standardising exit procedures to protect the interests of both the employees and the Group. In managing staff positions, we uphold the three principles of "strategy alignment, consensus building, and mobility", with the aim of fostering stable business growth while ensuring the rigour and effectiveness of our positional hierarchy.

We have cultivated a performance-oriented culture and our internal ranking system is based on performance and capability. Annual reviews and adjustments of positions are performed and each business segment devises a hierarchical structure that aligns with the talent development patterns characteristic of its industry. From the upper echelons of management to the general staff, all operate within a remuneration framework that is pegged to performance, guaranteeing a transparent and unhindered pathway for advancement to optimally harness their potential and foster personal career growth.

In instances where employee dismissal is necessitated, the Group ensures that the dismissal process is in conformance with internal policies and relevant legal regulations, and that contract terminations are predicated on reasonable and lawful grounds. For those whose work performance is substandard or who commit repeated infractions, we initially issue verbal warnings followed by written notices. Should issues persist unremedied, we consider termination in accordance with the law, to protect our employees' rights and prevent any unfair or unreasonable dismissals.

績效管理與員工職業規劃

本集團制定了明確的員工職涯管理政策，包括晉升、調動和降級的具體依據與流程，並規範了離職手續，以保障雙方利益。在崗位職級管理方面，我們秉持「戰略導向、凝聚共識、能升能降」的三項原則，旨在鼓勵業務的穩健發展，同時確保職級系統的嚴謹與有效運作。

我們建立了以績效為導向的文化氛圍，並以內部績效與能力導向的職級體系為基準，每年進行職級的評估與調整，各業務板塊也會根據自身行業特點設定人才發展規律的崗位職級體系。從高級管理層到普通員工，均在一個以績效為基準的薪酬激勵框架下工作，確保員工能夠透明且順暢地晉升，以充分挖掘其潛能，促進個人職業發展。

如遇到需要解僱員工的情況，本集團會確保遣散程序符合內部政策及相關法律法規，終止僱傭合約會基於合理合法的理由。對於工作表現未達標準或屢犯的員工，我們會先行口頭警告再給予書面警示。若問題仍未獲改善，則會依法考慮解聘，維護員工權益，避免不公平或不合理的解僱情形發生。

Employee Training

Shoucheng Holdings places great emphasis on offering a bounty of diverse training opportunities, encouraging our employees to realise their potential and enhance their vocational skills to meet work-related challenges. For this, we have put together the "Employee Training Policy", designed to provide substantial guidelines and ensure effective implementation for talent nurturing. Through our comprehensive training plans, we have not only nurtured a team with high professional standards and strong integrated capabilities but have also provided sturdy talent support to fuel the rapid development of the Group.

The Group adheres to the philosophy of "emphasis on practicality, following learning patterns, realising learning values" and has set up the "New Employee Onboarding Plan", offering all Shoucheng employee access to digital online learning opportunities. The implementation of flexible and diverse training modes that meet real-world needs is done through online learning platforms, promoting timely, interesting and bite-sized learning.

Training content is divided into all-staff training and special training. The former is based on job requirements and capability models, seeking to enhance employees' abilities in fields such as professional knowledge, management skills, general capabilities and understanding of corporate culture. It's also required for employees to complete an annual training plan. However, special training targets key groups and significant issues, featuring refined training projects such as induction for new employees, trainee programmes, new manager orientation and middle and high-level manager training. These are all important stepping-stones for career development within our workforce. Moreover, in response to meeting the developmental needs of our employees, we arrange for relevant external training.

In FY2024, we conducted a total of 41 training courses, comprising 32 in-person sessions and 9 online courses, with a total participation of 4,088 individuals. These training sessions not only enhanced employees' professional skills but also fostered communication and collaboration among team members.

員工培訓

首程控股提供豐富多元的培訓機會，鼓勵員工發掘潛力，增強職業技能以迎接工作挑戰。我們制訂《員工培訓制度》，為人才培養方面擬定方針並有效實施。透過全面的培訓計劃，不僅培養了一批具有高專業素質和強綜合能力的卓越團隊，更為本集團快速發展提供了堅實的人才支持。

本集團堅持「學以致用、遵循學習規律、突出學習價值」的學習發展理念，設有「熠E生輝計劃」，向全體首程員工提供數字化的線上學習項目。通過線上學習平台結合現實需求實施靈活多樣的培訓模式，推行即時、趣味和碎片化學習。培訓內容分為全體員工培訓和專項培訓。

全體員工培訓以崗位需求和能力模型為基礎，培養員工在專業知識、管理技巧、共通能力及企業文化理解等多方面的能力，並要求員工完成年度培訓計劃。專項培訓則著眼於關鍵人群和重大事宜，舉辦精品培訓項目，如新入職員工、培訓生、新晉管理者，及中高層管理者培訓等，這些均為員工職業發展的重要階梯。此外，為滿足員工的發展需求，我們也會安排相關的外部培訓。

於2024財政年度，我們共舉辦了41門課程培訓，其中線下課程32門，線上課程9門，總參與人次達到4,088人。這些培訓不僅提升了員工的專業技能，也促進了團隊之間的交流與合作。

REMUNERATION AND WELFARE

The Group understands that a comprehensive compensation and benefits system is the cornerstone of corporate responsibility and the value of human capital. We adhere to local regulations, using "competitive externally and equitable internally" as our guiding principles to establish an incentive structure based on "fixed salaries as the foundation and performance-oriented variable compensation as the main component", supplemented by diverse long-term reward mechanisms. This aims to promote the mutual growth of employees and the company, strengthen talent retention, and achieve sustainable development goals.

Our compensation structure is competitive and designed based on three dimensions: job value, professional capability, and performance contribution. It primarily includes: basic salary to ensure employees' essential living needs; performance-based compensation reflecting individual and team goal achievement; variable incentives, which include project bonuses and equity incentive plan; and localized allowances covering housing, medical, and living subsidies, tailored to provide adequate protection. Employees in Hong Kong enjoy salaries, discretionary bonuses, medical allowances, and hospitalization benefits, while mainland employees receive statutory social insurance, housing provident funds, project rewards, and children's medical insurance.

We have established a multi-tiered benefits protection system, adhering to the principle of "statutory protection as the baseline and corporate care as the extension". Statutory benefits include comprehensive coverage of social insurance and housing provident funds, with strict enforcement of statutory leave and occupational injury protections. In terms of corporate-specific benefits, we provide meal subsidies, festive gifts, and health protection programs, including annual health check-ups and tiered medical coverage. Additionally, we offer a structured training program and corporate welfare leave to promote work-life balance, as well as immediate assistance and flexible benefit packages for unexpected events.

We are committed to continuously optimizing our benefits policies, regularly reviewing their alignment with actual needs through employee satisfaction surveys and focus group discussions. We upgraded the scope of children's medical coverage and expanded the applicable scenarios for flexible leave. Moving forward, we will use the "Employee Value Proposition" (EVP) as a framework to deepen the core concept of "co-creation, sharing, and win-win", making the compensation and benefits system a key driver of the organization's sustainable development.

薪酬及福利

本集團深知完善的薪酬福利制度是企業責任與人力資本價值的基石。我們遵循各地法規，以「對外具競爭性、對內具公平性」為準則，建立以「固定薪資為基礎、績效導向浮動薪酬為主體」的激勵架構，並輔以多元長期獎勵機制，旨在促進員工與企業共同成長，鞏固人才留任，實現永續發展目標。

我們的薪酬結構具競爭力，依職務價值、專業能力與績效貢獻設計，主要包括：基礎薪酬保障員工基本生活需求；績效薪酬反映個人與團隊的目標達成度；浮動激勵則包含專案獎金及股權激勵計劃；地域化津貼涵蓋住房、醫療及生活補助，因地制宜地提供保障。香港員工享有薪金、酌情花紅、醫療津貼及住院福利，內地員工則享有法定社保、住房公積金、專案獎勵及子女醫療保險。

我們建立了多層次的福利保障體系，遵循「法定保障為底線，企業關懷為延伸」的原則。法定福利包括社會保險與住房公積金的全覆蓋，並嚴格落實法定休假及工傷保障。企業特色福利方面，我們提供膳食補貼、節慶禮遇及健康守護計劃，包括年度健檢與三級醫療保障。此外，我們設有階梯式培訓及企業福利假，倡導工作生活平衡，並針對突發事件提供慰問金及彈性福利包。

我們承諾持續優化福利政策，定期透過員工滿意度調查與焦點座談，檢視福利政策的實際需求。我們已升級子女醫療保障範圍，並擴充彈性休假適用情境。未來，我們將以「員工價值主張」為框架，深化「共創、共享、共贏」的理念，使薪酬福利體系成為推動組織永續發展的關鍵。

Equity incentive plan

The implementation of our equity incentive plan is intended to align the interests of employees with those of the Group and its shareholders. Through this scheme, we have successfully recruited, motivated, and retained talent, establishing a far-reaching and enduring motivational framework. Our market-driven approach to incentives not only strengthens the core values of our team but also tightly integrates performance goals with team achievements. This direct correlation between performance and the realization of vested interests enhances employee loyalty and the company's intrinsic motivation, furthering the loyalty of our workforce and intensifying the internal driving force of the Group. This shared risk-and-reward incentive system ensures a dynamic and effective operation.

股權激勵計劃

股權激勵計劃的實施是為保持員工與集團、股東三方利益的一致。通過這個計劃，集團成功吸引、激勵和留住人才，打造全面而長效的激勵機制。集團採用的市場化激勵方式，不僅鞏固了團隊的核心價值觀，也將業績目標與團隊成就緊密結合業績與行權實現直接掛鈎，進一步提升員工的忠誠度與公司的內驅力。

Work Life Balance

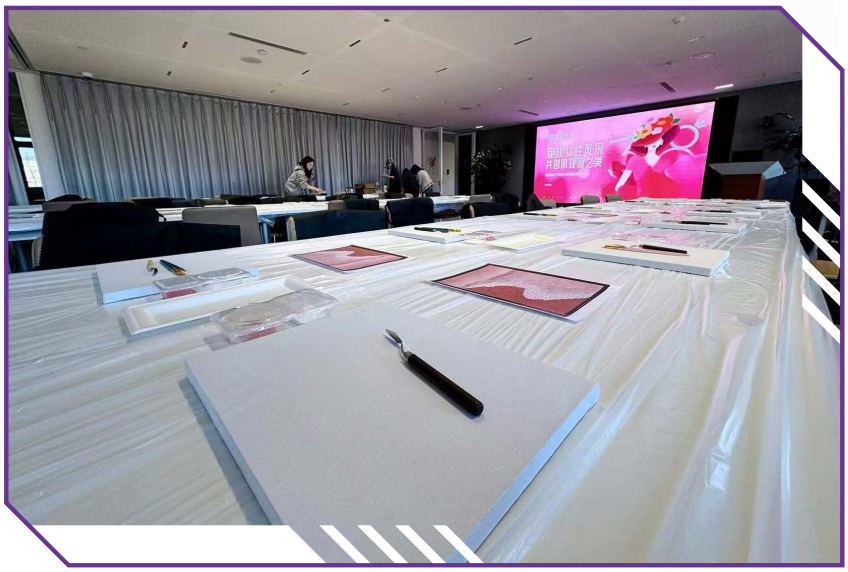
The Group recognises and deeply values the loyalty and professional commitment of our employees towards corporate growth. Therefore, we place great importance on providing a work environment that's both challenging and conducive to balancing life and work. We actively organise a diverse range of recreational and wellness activities to strengthen the sense of belonging among employees. In addition, the Group has established various clubs for activities including badminton, yoga, night runs, and health exercises with an aim to help our staff cope with stress and maintain their physical and mental health. Through these team-building activities, we not only enrich the cultural lives of our employees during their leisure time, also inspire them to adopt a positive lifestyle. Cooperative team spirit and perseverance fostered through such sports culminate in personal self-improvement. Furthermore, the labour union offers benefits such as festival gifts and birthday celebrations, fully supporting the well-being and work-life balance of our employees. By carefully planning and implementing various employee activities, the Group strives to create a caring workplace atmosphere, raising the overall level of employee satisfaction. It is our goal to build a haven where our employees can work in tranquillity and enjoy life.

平衡工作生活

本集團深知員工的專業精神與對公司的忠誠對於企業成長至關重要，因此我們格外重視為員工提供一個既有挑戰又能平衡工作生活的環境。我們積極舉辦多樣化的文娛和康樂活動，以增強員工的歸屬感。本集團更設多個俱樂部，如羽毛球、瑜伽、夜跑及養生操等，旨在幫助員工紓解壓力並維持身心健康。藉著團隊建設活動不僅豐富了員工的業餘文化生活，還激勵他們養成正能量的生活態度，並透過團隊協作與堅毅的體育精神，達成個人自我提升的目標。另外，工會亦提供諸如節日禮物、生日慶祝等員工福利，全力支持員工工作與生活的平衡。通過精心策劃和執行各類員工活動，本集團著力於打造一個關愛的職場氛圍，全面提升員工的幸福感。我們的目標是為員工打造一個他們可以安心工作、快樂生活的家園。

Caring for Employee Health and Well-Being

關注員工身心健康



Empowering Women to Shine

With the arrival of International Women's Day on 8 March, our group has organized the "Unleashing Women's Elegance: Co-Creating the Beauty of Texture Painting" Women's Day Texture Painting Experience Salon, providing professional guidance aimed at enhancing the artistic literacy and creativity of our female employees. This event allows women staff to freely express their creativity in the ocean of art, showcasing their talents and potential.

This is not merely an artistic creation activity; it also serves as an excellent opportunity for female employees to communicate and connect with one another, fostering mutual understanding and friendship, and further reinforcing the company's commitment to valuing and respecting female employees. We firmly believe that through such activities, we can inspire women to unleash greater capabilities in the workplace and provide them with a platform to showcase themselves. The completed artworks can be displayed on-site and taken home, allowing each participant's artistic talent to shine and becoming a symbol of their confidence and achievements.

助力女性才華綻放

隨著3月8日國際婦女節的到來，本集團特別舉辦了「綻放女性風採，共創肌理畫之美」婦女節肌理畫體驗沙龍，並提供專業指導，旨在提升女性員工的藝術素養與創造力。此次活動讓女性職工在藝術的海洋中自由揮灑創意，充分展現她們的才華與潛能。

這不僅僅是一場藝術創作活動，更是女性職工之間交流與溝通的良機，促進彼此的理解與友誼，進一步強化了公司對女性員工的重視與尊重。我們深信，透過這樣的活動，能夠激勵女性在職場上發揮更大的能力，並為她們提供一個展示自我的平台。完成的作品不僅可在現場展示，還可帶回家中，讓每位參與者的藝術才華得以充分展現，並成為她們自信與成就的象徵。

Building a Safe and Reliable Summer Childcare Program Together

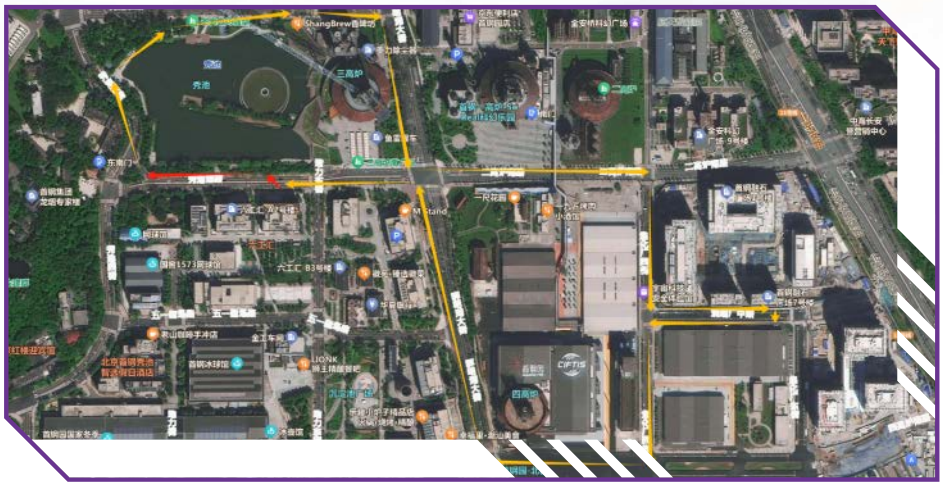
Recognizing the various needs of employees with families during the summer, particularly concerning the care and attention for their children, the Group is committed to creating a work environment that allows employees to focus on their tasks with peace of mind. To this end, the union will collaborate closely with the group union to offer a comprehensive childcare service during the summer of 2024.

This service is designed for children in grades 1 to 6 of primary school, and it also includes preschool-aged children. The program will feature a diverse range of activities aimed at promoting the holistic development of children, ensuring they have a fulfilling and meaningful summer experience. To further alleviate the psychological and financial burdens on employees, the group union and the fund union will jointly subsidize 60% of the costs, allowing employees to access childcare services at a discounted rate. We firmly believe that this initiative will not only effectively reduce the pressure on employees regarding childcare but also enhance their overall well-being, enabling each employee to achieve a healthy balance between work and family life while ensuring that their children enjoy a rich and joyful summer.

共築暑期安心託管

鑒於本集團深刻理解有家室員工在暑期面臨的各種需求，特別是對子女的照顧與牽掛，我們致力於為員工創造一個安心工作的環境。為此，工會將與集團工會通力合作，於2024年暑假全力舉辦子女託管服務。

此項服務專為小學1至6年級的學童設計，同時也涵蓋幼兒園階段的孩童。服務內容豐富多彩，旨在促進孩子的全方位發展，讓他們在暑假期間能夠享受充實而有意義的活動。為了進一步減輕員工的心理與財務負擔，集團工會及基金工會將共同補助六成的費用，使員工能以優惠價格享受託管服務。我們深信，透過這項舉措，不僅能夠有效減輕員工在照顧子女方面的壓力，還能提升他們的身心健康，讓每位員工都能在工作與家庭之間取得良好的平衡，並確保孩子們度過一個充實而快樂的暑假。



Walking route map
步行活動路線圖

Walking Event

In recent years, there has been an increasing focus on health in society, particularly in the aftermath of the pandemic. The Group has deeply recognized the importance of employee health, which is why we have organized a walking event specifically for our staff to promote physical and mental well-being while enhancing their sense of belonging.

The route for this event will take place around the Shougang Park, covering a distance of approximately 5 kilometers. Participants will have the opportunity to enjoy the beautiful scenery of Shougang and experience the significant changes that have occurred in the park over the years. They will also gain a profound understanding of the company's substantial contributions to the transformation and development of Shougang Park. This event is not only a fitness activity but also a wonderful opportunity to foster team spirit and share the joy of exercise.

健步走活動

近年來，隨著社會對健康的關注日益加強，尤其是在疫情後，本集團深刻認識到員工健康的重要性。因此，我們特別為員工籌辦了健步走活動，以促進身心健康，增強員工的歸屬感。

此次活動的路線圍繞首鋼園展開，全程約5公里。參與者在活動過程中，能夠盡情欣賞首鋼的秀麗風光，親身體驗首鋼園近年來的顯著變遷，並深刻感受到公司在首鋼園轉型發展中所作出的重大貢獻。這不僅是一場健身活動，更是一次凝聚團隊精神、共享運動樂趣的良機。

Through this walking event, employees will be able to exercise, strengthen their bodies, and strive tirelessly to create a valuable industrial investment and management platform. Additionally, they will contribute to shaping a new landmark for urban revitalization under the theme of "Moving Forward Together". We believe that healthy employees are the cornerstone of the Group's sustainable development, and such activities will further promote employee well-being, enhance overall work efficiency, and strengthen team cohesion.

透過這次健步走活動，員工得以鍛煉身體、強健體魄，為打造最具價值創造能力的產業投控管理平台而不懈努力，並為塑造「一起向未來」的城市復興新地標貢獻力量。我們相信，健康的員工是本集團持續發展的基石，這樣的活動將進一步促進員工的身心健康，提升整體工作效率，並加強團隊的凝聚力。

EMPLOYEE SAFETY AND HEALTH

The Group prioritises workplace safety and strives to create a safe working environment. Accordingly, the Group has formulated a series of occupational health and safety management policies and guidelines based on relevant laws and regulations, which is regularly reviewed to ensure it is updated to the latest circumstances, and requires employees to strictly comply and mutually supervise to ensure safety. During FY2024, the Group was not aware of any material non-compliance with relevant laws and regulations on health and safety that might have a significant impact on the Group, nor was there any work-related fatalities, work-related injuries or work days lost due to work-related injuries. The Group has maintained zero work related fatalities for the past three years.

員工安全與健康

首程控股將員工的工作安全置於最優先考量，致力於建立一個無患的工作環境。因此，我們根據現行法律法規，設立了一套完整的職業安全健康管理政策及指引，並持續定期審核更新，確保與時俱進。本集團嚴格遵守健康與安全相關的法律法規，於2024財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的健康與安全相關的法律法規，連續三年並無發生因工死亡事故、因工受傷事故及因工傷損失工作日數。

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

為進一步加強對項目安全管理的意識，本集團的停車運營部特別制定了《安全生產獎懲制度》，以獎勵認真貫徹執行危險源管理措施、及時提出營運中潛在健康和安全風險的員工，並對違章違紀的員工施加懲罰。此外，我們亦制定《車輛、人員意外傷害預案》，以確保能夠快速作出應變，減少人員傷害或財物損失。我們透過將安全措施形象化、區域化和網絡化加以管理，令操作範圍內的正確安全標誌清晰可見。對於危險區域，我們設置了防護網和門禁系統。同時，為員工提供合乎安全規範的工作工具和個人防護裝備，並進行定期的正確使用培訓和監督。我們對各部門定期進行安全生產檢查，並指導各單位進行自我檢查和整改，行政部門則與各相關部門聯合進行不定期的抽樣檢查。為確保職場的健康狀況，我們致力於全面營造乾淨整潔的辦公環境，堅決禁止辦公區吸煙、酗酒，努力為員工創造一個有益健康、氛圍良好的工作環境。

Safety Training

Shoucheng Holdings recognises that a zero-accident work environment relies extensively on the safety awareness and skills of our employees. Thus, the operation department of parking segment has formulated a "Production Safety Education Training System". Before assuming new positions or entering new operating environments, employees are required to partake in comprehensive safety production training. Records are kept and annual assessments are administered. Structured around a rich curriculum, the provided training is categorised into three segments: corporate teams, operational groups, and specialised fields, ensuring critical safety knowledge and skills are grasped by our employees. We stipulate that safety management personnel conduct educational training at least once every quarter. This covers safety production regulations, standards, management techniques, emergency response plans and case study sharing with emphasis placed on reinforcing safety education related to engineering operations, tool use, traffic management, and rescue matters.

安全培訓

首程控股深知營造零意外的工作環境須倚賴員工充分的安全意識及技能。因此，本集團的停車運營部制定了《安全生產教育培訓制度》，規定員工在擔任新的崗位或進入新的作業環境前，必須接受專業的安全生產培訓，紀錄存檔並通過年度考核。所提供的培訓內涵豐富，分為公司班組、運營班組及特殊工種三種類型，以確保員工掌握必要的安全知識和技能。我們規定安全管理人員至少每季執行一次教育培訓，內容包括安全生產法規、標準、管理技巧、緊急應對方案及案例分享等，著重於強化工程作業、工具使用、交通以及救援事宜的安全教育。

Fire Safety

Shoucheng Holdings places paramount importance on the potential fire risks at our sites. To ensure the safety of every employee, we have established both a "Fire Safety Management System" and a "Fire Emergency Response Plan", which reflect our commitment to safeguarding lives.

We conduct regular fire inspections and provide fire safety education to ensure that, in the event of a fire, employees can perform swift and effective rescue actions to minimize casualties, vehicular damage, and other property losses. To achieve this goal, we embrace a comprehensive management method of "Check, Talk, Drill, Assess," focusing on the inspection and elimination of potential hazards, management of measures, fire drill plans, and compliance assessment.

Every six months, we design fire extinguishing and emergency evacuation drill plans and conduct at least one drill. This ongoing practice not only implements our systems but also enhances the fire prevention awareness and response capabilities of our employees. We believe that through these continuous efforts, every employee will be well-prepared and capable of taking effective action in the face of a fire.

Additionally, we conduct specialized training on fire safety and security matters every month, ensuring that every employee is well-versed in fire safety knowledge. Whether during the May Day or National Day safety training, we consistently prioritize safety and put people first.

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

消防安全

火災風險無處不在，尤其是在我們的營地點。為了保障每一位員工的安全，我們制定了《消防安全管理制度》和《消防應急預案》，這不僅是制度的建立，更是對生命的承諾。

我們定期進行防火檢查，並開展消防安全教育，確保每位工作人員在火災發生時能迅速而有效地展開救援行動，最大限度地減少人員傷亡、車輛損毀及其他財產損失。為了實現這一目標，我們採用了「查、講、練、評」的綜合管理方法，進行隱患排查、措施管理、預案演練及合規評估。

每六個月，我們都會設計滅火和緊急疏散演習計劃，並至少進行一次演練，這不僅是對制度的落實，更是對員工防火意識和應對能力的提升。我們相信，通過這些不斷的努力，能夠讓每位員工在面對火災時，心中有數，行動有力。

此外，我們每月還會針對消防及安全事項進行專項培訓，確保每位員工都能熟練掌握消防安全知識。無論是在五一或十一的安全培訓中，我們始終堅持以人為本，將安全放在首位。

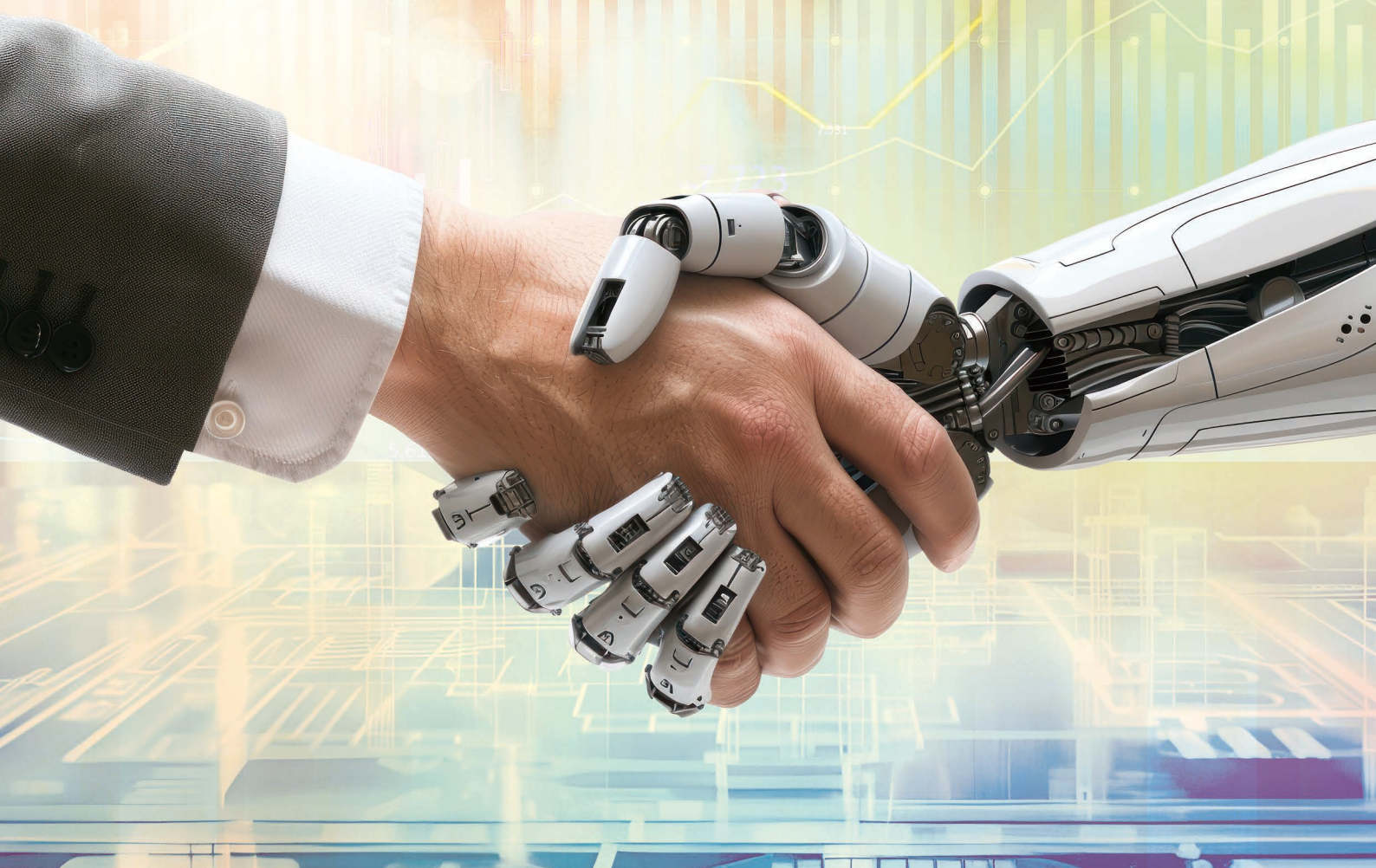
此外，本集團亦為員工提供消防安全知識培訓，致力於預防火災和減少火災的危害。培訓內容包括預防火災的基本概念、滅火的詳細方法、火場逃生要訣等，達致「四懂四會」：

Learning the dangers of fires 懂得火災的危險性	Knowing how to report fires 會報火警
Learning basic knowledge of fire prevention 懂得預防火災的基本知識	Knowing how to use firefighting equipment and facilities 會使用消防器材、設施
Learning firefighting methods 懂得撲救火災的方法	Knowing how to handle unexpected incidents 會處理險肇事故
Learning fire escape methods 懂得火災逃生方法	Knowing how to organise safety evacuation 會組織安全疏散

4

INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITYS

誠信為本,客戶至上



INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITYS
誠信為本，客戶至上

BUSINESS ETHICS

Compliance and Risk Management System

Shoucheng Holdings strictly adheres to the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, and other relevant laws and regulations, as well as advanced international legal standards. We also reference our peers and the Committee of Sponsoring Organizations of the Treadway Commission (COSO) Internal Control Framework. We have established an internal control system, an Empowerment Platform Audit Accountability Mechanism, and other internal policies to continuously enhance the quality of risk management and ensure the effective and healthy execution of responsibilities at all levels. The governance structure and practices of the Group are detailed in the "Corporate Governance Report" on pages 44 to 82 of the 2024 Annual Report.

Anti-Commercial Bribery and Anti-Corruption

Over the past years, the Group has always attached great importance to the prevention and punishment of corrupt behaviours. Upholding integrity and committed to clean business practices, we believe that a corruption-free company culture is the key to the Group's continuous success. Therefore, we highly value our anti-corruption work and the creation of a clean system. The anti-corruption work of the Group mainly adheres to preventive measures, and advocates a corporate culture of integrity and honesty, for we strive to create a clean business environment. The Group strictly abides by relevant laws and regulations in relation to the prevention of bribery, extortion, fraud, and money laundering. In FY2024, the Group is not aware of any material non-compliance with relevant laws and regulations in relation to bribery, extortion, fraud and money laundering nor any concluded legal cases regarding corrupt practices.

In our ongoing commitment to bolster governance and internal controls and foster an ethos of integrity and honesty, we have instituted our Employee Handbook, elucidating the standards of conduct expected during business operations.

商業道德

合規與風險管理體系

首程控股嚴格遵守《中華人民共和國公司法》及《中華人民共和國證券法》等相關法律法規，以及國際先進法條。我們還參考同行及Committee of Sponsoring Organizations of the Treadway Commission (COSO) 的內控框架。本集團已建立內部監控系統、賦權平台審計問責機制及其他內部政策，以持續提升風險管理質量，確保各層級職責的有效和健康執行。本集團的風險管理及內部監控詳情載於2024年報第44至82頁的「企業管治報告」一節。

反賄賂與腐敗

本集團歷來高度重視預防和懲治腐敗工作，以誠信為宗旨，堅持廉潔經營，我們相信廉潔的企業文化是本集團持續成功的關鍵，因此我們極為重視反腐倡廉的工作及制度建設。本集團反貪污工作堅持著重預防的原則，倡導誠信正直的企業文化，努力營造廉潔的環境。本集團嚴格遵守有關防止賄賂、勒索、欺詐及洗黑錢的法律法規。於2024財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的有關防止賄賂、勒索、欺詐及洗黑錢的法律法規，亦沒有任何已審結的貪污訴訟案件。

為強化治理和內部控制，以及推廣廉潔奉公的思想教育，本集團制定《員工手冊》明確陳述商業往來中員工應遵守的行為準則。

In the FY2024, we held training sessions for all employees titled "Upholding Professional Boundaries and Maintaining Integrity in Business." This training aims to emphasize the importance of professional ethics, helping employees establish the right values and ensuring that we consistently uphold integrity and transparency in our business practices.

在2024財政年度，我們為全體員工舉辦《嚴守職業底線，堅持廉潔從業》培訓。這次培訓旨在強調職業道德的重要性，幫助員工建立正確的價值觀，確保我們在業務中始終保持誠信與透明。

The Group consistently incorporates an "Integrity Clause" when forming agreements with business partners. This provision serves to mitigate the risk of bribery, extortion, fraud, and money laundering within our operations. It not only protects the legal rights of the Group and our stakeholders but also regulates business conduct and reduces operational risks. By educating our employee on the stipulations of the "Integrity Clause", we ensure that everyone comprehends the specific expectations set for them and regulates their behaviour accordingly.

本集團與商業夥伴簽署合同時亦會加入《廉潔條款》，旨在防範商業活動中出現賄賂、勒索、欺詐及洗黑錢的不法行為。此舉有助於保障本集團與相關持份者的合法權利，規範商業行為，降低營運風險。同時，透過學習《廉潔條款》，確保每位員工熟悉並遵守集團對行為的明確要求，自覺維護個人行為的操守。

Anti-Corruption Policies And Whistleblowing Procedure

反貪污政策及舉報流程

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

為鞏固廉潔和透明的企業文化，本集團搭建了便捷、公正、安全的舉報系統。透過不同渠道的全方位舉報機制，我們鼓勵員工和業務夥伴主動揭露可能的腐敗行為，增強監督效果。任何人都可通過口頭或書面向人力資源或內部監管部門報告可疑行為，提供相關細節和證據。監管部門將對所有可疑或違法行為進行嚴格調查，確保集團利益不受侵害。本集團建立有效的申訴機制，保障舉報者身份的保密性，以避免舉報者遭遇不公平的解僱或傷害。若發現涉嫌犯罪行為，本集團將在管理層認為必要時立即向相關監管或執法機關報告。

Shoucheng Holdings Business Ethics Reporting Channel

首程控股商業道德檢舉渠道

Email: lianjie@shouchengholdings.com

電子郵件：lianjie@shouchengholdings.com

CUSTOMER HEALTH AND SAFETY

At Shoucheng Holdings, the safety of our users remains paramount and is always at the forefront of our considerations when managing projects. To ensure this, we've established a comprehensive suite of internal management policies. These policies are specifically geared towards creating a systematic framework for traffic, fire, and information safety in our car parks, ensuring things proceed in an orderly manner.

When it comes to daily operations and system maintenance, we apply equal emphasis. Routine checks are conducted on all our parking systems and faulty equipment is swiftly replaced to prevent operational disruptions. Safety signage is installed in potential hazard areas for clear warning. Additionally, we have initiated a robust emergency response protocol to handle fire and accident scenarios efficiently, covering everything from a fire outbreak to traffic congestion and vehicle oil-leaks. To assure orderly proceedings and safety of our users in emergencies, all our employees undergo continuous training, enabling them to handle crises with swiftness and composure.

Fire safety is another concern we proactively address in our car parks. Hence, we have designated fire safety personnel in the Shoucheng Holdings, responsible for upholding fire regulations. Regular fire safety inspections in collaboration with fire staff are also a part of our efforts. Numerous emergency preparedness training and comprehensive drills are conducted quarterly for our staff to enhance their capability to handle crisis scenarios. The Group also maintains a strong collaborative relationship with airport fire and public security departments, ensuring a fluid exchange of information, ongoing fire safety advocacy and an overall enhancement in our safety management standards.

In addition, when procuring materials, we require that the boards used by our suppliers meet the E0 standard. This standard not only exceeds the national E1 standard but also effectively reduces the release of harmful substances, thereby ensuring the health of both employees and clients. We always prioritize safety and health, creating a secure environment for every client.

客戶健康與安全

首程控股最優先考量的是用戶安全，因此我們在經營項目時始終把安全放在首位。為此，我們制訂了一套全面的內部管理政策，專門針對停車場的交通、消防和信息安全進行制度化管理，並確保停車場內秩序井然。

停車場的日常運營和系統維護受到我們同等重視。我們會定期檢查停車系統，出現故障時迅速更換設備，並於潛在危險區域設置安全標識。為妥善處理火災事故，我們亦建立了一系列緊急響應程序，從火災事故到交通堵塞及車輛漏油等各種情況均有詳細預案。所有員工都經過持續培訓，能在緊急情況下迅速而冷靜地處置事故，確保場內秩序和用戶安全。

為確保停車場消防安全無虞，首程控股特別委任消防安全責任人，負責執行消防法規，配合消防人員定期進行防火巡查。同時，我們定期為員工提供季度性的應急事務處理培訓及全面演練，以強化處置緊急情況的能力。本集團亦積極與機場消防和公安部門保持緊密的合作關係，實現信息互通，並不斷進行消防安全宣傳工作，以全面提升自身的安全管理水平。

此外，在採購物料時，我們要求供應商所使用的板材必須達到E0級標準。這一標準不僅超越了國家規定的E1級，還能有效減少有害物質的釋放，從而保障員工和客戶的健康。我們始終堅持以安全和健康為首要考量，為每一位客戶創造一個安心的環境。

Shoucheng Case — Customer Priorities

首程案例 — 客戶至上

"On October 1st, there were many passengers at the airport. To ensure that every vehicle was parked smoothly, all of us worked overtime until the last flight took off/landed. My colleagues tirelessly guided the vehicles; when we encountered elderly people and children, we proactively asked if they needed help with their luggage. In this way, we kept running back and forth in the parking lot."

— Mr. Wu Yunfeng, SONIC Parking Gongga Airport Project Team

「10月1日機場的旅客很多，為了確保每輛車都順利停好，我們所有人都加班到很晚，直到最後一輛飛機起飛／降落。同事們不厭其煩地引導車輛；碰到有老人和小孩，就主動詢問是否需要幫忙搬行李。就這樣，在停車場內，來回跑個不停。」

— 驿停車貢嘎機場專案小組吳雲峰

"On the afternoon of October 1st, a new monthly rental car owner from the regional plan contacted me, saying he was unable to pick up his car. At that moment, I was inspecting other projects in the region, but I immediately stopped, patiently explained the situation to him, calmed his emotions, and promptly contacted security personnel to assist the customer in retrieving the car. Ultimately, the issue was resolved within a few minutes. Afterwards, I followed up with the customer to explain the reason for the inconvenience, and he expressed great satisfaction with our handling and response time, thanking us for our assistance."

— Mr. Liu Songlin, SONIC Parking Chengyu Regional Operations Department

「10月1日下午，區域計劃一位新辦月租車車主聯繫我說無法取車。當時我正在區域其他項目巡場，馬上停下來，耐心地為他解釋情況，安撫情緒，並立刻聯繫安保人員協助客戶取車。最終在幾分鐘內處理完成。隨後我向客戶回訪並解釋本次無法取車原因，客戶反饋表述對我們的處理態度及響應時效感到非常滿意，並向我們表達了感謝。」

— 驿停車成渝區域營運部劉松林

Handling Customer Complaints

To ensure an exceptional communication experience for our customers, the Group have instituted diverse communication pathways, supported by an efficient mechanism. This includes a 24-hour service hotline, customer service buttons located within the carpark buildings at Daxing Airport and regular customer satisfaction surveys. We are dedicated to establishing unhindered channels that operate round the clock, addressing and resolving customer enquiries promptly. In line with elevating the proficiency of our customer service team, we provide comprehensive customer service training to our employees. This in-depth training aims at better understanding the unique requirements of the users across various parking spaces and equips our team with targeted service and communication skills. Consequently, we fulfil our motto of "The Customer Comes First and Service is Professional".

The Group has also implemented the internal policies of "Services and Complaints" offers clear direction to our staff for efficiently handling customer complaints. The Group continually invests in nurturing our employees, setting service standards and conducting regular evaluations to enhance customer satisfaction continuously. In FY2024, we arranged a dedicated "Introduction to Corporate Values" training for our new hires to inculcate the core idea of "Customer First".

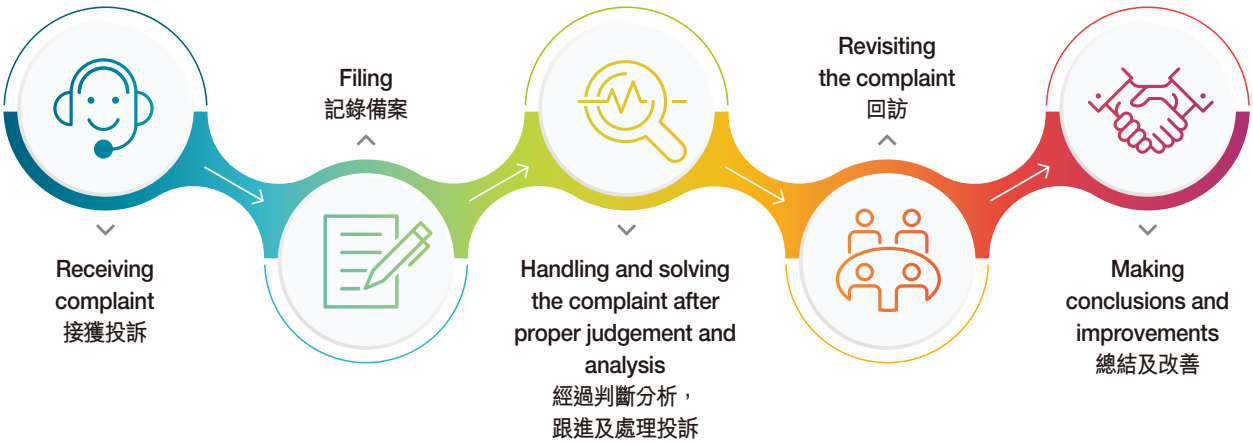
General procedures for handling customer complaints:

客戶投訴處理

為保障客戶享有良好的溝通體驗，本集團開設了多樣化的溝通渠道和完善的溝通機制，包括全天候服務熱線、大興機場停車樓設置的客戶服務按鈕，以及進行定期的客戶滿意度調查等。我們致力於建立一個無障礙綠色通道，24小時不間斷回應並解決客戶的各項疑問。為提高客服團隊的專業水準，本集團為員工進行全面的客戶服務培訓，深入了解不同停車場用戶的需求，培養針對性的服務與溝通技能，從而落實「用戶至上，專業化服務」的宗旨。

若服務未能滿足客戶的要求，我們制定了《接待處理與投訴》政策，為員工提供明確方針，以提升處理客訴的效率。本集團亦持續培育員工，制定服務標準，並定期評估，以不斷提升客戶滿意度。於2024財政年度中，我們為新入職人員安排了「企業價值觀介紹」專項培訓，以落實「客戶第一」的核心理念。

處理客戶投訴的一般程序：



Customer Privacy and Data Security

The Group is driven by the pursuit of perfection. We pay meticulous attention to every facet of our customer service, administer stringent management over customer privacy and strive to earn the trust and confidence of our patrons. In the daily operations, we may handle customer's personal information, such as their licence plate number, car model and parking duration. To prevent any possibility of leaking our customers' private details, we have established a robust confidentiality management system. It encompasses measures like the "Administration of Confidential Work" and also defines staff's responsibilities pertaining to confidentiality in the "Employee Handbook". We ensure a strict adherence to data protection regulations and the Company's own data management policy when dealing with personal data.

客戶隱私與數據安全

本集團精益求精，對客戶服務的每個細節都給予高度重視，並嚴格管理客戶隱私，以贏得客戶的信任與信心。在日常營運中，我們可能會觸及客戶的個人資訊，例如車牌號、車型、停車時長等。為避免客戶私隱被洩露，本集團已建立完整的保密管理制度，包括《保密工作管理辦法》，並在《員工手冊》中明確員工的保密責任，確保員工嚴格遵循數據保護法規及本集團的數據管理政策進行個人資料的收集與使用。

We are committed to enhancing the overall quality of the parking service, firmly endorsing the belief that superior customer service is crucial to the quality of service we provide. To ensure top-notch services, we've set up "Five-star" service standards, encapsulating safety, comfort, convenience, efficiency, and friendliness, ensuring effective implementation of these. Our unwavering dedication to deliver high customer satisfaction is mirrored by our service quality. Further affirmation of our commitment and proficiency in service quality comes from our attainment of three ISO accreditations: ISO9001 for Quality Management System, ISO14001 for Environmental Management System, and ISO45001 for Occupational Health and Safety Management System.

我們一直致力於提升停車服務的整體品質，深信高質的客戶服務對於停車服務的品質優劣至關緊要。為確保提供上乘的客戶服務，本集團設立了「五星」服務標準，涵蓋安全、舒適、便捷、高效和友善五個層面，並確保有效實施。以此彰顯我們對保持高客戶滿意度的堅定承諾。我們更榮獲三項ISO認證：ISO9001品質管理體系、ISO14001環境管理體系和ISO45001職業健康安全管理體系，進一步證實了我們於服務質量上的專業與承諾。

RESPONSIBLE MARKETING

The Group is dedicated to ensuring that all external communication materials, such as company brochures and press releases are comprehensive, accurate, clear and comply with the relevant laws and regulations. The Group's employee are required to obtain written approval from legal and compliance personnel prior to the distribution of any advertising or sales materials. This action confirms that our Group's advertisements do not contain misleading or fraudulent statements, pledges, or forecasts. It also ensures that the information presented to our customers is truthful, accurate, non-misleading and aligns with the relevant legal and regulatory requirements.

Intellectual Property

The Group recognises the significance of intellectual property ("IP") protection and is committed to preserving the IP rights of both, the Group and its customers. We have in place a robust IP protection system dedicated to safeguarding the lawful rights of the IPs under our purview. The Group strictly abides by relevant laws and regulations by closely monitoring copyright infringements in the market and cracking down on counterfeit trademarks and other violating behaviors. When faced with potential infringement, our stance is to promptly respond and seek legal expert guidance to ensure our IP are duly protected. As of 31 December 2024, the Group has registered a total of 52 trademarks for our various brands. We are committed to acting in accordance with related laws and regulations to safeguard our lawful IP rights. In instances involving reproduction or downloading of information, software or images from the internet, we require authorisation from the relevant authorities to ensure a respect of third-party rights.

Product And Service Compliance

The Group strictly abides by relevant laws and regulations in relation to the health and safety, advertising, labelling, and privacy matters of products and services provided and methods of redress. In FY2024, the Group is not aware of any material non-compliance with relevant laws and regulations in relation to the health and safety, advertising, labelling, and privacy matters of products and services provided and methods of redress that may have a significant impact on the Group.

負責任營銷

本集團致力確保公司對外宣傳資料，如公司宣傳冊及新聞稿，完整、準確、清晰，並符合相關法律法規。本集團員工在任何廣告或銷售材料發佈之前，必須先取得法律和合規人員的書面批准。此舉確保本集團的廣告並不包含誤導及欺詐的陳述、承諾和預測，並確保向客戶呈交的資料屬真實、準確、無誤導成分並符合相關法律法規。

知識產權

本集團深知保護知識產權的重要性，故此致力於保護本集團自身及客戶的知識產權，以既定的知識產權保護制度維護本集團所持有的知識產權合法權益。我們嚴謹格執行相關法律法規，持續關注市場侵權狀況，堅決打擊一切侵犯商標權的行為。面對任何侵權，我們都會迅速採取行動，並在法律專家的指導下進行應對，確保我們的知識產權受到妥善保護。截至2024年12月31日，本集團已為旗下品牌註冊了合計52個商標。本集團致力確保遵守相關法律法規，以維護本集團所持有的知識產權合法權益。凡涉及從網絡上複製或下載資料，我們都需要得到相關授權，以保障第三方的權益。

產品和服務合規性

本集團嚴格遵守有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的法律法規。於2024財政年度，本集團並不知悉任何重大違反可能對本集團產生重大影響的有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的法律法規。

Sustainable strategies shape the future

可持續戰略塑造未來

During the 2024 World Robot Conference, the Beijing Embodied Intelligence Robot Innovation Center, invested by Shoucheng Holdings, successfully held the “Embodied Intelligent Industry Trends and Future Development Forum”. This forum showcased our strong emphasis on innovative technology, unveiling the embodied intelligence robot “Tiangong 1.2 MAX” and the service robot “Tianyi”, highlighting our role in driving advancements in technology.

Beijing Innovation Center of Embodied Intelligence Robot announced “100 Tiangong Plan”at the forum, which aims to provide over a hundred robots to research institutions and universities, promoting the dissemination and application of technology. In the future, we will continue to focus on innovation and sustainable development, shaping a bright future for the embodied intelligence industry.

Hosted by Shoucheng Capital, the 2024 China Robotics Venture Summit was held during the World Robot Conference, focusing on investment, technological innovation, and industrial applications in the robotics sector. The summit also unveiled the “2024 Top 20 Most Investable Robotics Companies in China” list.

The forum brought together global experts, investors, and entrepreneurs in the robotics field, facilitating in-depth discussions on the commercial prospects of embodied intelligence and the challenges posed by the current investment boom. This summit not only provided new insights for the sustainable development of the robotics industry but also highlighted China’s leadership position in the global robotics arena. We look forward to fostering more collaboration and innovation in the future, contributing to the sustainable development of society.

在2024世界機器人大會期間，由首程控股投資的北京具身智能機器人創新中心成功舉辦了「具身智能產業趨勢與未來發展論壇」。此次論壇展示了我們對創新科技的高度重視，推出了具身智能機器人「天工1.2 MAX」和服務機器人「天軼」，彰顯了我們在科技領域的推動作用。

北京具身智能機器人創新中心在論壇上公佈了「百台天工計劃」，旨在向科研機構和高校提供超過百台機器人，推動技術普及與應用。未來，我們將繼續致力於創新與可持續發展，塑造具身智能產業的美好前景。

首程資本主辦的2024中國機器人創投巔峰論壇於世界機器人大會期間隆重舉行，專注於機器人領域的投資、技術創新及產業應用，並揭曉了「2024中國最具投資潛力機器公司TOP20」榜單。

論壇匯聚了全球機器人領域的專家、投資人及創業者，深入探討了具身智能的商用前景及投資熱潮下的挑戰。此次論壇不僅為機器人行業的可持續發展提供了新思路，也彰顯了中國在全球機器人領域的領導地位，期待未來能推動更多合作與創新，為社會的可持續發展貢獻力量。

SUPPLY CHAIN MANAGEMENT

Our Group is cognizant of the significance of establishing a sustainable supply chain. Vendor's operational performance manifests our concrete perspective towards sustainable development. Consequently, we endeavour to integrate a sustainable development culture into our supply chain, ensuring that it aligns with sustainability principles.

Our procurement broadly encompasses car park management equipment and related products. We employ a scoring system to filter options based on factors like product and service quality, safety standards and business ethics. We conduct supplier audits regularly to guarantee that purchased products and services meet our high-quality and environmental standards.

We have established "Measures for the Administration of Qualified Suppliers" to standardise vendor selection, evaluation, and management procedures, thereby enhancing procurement quality and efficiency. The procurement processes embody competition and transparency, enforced via a "Measures for the Administration of Tendering and Procurement". Potential environmental and social risks within the supply chain are strictly screened, monitored and managed. Comprehensive due diligence and evaluations are conducted to ensure suppliers comply with respective market norms.

供應鏈管理

本集團意識到建立一個可持續的供應鏈至關重要，供應商的營運表現能反映本集團對可持續發展的實際看法。因此本集團致力將可持續發展的文化帶進其供應鏈，確保本集團的供應鏈符合可持續發展的原則。

我們的採購範圍主要涵蓋停車場管理設備與相關產品。我們採用打分評級制度，根據產品服務品質、安全標準與商業道德等因素進行篩選，並定期對供應商進行審核，以保障購買的產品與服務符合我們的高品質及環境標準。

我們建立了《合格供應商管理辦法》規範供應商的甄選、評定和管理工作，提高採購品質和效率。並透過招標採購委員會來執行《招標採購管理辦法》中規範的招標及採購管理工作，強化公平競爭和透明度。針對供應鏈中可能出現的環境和社會風險，我們嚴格進行風險識別、管理和監督，對供應商實施全面的盡職調查和評估，確保其遵守相關市場規範。

For technically complex or special vendors, we incorporate on-site inspections, business license checks and qualification verifications to ensure compliance with our established environmental and societal benchmarks. Quality management and after-sales service are also subjected to rigorous auditing which involves reviewing implementation of quality management system ISO 9001, environmental management system ISO 14001 and occupational health and safety management system ISO 45001, financial stability, market reputation, after-sales service quality and more.

對技術複雜或特殊的供應商，我們將通過實地考察、營業執照及資質證明檢查，確保其符合我們制定的的環境和社會標準。供應商的品質管理與售後服務也將接受嚴格審核，包括品質管理體系ISO 9001、環境管理體系ISO 14001及職業健康安全管理體系ISO 45001的落實情況、財務狀況、市場聲譽、售後服務質量等方面，以確保其服務質量和市場聲譽。

Green Procurement

Furthermore, the Group is committed to supporting local procurement, making it a priority to consider local suppliers with the aim to reduce our carbon footprint and bolster the local economy. This also facilitates more employment opportunities within the local communities. We maintain close contact with our suppliers, fostering a culture of business integrity and promoting adherence to relevant laws and regulations. We are hopeful that our suppliers will follow suit with their commitment to environmental protection. We aim to achieve our shared corporate responsibility by collaborating with suppliers to reduce waste and promote environmental betterment.

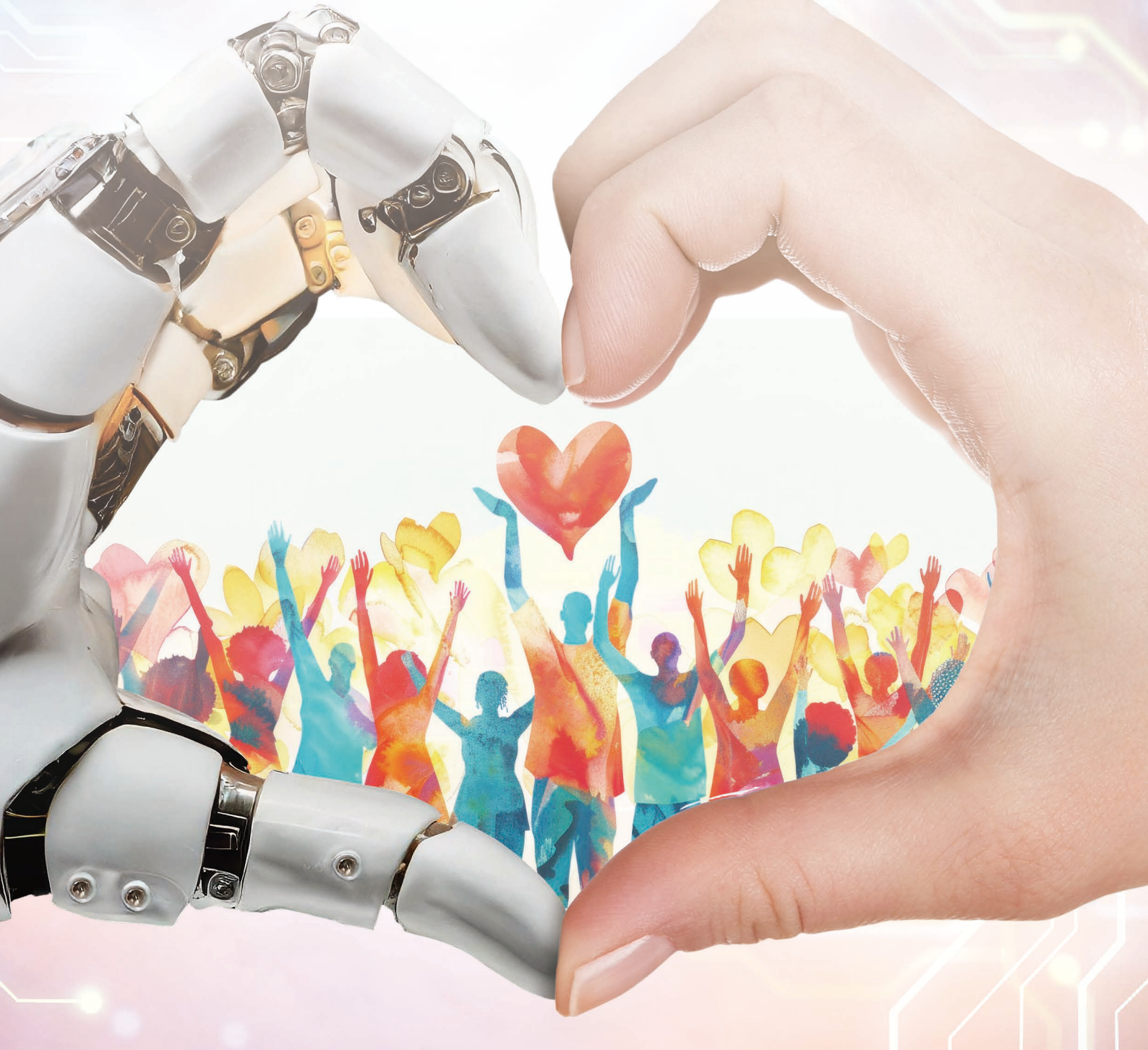
綠色採購

此外，本集團也致力支持本地採購，優先考慮本地供應商以減少碳足跡和支援本地經濟為目標。支持本地經濟發展，為本地社區創造更多就業機會。為了在供應鏈中推廣良好的環境及社會慣例，本集團會與供應商保持緊密聯絡，鼓勵供應商加強其環境、社會及管治的表現、成立以誠信處事的文化及確保遵守相關法律法規。本集團希望供應商能遵守其對保護環境的承諾，一同履行這份企業責任，通過與供應商合作而減少整體物料和能源的浪費，一同改善環境。

5

HARMONIOUS INCLUSION, SOCIAL CONTRIBUTION

共融共榮,回饋社會



LEVERAGE THE STRENGTH OF SHOUCHENG

發揮首程力量

At the 27th Beijing Hong Kong Economic Cooperation Symposium and the Hong Kong Investment Promotion Conference, Shoucheng Holdings showcased its outstanding performance across multiple sectors. The symposium successfully concluded on 21 September in Beijing, with the theme "Complementary Advantages, Shared Prosperity", attracting high-level representatives from both Beijing and Hong Kong. A total of 40 projects were signed during the conference, with a total investment amounting to 60.98 billion RMB.

Shoucheng Holdings signed four significant cooperation agreements at the event, including a deep collaboration with China Life in the field of public infrastructure REITs; the joint initiation of a 10 billion RMB Beijing Shoucheng Urban Development Infrastructure Investment Fund to support urban renewal; a partnership with ESR to advance the smart construction of the Hong Kong logistics park; and an enhanced collaboration with Li Auto Inc. on the supercharging project to jointly build a nationwide supercharging network.

在第二十七屆「北京香港經濟合作研討洽談會暨投資香港推介大會」上，首程控股展示了其在多個領域的卓越表現。會議於9月21日在北京成功閉幕，主題為「優勢互補、共創繁榮」，吸引了京港兩地的政商高層代表。本次會議共簽約40個項目，涉及金額達609.8億元人民幣。

首程控股在會上簽訂了四項重要合作協議，包括與中國人壽在基礎設施公募REITs領域的深度合作；共同發起規模達100億元的北京首程城市發展基礎設施投資基金，支持城市更新；與ESR易商合作推進香港物流園的智慧建設以及與理想汽車加強超充項目合作，共同構建全國增超級充電網絡。

HARMONIOUS INCLUSION, SOCIAL CONTRIBUTION
共融共榮，回饋社會

General Manager of the Board, Miss. Kang Yu said, "Shoucheng Holdings is actively seeking investment opportunities in energy infrastructure in Hong Kong to promote green development cooperation between Beijing and Hong Kong. Additionally, through the establishment of the "Beijing-Hong Kong Innovation Center", we aim to provide services to Hong Kong's technology and innovation enterprises, supporting their international development."

董事會辦公室總經理康雨：「首程控股正尋求在香港的能源基礎設施投資機會，推動京港綠色發展合作，並透過設立「京港創新中心」為香港科創企業提供服務，支持企業的國際化發展。」

Looking ahead, Shoucheng Holdings will continue to pursue innovative breakthroughs across various sectors, collaborating with partners to drive project implementation, deepen cooperation between Beijing and Hong Kong, and achieve mutual benefits for both parties.

展望未來，首程控股將繼續在多個領域進行創新突破，與合作夥伴共同推動項目實施，深化京港合作，實現雙方互利共贏。

During the Reporting Period, the "Olympic Champions Up Close: Embrace Health at Shougang" event was held at the Shougang Winter Olympic Plaza, themed around the integration of "Olympic Spirit and Healthy China", actively contributing to the construction of a Healthy China. This event was guided by the Chinese Sports Science Society and co-hosted by multiple organizations, with numerous guests from government, sports, and the health industry in attendance. Under the theme of "The Future Health in Your Heart", several guests engaged in discussions on the integration of the Olympics and health, as well as various aspects of industry development, providing insights and strategies for the advancement of the health industry.

在報告期間，於首鋼冬奧廣場舉辦了「奧運冠軍零距離•想健康來首鋼」活動，以「奧運精神與健康中國融合」為主題，積極助力健康中國建設。此活動由中國體育科學學會指導，多個單位聯合主辦、承辦及協辦，眾多政府、體育、健康產業界嘉賓參與。以「你心中的未來健康」為主題，多位嘉賓就奧運與健康融合、產業發展等多方面展開討論，為健康產業發展提供智慧和策略。

Director Mr. Wu Guangliang (吳廣亮), Chairman of the Sports Health Management Professional Committee of the China Health Management Association, and Olympic champion Mr. Zhong Man led the guests in a warm-up exercise session, advocating for the public to adopt a healthy lifestyle.

中國健康管理協會運動健康管理專業委員會主任委員吳廣亮與奧運冠軍仲滿帶領嘉賓進行運動熱身訓練，呼籲公眾實踐健康生活方式。

This initiative not only promotes the development of the sports and health industry but also integrates the Olympic spirit with the concept of health, contributing positively to social responsibility. Through this event, public awareness of healthy living habits has been enhanced, encouraging active participation in sports and advancing the development of nationwide health initiatives, showcasing Shoucheng's commitment and responsibility to societal contributions.

此舉不僅促進了體育、健康產業的發展，更融合了奧運精神與健康理念，為社會貢獻了積極的社會責任。透過此活動，提升了公眾對健康生活方式的認識，鼓勵大眾積極參與運動，推動全民健康事業的發展，展現了首程對社會貢獻的承擔與責任。

SUPPORTING COMMUNITIES 支援社區

Since the establishment of the " Everlove Foundation" in 2018, we have focused on providing educational assistance, training, and medical support to students in Tangshan, Jilin, and other regions.

自2018年成立「慈心長青公益基金」以來，我們專注於為唐山、吉林等地的學生提供助學、教育培訓及醫療救助。

Under the guidance of the Jizhou District Education Bureau, Houjiaying Town Junior High School and Central Primary School actively participated in the "Green Home" painting activity and received high praise from the organizers. On May 28, over 50 teachers and students attended the award ceremony and visited the Shougang Ski Jump, experiencing the spirit of the Winter Olympics and the integration of technology and sports.

在薊州區教育局的指導下，侯家營鎮初級中學和中心小學積極參與了「綠色家園」繪畫活動，並獲得了主辦方的高度評價。5月28日，50餘名師生參加了頒獎儀式，並參觀了首鋼滑雪大跳臺，感受冬奧精神和科技與體育的結合。

In the future, we will continue to advance quality education under the guidance of the Education Bureau, nurturing outstanding youth with a sense of social responsibility and laying a solid foundation for the comprehensive development of our students.

未來，我們將在教育局的指導下，進一步推進素質教育，培養具有社會責任感的優秀青年，為學生的全面發展奠定基礎。

APPENDIX

附錄

List of External Laws and Regulations and Internal Policy

外部法律法規及內部制度一覽表

Aspect 層面	Internal Policy 內部政策	Laws and regulations 遵守法規及規例
Environment **環境**	Vehicle Usage Management Practices 《車輛使用管理辦法》 Driver Management Regulations 《司機管理規定》 Energy Saving Management Rules 《節能降耗管理規定》 Emergency Response Procedure for Flood and Typhoon Prevention 《防汛防颱應急處置程序》 Emergency Response Plan for Freezing, Rain and Snow 《冰凍雨雪天氣應急預案》 Snow and Ice Removal Assurance Plan 《除冰雪保障預案》	Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》 Law of the People's Republic of China on the Prevention and Control on Environmental Protection by Solid Wastes 《中華人民共和國固體廢物污染環境防治法》 Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution 《中華人民共和國大氣污染防治法》 Law of the People's Republic of China on Prevention and Control of Water Pollution 《中華人民共和國水污染防治法》 Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong) 《廢物處置條例》(香港法例第354章) Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong 《空氣污染管制條例》(香港法例第311章)
Employment **僱傭**	Shoucheng Holdings Employee Handbook 《首程控股員工手冊》 Compliance Limit and Ethical Conduct 《合規底線與職業操守》 Administration of Confidential Work 《保密工作管理辦法》 Fire Accidents in Carparks Emergency Plan 《車場火災事故的處理緊急預案》 Carpark Emergency Plan 《停車場應急預案》 Traffic Jam Emergency Plan 《交通堵塞應急預案》 Toll Equipment Failure Report and Emergency Plan 《車輛漏油事故處理緊急預案》 Carpark Accidents Emergency Plan 《停泊車輛損壞處理緊急預案》 Carpark Accidents Emergency Plan 《車場事故處理緊急預案》 Toll Equipment Failure Report and Emergency Plan 《收費設備故障報告處理緊急預案》 Anti-terrorism and anti-riot emergency plan 《反恐防暴應急預案》	Fire Protection Law of the People's Republic of China 《中華人民共和國消防法》 Provisions on the Supervision and Inspection over Fire Control 《消防監督檢查規定》 Methods for Major Fire Potential Judgement 《重大火災隱患判定方法》 Law of the People's Republic of China on Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》 Regulation on Work-Related Injury Insurances 《工傷保險條例》 Fire Protection Law of the People's Republic of China 《中華人民共和國消防法》, Labour Law of the People's Republic of China 《中華人民共和國勞動法》 Employment Promotion Law of the People's Republic of China 《中華人民共和國就業促進法》

Aspect 層面	Internal Policy 內部政策	Laws and regulations 遵守法規及規例
	Implementation Standards for Road Safety and Traffic Signs in Carparks 《停車場交通安全設施和標誌標線實施標準》 Parking Lot Safety Management Regulations 《停車場安全管理規定》 Fire Safety Management System 《消防安全管理制度》 Fire Emergency Response Plan 《消防應急預案》 Provisions on the Administration of Fire Control Safety of State Organs, Organisations, Enterprises and Institutions 《機關、團體、企業、事業單位消防安全管理規定》 Production Safety Education Training System 《安全生產教育培訓制度》 Production Safety Incentive System 《安全生產獎懲制度》 Vehicle and Personnel Accidental Injury Plan 《車輛、人員意外傷害預案》 Employee Training Policy of Shoucheng Holdings Limited 《首程控股有限公司員工培訓制度》 Daily Performance Management Plan for Employees of the Parking Segment 《停車板塊員工日常績效管理方案》 Shoucheng Holdings Limited Labour and Employment Policy 《首程控股有限公司勞動用工政策》	Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 Provisions on Special Protection of Minor Workers 《未成年工特殊保護規定》 Provisions on the Prohibition of Using Child Labour 《禁止使用童工規定》 Occupational Safety & Health Ordinance (Cap. 509 of the Laws of Hong Kong) 《職業安全及健康條例》(香港法例第509章) Employment Ordinance (Cap. 57 of the Laws of Hong Kong) 《僱傭條例》(香港法例第57章) Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong) 《最低工資條例》(香港法例第608章) Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong) 《強制性公積金計劃條例》(香港法例第485章) Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong) 《性別歧視條例》(香港法例第480章)
Supply Chain 供應鏈	Measures for the Administration of Qualified Suppliers 《合格供應商管理辦法》 Measures for the Administration of Tendering and Procurement 《招標採購管理辦法》	

Aspect 層面	Internal Policy 內部政策	Laws and regulations 遵守法規及規例
Products and Service **產品和服務**	Services and Complaints 《接待處理與投訴》 Snow and Ice Removal Assurance Plan 《除冰雪保障預案》	Law of the People's Republic of China on Product Quality 《中華人民共和國產品質量法》 Law of the People's Republic of China on Protection of Consumer Rights and Interests 《中華人民共和國消費者權益保護法》 Advertising Law of the People's Republic of China 《中華人民共和國廣告法》 Patent Law of the People's Republic of China 《中華人民共和國專利法》 Interim Provisions on the Construction and Management of Carparks 《停車場建設和管理暫行規定》 Measures of Beijing Municipality for the Administration of Motor Vehicle Parking 《北京市機動車停車管理辦法》 Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong) 《商品説明條例》(香港法例第362章) Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) 《個人資料(隱私)條例》(香港法例第486章)
Business Ethics **商業道德**	Integrity Clause 《廉潔條款》	Company Law of the People's Republic of China 《中華人民共和國公司法》 Law of the People's Republic of China on Bid Invitation and Bidding 《中華人民共和國招標投標法》 Criminal Law of the People's Republic of China 《中華人民共和國刑法》 Anti-Monopoly Law of the People's Republic of China 《中華人民共和國反壟斷法》 Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國反不正當競爭法》 Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》 Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong) 《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章) Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) 《防止賄賂條例》(香港法例第201章)

ESG Key Performance Indicators ESG關鍵績效表

Environmental indicators[1] 環境指標[1]	Unit 單位	FY2024 2024財政年度	FY2023 2023財政年度
Nitrogen oxides (NO_x) 氮氧化物(NO_x)	kg 公斤	173.98	11.06
Sulphur oxides (SO_x) 硫氧化物(SO_x)	kg 公斤	0.32	0.24
Particulate matter (PM) 顆粒物(PM)	kg 公斤	15.99	0.81
GHG emissions[2] 溫室氣體排放[2]			
Direct GHG emissions (Scope 1) — Gasoline consumption 直接溫室氣體排放(範圍一) — 汽油消耗	tCO_2e 噸二氧化碳當量	57.50	44.39
Energy indirect GHG emissions — (Scope 2) 能源間接溫室氣體排放(範圍二) — 外購電力	tCO_2e 噸二氧化碳當量	18,385.63	15,569.89
Total GHG emissions 溫室氣體排放總量	tCO_2e 噸二氧化碳當量	18,443.13	15,614.28
Total intensity of GHG emissions[3] 溫室氣體排放密度[3]	tCO_2e /employee 噸二氧化碳當量／員工	40.98	37.72
Non-hazardous waste 無害廢棄物			
Paper 紙張	tonnes 噸	2.70	4.96
Paper intensity 紙張密度	tonnes /employee 噸/ 員工	0.01	0.01

Environmental indicators[1] 環境指標[1]	Unit 單位	FY2024 2024財政年度	FY2023 2023財政年度
Energy consumption **能源消耗**			
Direct energy — Gasoline 直接能源— 汽油	MWh 兆瓦時	208.85	161.23
Indirect energy — Electricity 間接能源— 電力	MWh 兆瓦時	20,388.69	16,208.08
Total Energy consumption 總能源消耗量	MWh 兆瓦時	20,597.54	16,369.30
Total intensity of Energy consumption 能源消耗密度	MWh/employee 兆瓦時／員工	45.77	39.54
Water (sewage discharge) **用水量(即污水排放)**			
Total water usage 總用水量	m^3 立方米	220,332.54	59,635.95
Total water usage intensity 用水量密度	m^3/employee 立方米／員工	489.63	144.05
Energy Production **能源生產量**			
Photovoltaic power generation 光伏發電	MWh 兆瓦時	2,700	2,718

Social indicators 社會指標	Unit 單位	FY2024 2024財政年度	FY2023 2023財政年度
Employees **僱員**			
Total no. of full-time employees 全職僱員總數	No. of employees 僱員人數	450	414
By gender **按性別**			
Male 男性	No. of employees 僱員人數	274	246
Female 女性	No. of employees 僱員人數	176	168
By employee category **按僱員類別**			
Management 管理層	No. of employees 僱員人數	6	6
Managerial positions or above 經理級及以上	No. of employees 僱員人數	44	40
General staff 一般員工	No. of employees 僱員人數	400	368
By age group **按年齡組別**			
30 years old or below 30歲以下	No. of employees 僱員人數	84	104
31–40 years old 31–40歲	No. of employees 僱員人數	249	218
41–50 years old 41–50歲	No. of employees 僱員人數	92	76
51 years old or above 51歲以上	No. of employees 僱員人數	25	16
By geographical location **按地區**			
Mainland China 中國內地	No. of employees 僱員人數	436	390
Hong Kong 香港	No. of employees 僱員人數	14	24

Social indicators 社會指標	Unit 單位	FY2024 2024財政年度	FY2023 2023財政年度
New Hire Employees **新聘僱員**			
Total new hire employees[4] 新聘僱員總數及百分比[4]	No. of employees (%) 僱員人數(%)	137 (30.4%)	89 (21.5%)
By gender[5] **按性別[5]**			
Male 男性	No. of employees (%) 僱員人數(%)	97 (21.6%)	57 (23.2%)
Female 女性	No. of employees (%) 僱員人數(%)	40 (8.9%)	32 (19.0%)
By age group[5] **按年齡組別[5]**			
30 years old or below 30歲以下	No. of employees (%) 僱員人數(%)	32 (7.1%)	26 (25.0%)
31–40 years old 31–40歲	No. of employees (%) 僱員人數(%)	70 (15.6%)	52 (23.9%)
41–50 years old 41–50歲	No. of employees (%) 僱員人數(%)	28 (6.2%)	11 (14.5%)
51 years old or above 51歲以上	No. of employees (%) 僱員人數(%)	7 (1.6%)	0
By geographical location[5] **按地區[5]**			
Mainland China 中國內地	No. of employees (%) 僱員人數(%)	133 (29.6%)	86 (22.1%)
Hong Kong 香港	No. of employees (%) 僱員人數(%)	4 (0.9%)	3 (12.5%)
Employee turnover **僱員流失**			
Total number of employee departures and turnover rate[6] 僱員流失總數及流失率[6]	No. of employees (%) 僱員人數(%)	99 (22.9%)	193 (41.6%)
By gender[7] **按性別[7]**			
Male 男性	No. of employees (%) 僱員人數(%)	68 (15.7%)	126 (27.1%)
Female 女性	No. of employees (%) 僱員人數(%)	31 (7.2%)	67 (14.4%)

Social indicators 社會指標	Unit 單位	FY2024 2024財政年度	FY2023 2023財政年度
By age group[7] **按年齡組別[7]**			
30 years old or below 30歲以下	No. of employees (%) 僱員人數(%)	19 (4.4%)	40 (8.6%)
31–40 years old 31–40歲	No. of employees (%) 僱員人數(%)	57 (13.2%)	101 (21.7%)
41–50 years old 41–50歲	No. of employees (%) 僱員人數(%)	21 (4.9%)	41 (8.8%)
51 years old or above 51歲以上	No. of employees (%) 僱員人數(%)	2 (0.5%)	11 (2.4%)
By geographical location[7] **按地區[7]**			
Mainland China 中國內地	No. of employees (%) 僱員人數(%)	97 (22.5%)	189 (40.7%)
Hong Kong 香港	No. of employees (%) 僱員人數(%)	2 (0.5%)	4 (0.9%)
Health and safety **健康及安全**			
Work-related fatalities 因工死亡事故	Cases 宗數	0	0
Work injuries 因工受傷個案	Cases 宗數	0	0
Days lost to work injuries 因工傷損失工作日數	Days 日數	0	0
Development and training **發展及培訓**			
Total training hours 總培訓時數	Hours 小時	44,137	53,241
Average training hours[8] 平均培訓時數[8]	Hours 小時	70.8	128.6
By gender[9] **按性別[9]**			
Male 男性	Hours 小時	67.4	137.5
Female 女性	Hours 小時	76.2	115.6

Social indicators 社會指標	Unit 單位	FY2024 2024財政年度	FY2023 2023財政年度
By employee category[9] **按僱員類別[9]**			
Management 管理層	Hours 小時	18.5	61.2
Managerial positions or above 經理級及以上	Hours 小時	126.2	217.2
General staff 一般員工	Hours 小時	65.6	120.1
Gender Remuneration Ratio, by workforce in different position level **性別薪酬比率(女性對比男性)**			
Management 管理層	Ratio 比率	1:2	1:2
Managerial positions or above 經理級及以上	Ratio 比率	1:2.1	1:2.6
General staff 一般員工	Ratio 比率	1:1.5	1:1.4
Suppliers **供應商**			
Mainland China 中國內地	No. of suppliers 供應商數量	379	355
Hong Kong 香港	No. of suppliers 供應商數量	2	19
United Arab Emirates 阿聯酋	No. of suppliers 供應商數量	1	0
Product responsibility **產品責任**			
Complaints received in relation to products and services 已收到產品及服務相關投訴	Cases 宗數	0	0
Anti-corruption **反貪污**			
Concluded legal cases involving corruption 涉及貪污的已結案法律案件	Cases 宗數	0	0

Note:

1. The environmental data cover projects that had commenced full-year operation and those under construction during the year.

2. GHG emission data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX, "Global Warming Potential Values" from the IPCC Sixth Assessment Report, 2021 (AR6) and 2023 Baseline Emission Factors for Regional Power Grids in China published by the Ministry of Ecology and Environment of the People's Republic of China.

3. As at 31 December 2024 and 31 December 2023, the Group had 450 and 414 employees in total respectively. The data is also used for calculating other intensity data.

4. "New Hire Percentage" refers to the ratio of the total number of newly hired employees to the total number of employees at the end of the Reporting Period.

5. "New Hire Percentage for each specific category" refers to the ratio of the total number of newly hired employees in a specific category to the total number of employees in that category at the end of the Reporting Period.

6. "Overall Turnover Rate" refers to the ratio of the total number of employees who left the company during the Reporting Period to the average total number of employees at the beginning and end of the Reporting Period.

7. "Turnover Rate for each specific category" refers to the ratio of the total number of employees who left a specific category during the Reporting Period to the average total number of employees in that category at the beginning and end of the Reporting Period.

8. "Average Training Hours" refers to the ratio of the total training hours for employees during the Reporting Period to the total number of employees who participated in training during the Reporting Period.

9. "Average training hours for each specific category" refers to the total training hours of employees in a specific category during the Reporting Period divided by the total number of employees in that category who participated in training during the Reporting Period.

附註：

1. 環境數據的統計涵蓋整年的營運項目及建築階段之項目。

2. 溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、香港交易所發佈的《附錄二：環境關鍵績效指標匯報指引》、政府間氣候變化專門委員會發佈的《第六次評估報告》的全球升溫潛能值及中華人民共和國生態環境部發表的《二零二三年減排計劃中國區域電網基準線排放因子》。

3. 截至2024年12月31日止年度和2023年12月31日止年度，本集團的僱員總數分別為450人和414人。此資料亦會用作計算其他密度資料。

4. 「新聘百分比」指新聘之僱員總數在報告期末僱員總數中所佔的比率。

5. 「各特定類別之新聘百分比」指新聘之特定類別僱員總數在報告期末之特定類別僱員總數中所佔的比率。

6. 「整體流失率」指於報告期內離職僱員總數在報告期初及期末僱員總的平均值中所佔的比率。

7. 「各特定類別之流失率」指於報告期內特定類別離職僱員總數在報告期初及期末特定類別僱員總數的平均值中所佔的比率。

8. 「平均受訓時數」指於報告期內僱員的總受訓時數在報告期內參與培訓僱員總數中所佔的比率。

9. 「各特定類別之平均受訓時數」指於報告期內特定類別僱員的受訓總時數除以報告期內參與培訓的該特定類別僱員總數。

Hong Kong Stock Exchange ESG Reporting Guide

香港交易所《環境、社會及管治報告指引》索引

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引			Section/Explanation 章節／說明	Page 頁碼
A: Environmental A.環境				
A1: Emissions 層面A1： 排放物	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	GREEN ACTIONS, CONTINUOUS DEVELOPMENT – Energy Management – Greenhouse Gas Emissions – Waste Management – Paperless Office – Water Management List of External Laws and Regulations and Internal Policy 綠色行動，持續發展 – 能源管理 – 溫室氣體排放 – 廢棄物管理 – 無紙化辦公 – 用水管理 報告涉及的法律法規及內部政策	P.59-61, 64-66, 105
	KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	GREEN ACTIONS, CONTINUOUS DEVELOPMENT – Energy Management – Greenhouse Gas Emissions ESG KEY PERFORMANCE INDICATORS 綠色行動，持續發展 – 能源管理 – 溫室氣體排放 ESG關鍵績效表	P.59-61, 108-109
	KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	ESG KEY PERFORMANCE INDICATORS ESG關鍵績效表	P.108-109
	KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and (where appropriate), intensity (e.g. per unit of production volume, per facility). 所產生有害廢物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Due to the nature of business, our operations do not directly generate hazardous waste. 基於業務性質，本集團營運過程並不會直接產生有害廢棄物。	–
	KPIA1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and (where appropriate), intensity (e.g. per unit of production volume, per facility). 所產生無害廢物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	ESG KEY PERFORMANCE INDICATORS ESG關鍵績效表	P.108

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引			Section/Explanation 章節／說明	Page 頁碼
	KPIA1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	SUSTAINABLE DEVELOPMENT MANAGEMENT – Sustainable Development Strategy GREEN ACTIONS, CONTINUOUS DEVELOPMENT – Energy Management – Greenhouse Gas Emissions 可持續發展管理 – 可持續發展策略 綠色行動，持續發展 – 能源管理 – 溫室氣體排放	P.24, 58-61
	KPIA1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	SUSTAINABLE DEVELOPMENT MANAGEMENT – Sustainable Development Strategy GREEN ACTIONS, CONTINUOUS DEVELOPMENT – Waste Management – Paperless Office 可持續發展管理 – 可持續發展策略 綠色行動，持續發展 – 廢棄物管理 – 無紙化辦公	P.24, 58, 64-65
A2 : Use of Resources 層面A2 : 資源使用	General Disclosure 一般披露	Policies on the efficient use of resources (including energy, water and other raw materials). 有效使用資源(包括能源、水及其他原材料)的政策。	GREEN ACTIONS, CONTINUOUS DEVELOPMENT – Energy Efficiency – Greenhouse Gas Emissions – Waste Management – Paperless Office – Water Management List of External Laws and Regulations and Internal Policy 綠色行動，持續發展 – 能源管理 – 溫室氣體排放 – 廢棄物管理 – 無紙化辦公 – 用水管理 報告涉及的法律法規及內部政策	P.59-66, 105
	KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	ESG KEY PERFORMANCE INDICATORS ESG關鍵績效表	P.108
	KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	ESG KEY PERFORMANCE INDICATORS ESG關鍵績效表	P.109

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	KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	SUSTAINABLE DEVELOPMENT MANAGEMENT – Sustainable Development Strategy GREEN ACTIONS, CONTINUOUS DEVELOPMENT – Energy Management 可持續發展管理 – 可持續發展策略 綠色行動，持續發展 – 能源管理	P.24, 58-60
	KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	SUSTAINABLE DEVELOPMENT MANAGEMENT – Sustainable Development Strategy GREEN ACTIONS, CONTINUOUS DEVELOPMENT – Water Management 可持續發展管理 – 可持續發展策略 綠色行動，持續發展 – 用水管理	P.24, 58, 65-66
	KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	The Group does not have any industrial production or factory facilities, hence we do not consume large amounts of packaging materials for products. 本集團沒有任何工業生產或廠房設施，故此不會消耗大量用於產品的包裝材料。	–
A3: The Environment and Natural Resources 層面A3： 環境及天然資源	General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	List of External Laws and Regulations and Internal Policy 報告涉及的法律法規及內部政策	P.105
	KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	SUSTAINABLE DEVELOPMENT MANAGEMENT – Sustainable Operations GREEN ACTIONS, CONTINUOUS DEVELOPMENT – Green actions, continuous development – Climate Strategy – Implementing Low-Carbon Operations – Ecological and Cultural Conservation List of External Laws and Regulations and Internal Policy 可持續發展管理 – 可持續營運 綠色行動，持續發展 – 綠色行動，持續發展 – 氣候策略 – 實踐低碳運營 – 生態及文化保育 報告涉及的法律法規及內部政策	P.32-46,48-69, 105

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引			Section/Explanation 章節／說明	Page 頁碼
A4: Climate Change 層面A4： 氣候變化	General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	GREEN ACTIONS, CONTINUOUS DEVELOPMENT – Climate Strategy List of External Laws and Regulations and Internal Policy 綠色行動，持續發展 – 氣候策略 報告涉及的法律法規及內部政策	P.51-58
	KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	GREEN ACTIONS, CONTINUOUS DEVELOPMENT – Climate Strategy List of External Laws and Regulations and Internal Policy 綠色行動，持續發展 – 氣候策略 報告涉及的法律法規及內部政策	P.51-58
B. Social B.社會				
B1: Employment 層面B1： 僱傭	General Disclosure 一般披露	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Create a friendly work environment – Compliant Employment – Diversity and Inclusion – Talent Training and Development – Remuneration and Welfare – Employee Safety and Health List of External Laws and Regulations and Internal Policy 尊重多元，共創未來 – 創造友善工作環境 – 合規僱用 – 多元與包容 – 人才培訓與發展 – 薪酬及福利 – 員工安全與健康 報告涉及的法律法規及內部政策	P.71-88, 105-106
	KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Compliant Employment ESG KEY PERFORMANCE INDICATORS 尊重多元，共創未來 – 合規僱用 ESG關鍵績效表	P.75, 110
	KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Diversity and Inclusion ESG KEY PERFORMANCE INDICATORS 尊重多元，共創未來 – 多元與包容 ESG關鍵績效表	P.77, 111-112

Environmental, Social and Governance Reporting Guide 環境、社會及管治報告指引			Section/Explanation 章節／說明	Page 頁碼
B2: Health and Safety 層面B2： 健康與安全	General Disclosure 一般披露	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Employee Safety and Health List of External Laws and Regulations and Internal Policy 尊重多元，共創未來 – 員工安全與健康 報告涉及的法律法規及內部政策	P.86-88, 105-106
	KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括報告年度內)每年因工亡故的人數及比率。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Employee Safety and Health ESG KEY PERFORMANCE INDICATORS 尊重多元，共創未來 – 員工安全與健康 ESG關鍵績效表	P.86, 112
	KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Employee Safety and Health ESG KEY PERFORMANCE INDICATORS 尊重多元，共創未來 – 員工安全與健康 ESG關鍵績效表	P.86, 112
	KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Employee Safety and Health List of External Laws and Regulations and Internal Policy 尊重多元，共創未來 – 員工安全與健康 報告涉及的法律法規及內部政策	P.86-88, 105-106
B3: Development and Training 層面B3： 發展及培訓	General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。 描述培訓活動。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Talent Training and Development List of External Laws and Regulations and Internal Policy 尊重多元，共創未來 – 人才培訓與發展 報告涉及的法律法規及內部政策	P.78-80, 105-106
	KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Talent Training and Development ESG KEY PERFORMANCE INDICATORS 尊重多元，共創未來 – 人才培訓與發展 ESG關鍵績效表	P.78-80, 112-113
	KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Talent Training and Development ESG KEY PERFORMANCE INDICATORS 尊重多元，共創未來 – 人才培訓與發展 ESG關鍵績效表	P.78-80, 112-113

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B4: Labour Standards 層面B4： 勞工準則	General Disclosure 一般披露	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Compliant Employment List of External Laws and Regulations and Internal Policy 尊重多元，共創未來 – 合規僱傭 報告涉及的法律法規及內部政策	P.74-75, 105-106
	KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Compliant Employment List of External Laws and Regulations and Internal Policy 尊重多元，共創未來 – 合規僱傭 報告涉及的法律法規及內部政策	P.74-75, 105-106
	KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	RESPECT DIVERSITY, CO-CREATE THE FUTURE – Compliant Employment List of External Laws and Regulations and Internal Policy 尊重多元，共創未來 – 合規僱傭 報告涉及的法律法規及內部政策	P.74-75, 105-106

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B5: Supply Chain Management 層面B5：	General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Supply Chain Management List of External Laws and Regulations and Internal Policy 誠信為本，客戶至上 – 供應鏈管理 報告涉及的法律法規及內部政策	P.98-99, 106
	KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Supply Chain Management ESG KEY PERFORMANCE INDICATORS 誠信為本，客戶至上 – 供應鏈管理 ESG關鍵績效表	P.98-99, 113
	KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Supply Chain Management List of External Laws and Regulations and Internal Policy ESG KEY PERFORMANCE INDICATORS 誠信為本，客戶至上 – 供應鏈管理 報告涉及的法律法規及內部政策 ESG關鍵績效表	P.98-99, 106, 113
	KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Supply Chain Management List of External Laws and Regulations and Internal Policy 誠信為本，客戶至上 – 供應鏈管理 報告涉及的法律法規及內部政策	P.98-99, 106
	KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Supply Chain Management List of External Laws and Regulations and Internal Policy 誠信為本，客戶至上 – 供應鏈管理 報告涉及的法律法規及內部政策	P.98-99, 106

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	General Disclosure 一般披露	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Customer Health and Safety – Responsible Marketing List of External Laws and Regulations and Internal Policy 誠信為本，客戶至上 – 客戶健康與安全 – 負責任營銷 報告涉及的法律法規及內部政策	P.92-97, 107
	KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Due to the Group's business nature, disclosure related to products recall procedures and number of products recall are not applicable. 鑒於本集團的業務性質，有關產品召回程序及產品召回數量的披露並不適用。	–
B6: Product Responsibility 層面B6： 產品責任	KPI B6.2 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Customer Health and Safety List of External Laws and Regulations and Internal Policy ESG KEY PERFORMANCE INDICATORS 誠信為本，客戶至上 – 客戶健康與安全 報告涉及的法律法規及內部政策 ESG關鍵績效表	P.94, 107, 113
	KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Responsible Marketing List of External Laws and Regulations and Internal Policy 誠信為本，客戶至上 – 負責任營銷 報告涉及的法律法規及內部政策	P.96, 107
	KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Due to the Group's business nature, disclosure related to product quality assurance process and recall procedures is not applicable. 鑒於本集團的業務性質，有關產品質量檢定過程及產品回收程序的披露並不適用。	–
	KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Customer Health and Safety List of External Laws and Regulations and Internal Policy 誠信為本，客戶至上 – 客戶健康與安全 報告涉及的法律法規及內部政策	P.95, 107

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B7: Anti-corruption 層面B7： 反貪污	General Disclosure 一般披露	Information on: (A) the policies; and (B) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Business Ethics List of External Laws and Regulations and Internal Policy 誠信為本，客戶至上 – 商業道德 報告涉及的法律法規及內部政策	P. 90-91, 107
	KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Anti-Commercial Bribery and Anti-Corruption ESG KEY PERFORMANCE INDICATORS 誠信為本，客戶至上 – 反賄賂與腐敗 ESG關鍵績效表	P.90, 113
	KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Anti-Commercial Bribery and Anti-Corruption – Anti-Corruption Policies And Whistleblowing Procedure List of External Laws and Regulations and Internal Policy 誠信為本，客戶至上 – 反賄賂與腐敗 – 反貪污政策及舉報流程 報告涉及的法律法規及內部政策	P.90-91, 107
	KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	INTEGRITY AS THE FOUNDATION, CUSTOMER PRIORITY – Anti-Commercial Bribery and Anti-Corruption 誠信為本，客戶至上 – 反賄賂與腐敗	P.90-91
B8: Community Investment 層面B8： 社區	General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	HARMONIOUS INCLUSION, SOCIAL CONTRIBUTION – Leverage the strength of Shoucheng – Supporting Communities 共融共榮，回饋社會 – 發揮首程力量 – 支援社區	P.101-104
	KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	HARMONIOUS INCLUSION, SOCIAL CONTRIBUTION – Leverage the strength of Shoucheng – Supporting Communities 共融共榮，回饋社會 – 發揮首程力量 – 支援社區	P.101-104
	KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	HARMONIOUS INCLUSION, SOCIAL CONTRIBUTION – Leverage the strength of Shoucheng – Supporting Communities 共融共榮，回饋社會 – 發揮首程力量 – 支援社區	P.101-104

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Statement of use 使用聲明	Shoucheng Holdings Limited has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards. 首程控股有限公司在2024年1月1日到2024年12月31日參考GRI標準報告了在此份GRI內容索引中引用的資訊。
GRI 1 used 所用GRI1	GRI 1: Foundation 2021 GRI1：基礎2021

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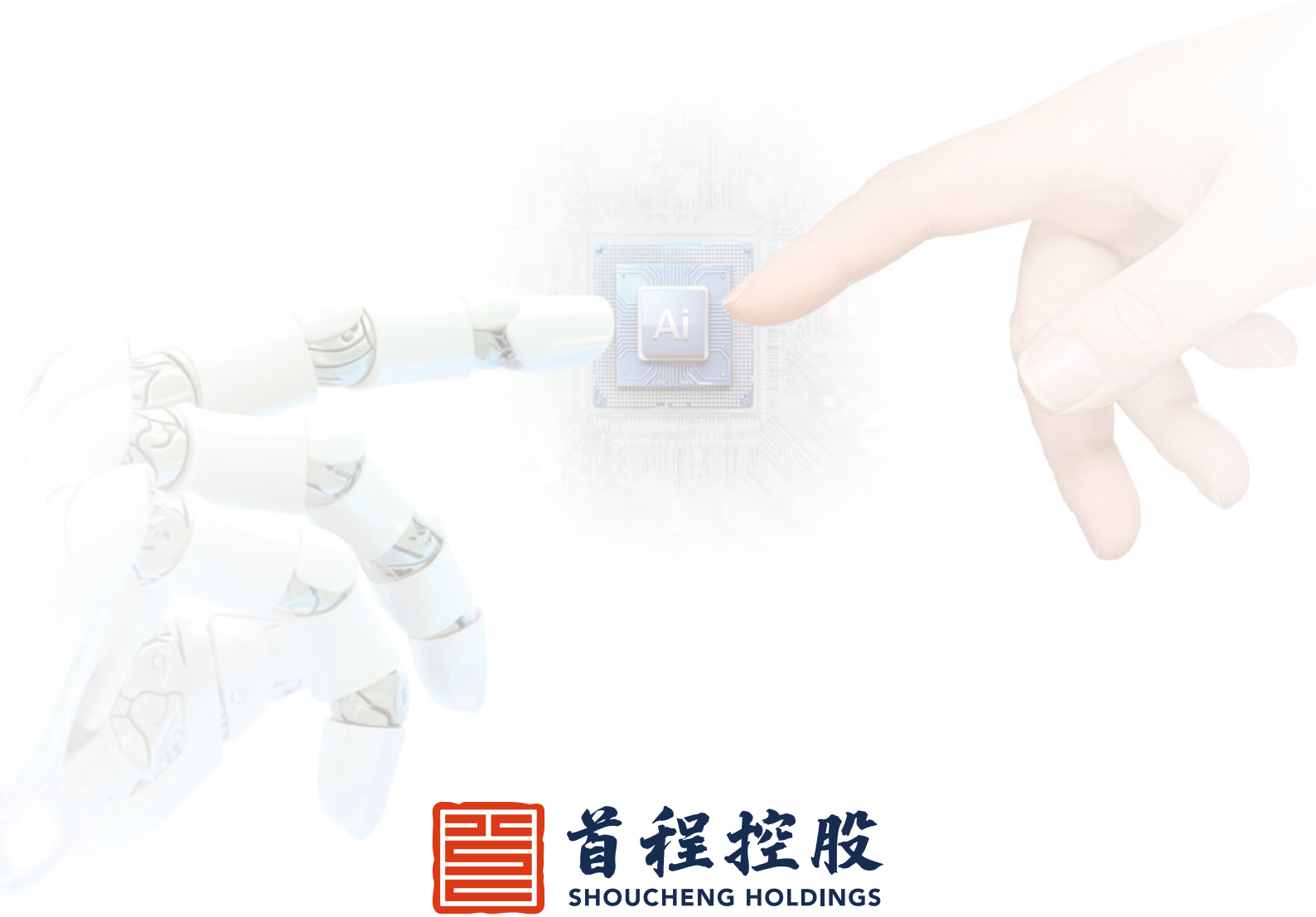

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