



CHINA SCE GROUP HOLDINGS LIMITED 中駿集團控股有限公司

(Incorporated in the Cayman Islands with limited liability 於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 1966



2022

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告

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About the Group

China SCE Group Holdings Limited (“China SCE” or the “Company”), together with its subsidiaries (collectively, the “Group”), has its operational headquarter in Shanghai, is principally engaged in property development, commercial management, property management, land development and long-term rental apartment business, and implements its regional focus in the Yangtze River Delta Economic Zone, the Guangdong-Hong Kong-Macao Greater Bay Area, the Bohai Rim Economic Zone, the West Taiwan Strait Economic Zone and the Central Western Region. With a vision to “Building a Century-long Corporate Legacy and Leading the Creation of a Better Lifestyle”, the Group has been persisted in pursuing the development path of “One Body” for residential development and “Two Wings” for shopping malls and long-term rental apartments, maintaining a growth scale that exceeds the average growth rate of the industry. In 2020, the Group was on track to achieve its goal of “Entering the 100-billion Level of Property Enterprise”.

After surpassing 100-billion in scale, the Group continued to consolidate its “One Body” and expand its “Two Wings”. In July 2021, the Group successfully listed its property management business¹, which clarified the service positioning for its commercial and residential property management business. It marks the beginning of a new journey for the Group’s commercial and residential property management business. As of December 2022, the Group’s business covered 60 cities, a land bank of approximately 33.87 million square metres (“sq.m.”). Looking ahead, the Group will continue to consolidate its regional leadership position and become a leading creator of a better lifestyle with a more proactive and stable development strategy.

關於本集團

中駿集團控股有限公司(簡稱「中駿」或「本公司」)，連同其附屬公司(統稱「本集團」)運營總部設於上海，主要專注以長三角經濟圈、粵港澳大灣區、環渤海經濟圈、海峽西岸經濟圈及中西部地區為重點，從物業開發、商業管理、物業管理、土地開發及長租公寓業務。立志於「打造受人尊敬的百年企業，成為卓越的美好生活引領者」，本集團堅持踐行以住宅開發為「一體」，購物中心及長租公寓為「兩翼」的發展道路，保持超越行業平均增速的規模增長。二零二零年，本集團如期實現「邁入千億房企」的目標。

突破千億規模後，本集團繼續夯實「一體」，做大「兩翼」。於二零二一年七月成功將物業管理業務分拆上市¹，明確商業及住宅物業管理業務的精細化智慧服務定位，標誌着本集團商業及住宅物業管理業務踏上新的征程。截至二零二二年十二月，本集團的業務覆蓋60個城市，土地儲備面積約3,387萬平方米。展望未來，本集團將持續鞏固區域領先地位，以更積極穩健的發展策略成為卓越的美好生活引領者。



Customer-oriented

Strive for customers' satisfaction and trust

客戶至上

矢志追求客戶的滿意和信賴



Persistence

Devoted to create values

持續奮鬥

全力以赴，以價值創造者為本



Simplicity and Self-discipline

Simplicity brings ultimate wisdom; self-discipline grants the greatest freedom

簡單自律

最簡單最智慧，最自律最自由



Embrace Change

Dare to change, self breakthrough, continuous iteration

擁抱變化

勇於謀變，突破自我，持續迭代

¹ SCE Intelligent Commercial Management Holdings Limited (“SCE CM”, Stock code: 606).

¹ 中駿商管智慧服務控股有限公司(「中駿商管」，股份代號：606)。

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Awards 獎項	Issuing Organisations 頒發機構
 Fortune China 500 in 2022 2022 年《財富》中國 500 強	Fortune China 《財富》中國
 2022 Outstanding ESG Practitioner – Jinqiao Prize 2022 年度傑出 ESG 實踐企業 – 金橋獎	Thinking Finance, Investor China 思維財經、投資者網
 2022 China Real Estate ESG Union 2022 年中國不動產 ESG 聯盟	Ifeng.com, House.ifeng.com, Wind Finance News, MioTech, QuantData, SusallWave, Gildata, CTI 鳳凰網、鳳凰網房產、風財訊、妙盈、秩鼎、盟浪、恆生聚源、華測認證
 2022 TOD Model Benchmarking Enterprise 2022 年 TOD 模式標杆企業	Lejucaijing Research Institute 樂居財經研究院
 Top 10 China Top Luxury Product Brand Value in 2022 2022 年中國頂豪產品系品牌價值十強	Lejucaijing Research Institute 樂居財經研究院
 19 th Blue Chip Real Estate Annual Conference in 2022 – Excellent Quality Enterprise 第 19 屆 (2022) 藍籌年會 – 美好品質力企業	The Economic Observer 經濟觀察報
 Top 100 China Real Estate Brand Influential Enterprises in 2022 – No. 23 2022 年中國房地產品牌影響力百強企業 – 第 23 位	China Real Estate Business, China Urban and Regional Governance Research Institute 中國房地產報、中國城市與區域治理研究院
 2022 China Top 100 Real Estate Developers – No. 27 2022 中國房地產百強企業 – 第 27 位	China Enterprise Evaluation Association, Institute of Real Estate Studies of Tsinghua University, Beijing China Index Academy 中國企業評價協會、清華大學房地產研究所、北京中指信息技術研究院
 2022 Top 50 of China Real Estate Developers – No. 35 2022 房地產開發企業綜合實力 TOP 50 – 第 35 位	China Real Estate Association and Shanghai E-house Real Estate Research Institute 中國房地產業協會、上海易居房地產研究院
 2022 Top 10 of Operations of China Commercial Real Estate Developers – No. 8 2022 房地產開發企業商業地產運營 TOP 10 – 第 8 位	China Real Estate Association 中國房地產業協會
 2022 Top 100 Real Estate Industry Company Value – Quality Delivery Company of the Year – No. 25 2022 地產行業價值 100 公司 – 年度優質交付企業 – 第 25 位	Sohu Focus 搜狐焦點

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About this Report

In addition to enhancing its hard power, China SCE also values the consolidation of its soft power and its commitment to social responsibility. Based on this, the Group recognises the importance of operating in a responsible manner towards the environment and the community with a view to achieving sustainable development. In order to share the efforts and performance of the Group's sustainable development from 1 January 2022 to 31 December 2022 (the "Year"), the Company is pleased to present its seventh environmental, social and governance report (the "Report").

This Report has been prepared in compliance with the "Environmental, Social and Governance Reporting Guide" as set out in Appendix 27 of the Listing Rules on the Main Board of The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). Through communication with stakeholders, the Group has assessed the importance of a number of environmental, social and governance ("ESG") issues to the business and stakeholders, and has outlined the ESG policies, initiatives and performance of the Group's core business – the property development business, in accordance with the principles of materiality, quantitative, balance and consistency in reporting. This Report is prepared in both Chinese and English and is published through the website of the Stock Exchange and the Company's website (www.sce-re.com). The Group has established internal monitoring and review procedures to ensure that all information presented in this Report is accurate and reliable. The board of directors of the Company (the "Board") has confirmed and approved the release of this Report on 30 March 2023. If there are any contradictions or inconsistencies between the Chinese and English versions, the Chinese version shall prevail.

關於本報告

中駿在提升硬實力的同時，也看重企業軟實力的鞏固及對社會責任的承擔。建基於此，本集團確認對環境及社區以負責任方式營運的重要性，希冀達至可持續發展。為分享本集團於二零二二年一月一日至二零二二年十二月三十一日（「本年度」）在可持續發展工作上的努力及表現，本公司欣然提呈第七份《環境、社會及管治報告》（「本報告」）。

本報告乃遵照香港聯合交易所有限公司（「聯交所」）主板證券上市規則附錄二十七「環境、社會及管治報告指引」編製。透過與持份者溝通，本集團已評估多項環境、社會及管治事宜對業務及持份者的重要性，並按照重要性、量化、平衡及一致性的報告原則，概述本集團之核心業務 – 物業發展業務在環境、社會及管治方面的政策、措施及表現。本報告以中、英文編寫，透過聯交所網站及本公司網站（www.sce-re.com）發佈。本集團已成立內部監控及審查程序，竭力確保本報告所有呈現的資料均準確可靠。本報告已於二零二三年三月三十日由本公司董事會確認及批准發佈。如中、英文版本有任何抵觸或不相符之處，應以中文版本為準。

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Reporting Principles 報告原則	The Group's Response 本集團回應
Materiality 重要性	The Group invited internal and external stakeholders to conduct an online survey to help identify important environmental and social issues. The issues identified were reviewed and confirmed by the Board. These issues reflect the significant economic, environmental and social impacts of the Group's operations and are highlighted in this Report. 本集團邀請內部及外部持份者進行網上問卷調查，協助識別環境及社會的重要議題。所識別的議題經董事會審視及確認。此等議題反映了本集團營運對經濟、環境及社會的重要影響，並於本報告重點披露。
Quantitative 量化	Each of the Group's units is responsible for recording environmental and social key performance data and entrust professional consultants to evaluate carbon emissions and other environmental key performance in accordance with local guidance and international standard. In addition, the Group ensures the key performance data is calculable and clearly explains its calculation standard and method. 本集團各單位負責記錄環境及社會關鍵績效數據。並已委託專業顧問公司根據本地指引及國際標準評估碳排放量及其他環境關鍵績效。此外，本集團確保關鍵績效數據可予計算，並會清楚說明計算標準及方式。
Balance 平衡	The Group has prepared this Report in an unbiased manner, describing the opportunities and potential risks to the Group's sustainable development and the related countermeasures to enable stakeholders to objectively assess the Group's overall performance. 本集團以不偏不倚作為編寫本報告的原則，闡述本集團在可持續發展的機遇和所面對的潛在風險以及相關應對措施，讓持份者可客觀地評估本集團的整體績效。
Consistency 一致性	In this Report, the Group uses a consistent statistical method and provide historical data if possible to demonstrate the performance and progress of the Group on sustainable development. 於本報告中，本集團以一致的數據統計方式，並在可行的情況下提供往年數據作比較，以展示本集團於可持續發展的績效及進程。

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Planning for the Group's sustainability strategy is underway and will progress from the headquarter to the regional operating levels. To act in concert of this purpose, this Report focuses on property development business, the environmental and social performance covers the Group's headquarter in Shanghai, as well as the four regional companies². This scope has included those operations that are important to the Group in maintaining the stability and growth of its business and are under the direct management of the Group. The relevant statistics and disclosures help the Group to sort out the status quo in order to set specific management objectives.

For the sustainable development performance of the Group's property management and commercial management, please refer to the "Environmental, Social and Governance Report" independently prepared by SCE CM.

Feedbacks

The Group's continuous progress depends on the valuable input from our stakeholders. If you are in doubt or have any recommendations in respect of the contents and presentation of this Report, you are welcome to contact the Group at ir@sce-re.com.

本集團正開展可持續發展策略的規劃工作，計劃將由總部向各區域運營層層遞進。為配合該工作，本報告聚焦物業開發業務，環境和社會績效涵蓋本集團位於上海之總部辦公室，以及四大區域公司²。該範圍已包括對本集團保持業務穩定及增長有重要影響，且屬本集團直接管理的運營點。相關數據統計及披露有助於本集團梳理現狀，以設定具體管理目標。

有關本集團物管及商管的可持續發展表現，可參閱中駿商管獨立編製的《環境、社會及管治報告》。

意見反饋

本集團的持續進步有賴各持份者的寶貴意見。如閣下對本報告的內容或匯報形式有任何疑問或建議，歡迎透過電郵方式 ir@sce-re.com 與本集團聯絡。

² The reporting scope of 2021 ESG report covers the headquarter in Shanghai and six regional companies (West Taiwan Strait, Southeast China, Southwest China, Southern China, Northern China and Central China regional companies). Since 2022, the Group has reorganised its operations into a headquarter in Shanghai and four regional companies, including the Southern regional company, the Southeast regional company, the Southwest regional company and the Northern China regional company.

² 二零二一年環境、社會及管治報告範圍為上海之總部，以及六大區域公司（海西、東南、西南、華南、華北及華中區域公司）。二零二二年起，各營運點重組後本集團分為上海之總部和四大區域公司，包括南方區域公司、東南區域公司、西南區域公司及華北區域公司。

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Message from the Chairman

Last year was an extremely tough and difficult year for private real estate enterprises. The pandemic and the disruption of the global economy have left the world in a state of tremendous uncertainty. Despite the unfavorable situation, employees of China SCE tenaciously saved themselves, upborne by their resilience and perseverance. At the end of 2022, following the national real estate policy of “Four Arrows” and the adjustment of the epidemic prevention and control policy, the industry is embracing a bright future ahead. For China SCE, 2022 is a momentous occasion that has given us valuable experience in practicing earnestly.

In 2022, along with the continuous enhancement of the long-term mechanism of the real estate market, China SCE continued to update its strategy, consolidate the strategy of “One Body Two Wings” and strengthen the synergy of strategies. In terms of residential development business, we focused on rolling out our plans in the first-tier and core second-tier cities to maintain stable operation; in terms of the second business line, we optimised the operation model of shopping malls, enhanced the asset and market value of apartments, and further strengthened our differentiation and competitiveness to achieve sustainable development of the enterprise. We are committed to building inspiration for our customers, empowering our employees, and creating value for society, and integrating our corporate mission of “Creating Smart Living to Help Seize Happiness” into daily operations. Good corporate governance standards, environment protection initiatives and sharing of stakeholders’ values are keys to our continuous devotion of effort and the fruitful results of keeping abreast of the latest trend amid the powerful stream of time.

Governance Performance

In order to manage the Group’s sustainability-related issues more effectively and to enhance the Board’s accountability, we have established a Sustainable Development Steering Committee (“Committee”). The Committee will report regularly to the Board and is comprised of the relevant department heads to assist the Board in managing the ESG issues. The Board will allocate appropriate resources to support the future sustainable development of the Group in accordance with the needs of the Group.

主席寄語

過去的一年，對於民營房地產企業，是極為艱難困苦的一年。疫情和全球經濟受阻令世界充滿著極大的不確定性。儘管面對逆境，我們中駿人依然頑強自救、韌性堅守。二零二二年的尾聲，伴隨國家地產政策「四箭齊發」和疫情防控政策調整，行業也迎來曙光。對中駿而言，二零二二年是一次具有里程碑意義的磨練，給了我們篤行致遠的寶貴經驗。

二零二二年，隨著房地產市場長效機制的不斷完善，中駿戰略更新反覆運算，不斷夯實「一體兩翼」戰略，強化戰略協同。住宅開發業務方面，聚焦一線及核心二線城市進行佈局，維持穩健經營；第二業務曲線方面，優化購物中心運營模式，提升公寓資產及市場價值，進一步加強差異化競爭力，實現企業的可持續發展。為客戶築感動，為員工賦能，為社會創造價值，將「創建智慧生活，讓幸福觸手可及」的企業使命融入日常運營。良好的企業管治標準、環境保護舉措及持份者價值共用，是我們能在時代發展的洪流中，不斷貢獻力量，並採擷與時俱進的成果的關鍵所在。

管治表現

為了更有效地管理本集團的可持續發展相關事宜，並加強董事會的責任，我們已成立了可持續發展督導委員會（「委員會」）。該委員會會定期向董事會匯報，並由相關部門主管為成員，輔助董事會管理環境、社會及管治事宜。董事會將根據本集團的需要分配適當的資源以支持未來的可持續發展。

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Environmental Performance

China SCE is committed to developing green buildings and integrating environmental protection into all stages of property development. All new projects of the Group have now reached 100% of the national green building standards. During the Year, Hefei SCE Funworld and Hangzhou Woven City were awarded Three-stars and Two-stars respectively by China Green Building Evaluation Label. Through various green building projects and construction techniques, the Group strives to continuously reduce the burden of property development projects on the environment. To accelerate the achievement of a low-carbon future, the Group has also launched a sustainable financing framework in 2021, and is further planning to expand our contribution to global sustainability in areas such as green buildings and energy saving and emission reduction through green and sustainable financial instruments in the future.

Social Performance

Throughout the years, while developing steadily, China SCE has been actively involved in social welfare undertakings, and has continued to fulfill its corporate social responsibility and preserve its tradition of quality improvement. During the Year, China SCE donated approximately RMB8 million to various social welfare undertakings, focusing on the main channel of education, environmental protection and cultural fields, and setting up various charitable funds for education, poverty alleviation and medical aid. Apart from caring for the community, the Group also focuses on promoting the well-being and development of our customers, employees, suppliers, contractors and the community and considers them as an important part of achieving our corporate mission and strategic objectives.

Looking ahead, the Group will continue to review and improve its own sustainability policy and strategy under the leadership of the Board and the support of various stakeholders. With wisdom as the foresight, China SCE will build a happy future for its customers, employees and society.

Wong Chiu Yeung

Chairman

30 March 2023

環境表現

中駿一直致力發展綠色建築，將環境保護融入地產開發的各個階段。目前，本集團所有新建項目已100%達到國家綠色建築標準。本年度，合肥中駿世界城及杭州未來雲城分別獲得中國綠色建築評價三星及二星認證。本集團透過各項綠色建築設計及施工技術，致力持續減少物業發展項目對環境的負擔。為了加快實現低碳未來，本集團已於二零二一年亦推出可持續融資框架，進一步計劃未來透過綠色和可持續金融工具，進一步擴大我們在綠色建築及節能減排等領域對全球可持續發展的貢獻。

社會表現

中駿多年來在企業穩健發展的同時，積極投身社會公益事業，持續履行企業的社會責任精益求精的品質傳統。本年度，中駿捐助各項公益事業約人民幣800萬元，聚焦教育主航道，關注環保及文化領域，先後設立助學、扶貧、醫療救助等多類慈善基金。除了關懷社會，本集團亦注重促進客戶、員工、供應商、承辦商及更廣泛社區大眾的福祉與發展，並視之為實現我們企業使命及戰略目標的重要一環。

展望將來，本集團會繼續於董事會的領導及各持份者的支持下，持續檢討及完善自身的可持續發展方針及策略，以智慧為遠見，築就屬於中駿客戶、員工及社會的幸福未來。

主席

黃朝陽

二零二三年三月三十日

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Environmental, Social and Governance Approach

The Board takes full responsibility for the ESG development of China SCE and is committed to establishing a culture of good governance to safeguard the interests of stakeholders and respond to community expectations. With increasing social and international concern over the corporate ESG performance, the Board leads the Group's departments in developing, approving and implementing policies and measures to manage ESG issues in order to minimise the environmental and social impact of the Group's operations and to identify related risks at an early stage. The Board will also continue to enhance its involvement in ESG work, maintain regular meetings with management and review progress and effectiveness in order to establish a top-down governance model. The Audit Committee, the Remuneration Committee, the Nomination Committee and the Corporate Governance Committee are established under the Board of Directors to enhance the standard of corporate governance (for the responsibilities of the Board and each of the committee, please refer to the "Corporate Governance Report" section of the Group's 2022 Annual Report).

The Group has also formulated a "Board Diversity Policy" to ensure a diverse board structure. When formulating the Group's nomination policy, the Group has set measurable targets in terms of skills, experience, knowledge, expertise, educational background, independence, age, etc. to ensure that each director has attained a level of skills, industry experience, educational background, independence, age, and other qualities that will enable them to contribute to the Board as and when required. When nominating and appointing members to the Board, the Group will carry out a comprehensive consideration with dimensions such as gender, age, professional qualifications, industry experience, professional and educational background to meet the needs of each business segment. Please refer to the "Nomination Committee" section of the Group's 2022 Annual Report.

環境、社會及管治方針

董事會為中駿的環境、社會及管治發展承擔全部責任，並致力建立良好的管治文化，以保障持份者的利益及回應社會期望。隨着社會及國際對企業的環境、社會及管治表現關注度上升，董事會領導本集團各部門透過制訂、審批及執行管理環境、社會及管治事宜的政策及措施，以減低本集團營運對環境及社會影響及盡早識別相關風險。董事會亦會持續加強環境、社會及管治工作的參與程度，保持與管理層以定期會議方式溝通並檢討工作進度及成效，以建立自上而下的管治模式。董事會下設審核委員會、薪酬委員會、提名委員會以及企業管治委員會，以致力提升企業治理水準。（董事會及各委員會職責可參閱二零二二年本集團年報「企業管治報告」章節）。

本集團亦制定了「董事會多元化政策」，以保障董事會架構多元化。在制定本集團的提名政策時，本集團已在技能、經驗、知識、專才、教育背景、獨立性、年齡等方面制定可計量目標，以確保各位董事在技能、行業經驗、教育背景、獨立性、年齡等素質達至相當水準，使其在切合所需之時能對董事會作出相應貢獻。在提名及委任董事會成員時，本集團會進行綜合考慮，維度包括性別、年齡、專業資質、行業經驗、專業和教育背景等，以滿足各業務板塊的需求。請參閱二零二二年本集團年報「提名委員會」章節。

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To better manage the ESG issues of the Group and to enhance the accountability of the Board, the Committee was established by China SCE during the Year. The Committee is chaired by a director and has the relevant department heads as key members to ensure the effective implementation of the Group's sustainability policies and initiatives. The Board will allocate appropriate resources to support the development of ESG work in accordance with the needs of the Group. The Committee's main authorities include:

為更有效地管理本集團環境、社會及管治事宜及加強董事會的問責性，中駿於本年度已成立可持續發展督導委員會。該委員會由董事擔任主席，並邀請相關部門主管參與，以確保本集團的可持續發展政策及措施能有效地實施。董事會將按本集團需要，給予適當資源，以支持環境、社會及管治工作的發展。該委員會的主要職權包括：

Supervision 監督 	- Identify and manage the matters significantly affecting the Group 識別並管理對本集團有重大影響的事宜 - Manage significant ESG risks 管理重大環境、社會及管治風險
Plan 計劃 	- Develop ESG policies, initiatives and performance targets 制定環境、社會及管治政策、措施及績效目標 - Integrate corporate social responsibility into the Group's business strategy and management programme 將企業社會責任納入本集團的業務策略及管理方案
Review 檢討 	- Review ESG policies, initiatives and performance targets on a regular basis 定期檢視環境、社會及管治政策、措施及績效目標 - Responsible for preparing and approving the annual ESG report 負責籌備審批每年環境、社會及管治報告的工作

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Risk Management

Risk management is an ongoing process and is an indispensable part of the daily business operations of China SCE. The Group strictly complies with the laws and regulations such as the "Company Law of the People's Republic of China (the "PRC")" and the "Listing Rules" of the Stock Exchange, and the Board has assigned the Audit Committee, responsible departments and specific positions to finalise and execute the implementation of the risk management and internal control system. The comprehensive and multi-faceted risk management will enhance the future business development of the Company and create long-term value for stakeholders.

Furthermore, the Group identifies, monitors, evaluates and manages risks that have a significant impact on the Group on an annual basis. Environmental and social risks are also included in the daily risk review. For example, the Group continuously identifies "Occupational Health and Safety" as a key risk factor and ensures that the working environment meets the Group's health and safety standards through regular monitoring and investigation of working hours, temperature of working environment, toxic and hazardous substances, noise and dust at each project.

Compliance Management

The Group understands that breaches of laws and regulations could have a material impact on the Group's business operations, results of operations, financial position and reputation. Different laws and regulations have significant impact on the Group's business, including but not limited to: "Urban Real Estate Administration Law of the PRC", "Regulation on the Administration of Development and Operation of Urban Real Estate", "Advertising Law of the PRC", "Company Law of the PRC", "Anti-Money Laundering Law of the PRC", "Anti-Unfair Competition Law of the PRC", "Environmental Protection Law of the PRC", "Atmospheric Pollution Prevention and Control Law of the PRC", "Law of the PRC on the Prevention and Control of Environment Pollution Caused by Solid Wastes", "Water Pollution Prevention and Control Law of the PRC", "Energy Conservation Law of the PRC", "Law of the PRC on the Prevention and Control of Occupational Diseases", "Patent Law of the PRC", "Copyright Law of the PRC", "Trademark Law of the PRC", "Labour Law of the PRC", "Social Insurance Law of the PRC", "Labour Contract Law of the PRC", "Provisions on the Prohibition of Using

風險管理

風險管理是持續的過程，是中駿日常業務運作中不可或缺的一環。本集團嚴格遵守《中華人民共和國公司法》及聯交所《上市規則》等法律及規例，由董事會指派審核委員會，責任部門及具體崗位落實執行的風險管理和內部監控系統。全方位及多角度的風險管理加強公司未來業務發展，並為持份者締造長遠價值。

此外，本集團每年均會識別、監察、評核及管理對本集團有重大影響的風險，日常風險盤查中亦包括環境及社會風險。例如，本集團持續識別「職業健康與安全」為重要風險因素，並通過定期對各項目工作時數、工作環境溫度、有毒有害物質、噪音及粉塵等的監管與調查，確保工作環境合乎本集團健康與安全標準。

合規管理

本集團明白，違反法律及規例會對本集團業務營運、經營業績、財政狀況及聲譽構成重大影響。不同法律法規對本集團的業務有重要影響，包括但不限於：《中華人民共和國城市房地產管理法》、《城市房地產開發經營管理條例》、《中華人民共和國廣告法》、《中華人民共和國公司法》、《中華人民共和國反洗錢法》、《中華人民共和國反不正當競爭法》、《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國水污染防治法》、《中華人民共和國節約能源法》、《中華人民共和國職業病防治法》、《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國商標法》、《中華人民共和國勞動

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Child Labour”, “Special Rules on the Labour Protection of Female Employees”, and other laws and regulations relating to air pollution, water pollution and waste management. In order to ensure the Group’s compliance with laws and regulations in its daily operations, in addition to the regular internal control and compliance audits conducted by the Internal Audit and Compliance Department, the Process Department and the Internal Audit and Compliance Department also jointly form an internal audit team to review each of the operational processes of the Group annually. In addition, the Group will also keep abreast of the latest regulatory developments and provide relevant training for relevant staff. During the Year, the Group has not breached relevant laws and regulations which have material impact on the Group.

Communication with Stakeholders

Constant internal and external stakeholder engagement enhances the transparency of communication, helps the Group understand stakeholders’ views and lays the foundation for improved sustainability performance. The Group has identified key stakeholders that are significant to the business and has established multiple communication channels. The following table summarises the Group’s key stakeholders and a variety of platforms and means of communications for engaging, listening and responding.

法》、《中華人民共和國社會保險法》、《中華人民共和國勞動合同法》、《禁止使用童工規定》、《女職工勞動保護特別規定》及其他與空氣污染、水污染及廢物管理相關的法律與條例等。為確保本集團日常運作合法合規，除審計監察部定期執行內控及合規性審計外，流程部與審計監察部亦組成流程內審小組，每年檢視本集團各營運流程。另外，本集團亦會緊貼最新的監管發展情況，為有關員工提供相關培訓。本年度，本集團並沒有違反對本集團有重大影響的相關法律及規例。

持份者溝通

恆常的內部和外部持份者參與提高溝通的透明度，有助本集團瞭解持份者意見，並為改善可持續發展績效奠定基礎。本集團已確定對業務而言屬重要的主要持份者，並已建立多重溝通渠道。下表概述本集團的主要持份者及各種接觸、聆聽和回應的平台及溝通方式。

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Stakeholder Group 持份者類別	Stakeholder Expectations 持份者期望	Principal Communication Channel 主要溝通渠道
Employees 員工	• Rights protection • Good working environment • Career development opportunities • 權益保障 • 良好工作環境 • 事業發展機會	• Satisfaction surveys • Employees complaining channels • Internal emails • 滿意度調查 • 員工申訴渠道 • 內部郵件
Investors/shareholders 投資者／股東	• Risk management • Investment returns • Information transparency • 風險管控 • 投資回報 • 資訊透明度	• General meeting • The Group's website • The Group's information released on the Stock Exchange • 股東大會 • 本集團網頁 • 聯交所發佈本集團消息
Owners/customers 業主／客戶	• Quality products and services • Ethics and integrity • Information transparency • 優質產品及服務 • 道德與誠信 • 資訊透明度	• "SCE Club" platform • Customers satisfaction surveys • Customers complaint hotline • 「中駿會」平台 • 客戶滿意調查 • 客戶投訴熱線
Contractors/suppliers 承包商／供應商	• Stable partnership • Fair and open • Resources support • 穩定夥伴關係 • 公平公開 • 資源支持	• Sharing seminars and training courses for contractors/suppliers • 承包商／供應商分享會及培訓課程
Community 社區	• Environmental and social responsibility • 環境及社會責任	• Volunteer activities • 義工活動

The Group actively engages stakeholders in meaningful dialog and prioritises key issues to track and respond to their expectations. The communication process also helps the Group to identify and manage sustainability risks and opportunities in order to design sustainability strategies and targets.

本集團積極讓持份者參與有意義的對話，並優先考慮重大議題，以緊貼及回應他們的期望。溝通過程還有助於本集團辨別及管理可持續發展風險和機遇，從而設計可持續發展策略和目標。

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Materiality Assessment

During the Year, the Group invited internal and external stakeholders through an independent consultant to conduct a questionnaire survey, and arrange interview and focus group discussion with selected internal and external stakeholders to recognise issues important to their business and stakeholders and assess the materiality of ESG aspects through the following steps:

重要性評估

本年度，本集團透過獨立顧問邀請內外部持份者進行問卷調查，並選取內外部持份者進行訪談和焦點小組討論以確定對其業務及持份者重要的議題。通過下列步驟評估環境、社會及管治方面的重要性：

Steps 步驟	Action 行動
Step 1: Identify – Set out Relevant Issues 步驟 1：識別 – 訂定相關議題 	Adhere to industry sustainability trends and local reporting standards, identify 21 issues most relevant to the Group's operations for materiality assessment. 緊貼行業可持續發展趨勢及本地報告標準，識別21項與本集團運營最為相關的議題作重要性評估。
Step 2: Sequencing – Questionnaire Survey and Analysis 步驟 2：排列次序 – 問卷調查及分析 	By inviting internal and external stakeholders to participate in the questionnaire, interview and focus group discussion, the importance of each issue to the stakeholders and the Group's operations and development was assessed, and the materiality sequence of different issues is generated through matrix analysis. 透過邀請內部和外部持份者參與問卷調查，訪談和焦點小組討論，評定每項議題對持份者和本集團運營及發展的重要性，並通過矩陣分析產生不同議題重要性序列。
Step 3: Validation – Identify Material Issues 步驟 3：驗證 – 釐定重要議題 	The Board and senior management reviewed and confirmed the seven significant material issues assessed in the above steps for prioritisation and focused reporting. 董事會及高級管理層審視並確認上述步驟所評估出的7項高度重要議題，以作優先處理和重點匯報。

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Significant Material Issues 高度重要議題	The Group's Response 本集團的回應
Customers Satisfaction 客戶滿意度 	The Group attaches great importance to customer satisfaction and has adopted various measures and collected customers feedback through various channels. During the Year, the Group conducted a residential customer satisfaction survey to better understand the feedbacks and expectations of our customers. In the future, the Group will continue to improve the quality of its projects and services so as to increase customer satisfaction and loyalty. 本集團非常重視客戶滿意度，已採取不同措施及通過多元化渠道收集客戶意見。年內，本集團進行了住宅客戶滿意度調研，更深入瞭解客戶的意見及期望。本集團於未來會持續提升項目與服務質素，增加客戶滿意度及忠誠度。
Product Responsibility/ Product Safety 產品責任／產品安全 	As a property project developer, China SCE attaches great importance to the quality and safety of its projects. The Group maintains close communication with its suppliers to ensure the quality of its properties. In addition, the Group also responds properly to customer complaints, respects intellectual property rights and has the responsibility to protect customer information and privacy. 作為物業項目發展商，中駿高度重視項目質量及安全。本集團與供應商維持緊密溝通，確保物業質量。此外，本集團亦會妥善應對客戶投訴，尊重知識產權，並有責任保護客戶資料和隱私。
Employment Equality and Diversity/Anti-discrimination 平等僱傭與多元化／反歧視 	The Group recognises the importance of improving the employment management system to protect the legitimate rights and interests of employees, including the establishment of systems to enable employees to understand employment arrangements (such as recruitment and promotion procedures, remuneration and dismissal systems, working hours and holidays) and ensure equality in the employment environment without discrimination and sexual harassment. 本集團明白完善僱傭管理制度對於保護員工合法權益的重要性，包括建立制度使僱員瞭解僱傭安排（如：招聘和晉升程序、薪酬和解僱制度、工作時間和假期），並保證就業環境中的平等、沒有歧視和性騷擾。

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Significant Material Issues 高度重要議題	The Group's Response 本集團的回應
Occupational Health and Safety 職業健康與安全 	The Group regards occupational health and safety as a key area of work, including the identification of safety and health risks in the workplace and the development of measures to protect workers (including sub-contractors) from hazards in order to safeguard the health and safety of employees and workers. 本集團視職業健康與安全為工作的重點範疇，包括識別工作場所的安全和健康風險，制定保護工人（包括分判商）免受危害的措施，以保障員工及工人健康與安全。
Employee Welfare & Care 員工福利與關懷 	The Group cares for its employees and attaches importance to their basic interests. The Group continues to improve its welfare protection, strictly implements the national social security and welfare system, and specifies the guidelines on working hours and holiday system (e.g. statutory holidays, paid annual leave, marriage leave, maternity leave, paternity leave, etc.). In addition to statutory benefits, the Group provides various extra benefits to its employees, including government public rental housing for employees with difficulties in housing, assistance fund, three free meals a day, birthday gifts for employees, festival celebrations, etc. 本集團關懷員工及重視員工的基本權益，不斷完善本集團的福利保障，並嚴格執行國家的社會保障及福利制度，訂明有關工作時數及假期制度的指引（如：法定假期、帶薪年假、婚假、產假、侍產假等）。除法定福利外，本集團為員工提供了多項額外福利，包括為存在住房困難的員工提供政府公租房、援助基金、免費一日三餐、員工生日禮物、節日慶祝活動等。
Protection of Legitimate Rights and Interests of Employees 保障員工合法權益 	The Group complies with labour laws and regulations related to business operations and allows employees to enjoy rights in accordance with the law, such as collective negotiations and participation in labour unions. 本集團遵守與業務營運相關的勞動法律、法規，讓員工依法享有權利，例如集體談判、參與工會等。
Supply Chain Management 供應鏈管理 	The Group has regarded environmental protection risk and social and governance risk of suppliers as one of the criteria for the review of supplier cooperation, and standardised management is carried out and all suppliers are selected under unified standards and are being monitored continuously to more effectively reduce the negative impact of the supply chain on the Group's operation. 本集團已將供應商環境保護風險及社會及管治風險作為供應商合作評審標準之一，進行標準化管理，統一標準篩選及評估各供應商，也會對供應商進行持續監察，以更有效地減少供應鏈對本集團運營的負面影響。

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Maintenance of High Quality Operations

The core business of China SCE is property development, and it always takes the construction of high-quality properties as its operating principle, carefully monitors the quality of each project, provides excellent sales and marketing services, and adheres to ethical corporate principles to provide a comfortable living environment for all owners and to protect the interests of our customers.

維持高質運營

中駿的核心業務為物業發展，並一貫以建造高品質物業為運營原則，認真監控每個項目的工程質量，且提供卓越營銷服務，以及堅守廉潔道德企業宗旨，務求為各業主提供舒適的生活環境及保障客戶權益。

Highlights of 2022 二零二二年工作亮點



Strengthened brand construction and enhanced product strength, and won several awards, including the 2022 China Top 100 Real Estate Developers

加強品牌建設，提升產品實力，年內榮獲2022中國房地產百強企業等多項大獎



An annual residential customer satisfaction survey was conducted, and the property owners' satisfaction level from the Group's service in the whole process from purchasing to moving in reached 77%

開展年度住宅客戶滿意度調研，業主對購房至入住全過程服務的本集團滿意度達77%



Super TOD Complex across the country showed outstanding performance during the Year and were awarded as TOD Model Benchmarking Enterprise

年內全國各地超級TOD綜合體表現亮眼，榮膺TOD模式標杆企業

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In 2022, China's real estate market has experienced unprecedented challenges and opportunities due to various factors. This year, China SCE, with its excellent product strength and powerful comprehensive strength, continued to obtain awards. During the Year, the dedication and efforts of China SCE and its businesses in the field of brand building were recognised by the following key awards:

二零二二年，中國房地產市場受多種因素影響，經歷了前所未有的挑戰與機遇。本年度，穩健經營的中駿憑藉優秀的產品實力和強大的綜合實力持續斬獲大獎，年內，中駿及旗下各業態在品牌建設領域的付出及努力獲得以下重點獎項的認可：

Category 類別	Awards 獎項	Issuing Organisations 頒獎機構
品牌建設	Fortune China 500 in 2022 2022年《財富》中國500強	Fortune China 《財富》中國
	2022 Top 100 Real Estate Developers 2022中國房地產百強企業	China Enterprise Evaluation Association, Institute of Real Estate Studies of Tsinghua University, Beijing China Index Academy 中國企業評價協會、清華大學房地產研究所、北京中指信息技術研究院
	2022 TOD Model Benchmarking Enterprise 2022年TOD模式標杆企業	Lejucaijing Research Institute 樂居財經研究院
	19 th Blue Chip Real Estate Annual Conference in 2022 – Excellent Quality Enterprise 第19屆(2022)藍籌年會 — 美好品質力企業	The Economic Observers 經濟觀察報

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Dedication to Customer Needs

Develop High Quality Projects

Product quality is the foundation of the enterprise's operation, and China SCE has always put quality in the first place. The Group has established a quality monitoring program, which is regularly monitored by an internal team and an independent monitoring company, to ensure that every stage of the project complies with the relevant regulations and the Group's standards, so as to provide quality and safe buildings to the public.

Before construction, the Group's construction department identifies potential quality deficiencies in the project design in accordance with the guidelines of the "China SCE Handbook of Construction Project Management" and sets relevant project quality objectives to avoid accidents. During the construction period, the engineers supervise the process of the contractors and adopt the parallel inspection method to conduct quality inspection at each stage of the inspection works to rectify the quality problems in a timely manner and quality inspection results are recorded in "Construction Daily Log Book" for future reference. Before the property is delivered to the buyer, the customer service management department will conduct a final inspection together with the quality supervision company to ensure that the quality of the property meets the specified standards.

In addition, as the construction unit is the primary responsible party for the quality of works, the Group has entered into a contract with the construction contractor to obtain an indemnity agreement and the contractor's commitment to quality assurance and compliance with regulatory requirements, to ensure that it clearly and effectively implements its responsibilities and to avoid any defects or non-compliance. The Group also conducts spot checks during each construction stage to evaluate property projects in three ways namely "Actual Measurement", "Entity Quality" and "Safety and Civilised". As for the results of the spot checks, the Group made recommendations on improving the quality of the projects for the contractors to make timely rectification to reduce the quality risks. Before the delivery of the project, the Group will start its own internal pre-delivery assessment, focusing on functional performance testing, defects feedback, and refining the project as much as possible to achieve high quality and ensure the delivery standard. After delivery, the engineering and design departments of the Group sort out and evaluate the project internally and provide feedback on the project to achieve closed-loop management. In respect of quality control, the Group takes corresponding management actions at the macro level, regional level and project level to rectify the discrepancies during the project construction process, so as to ensure that the product quality is delivered to the customers in accordance with the established target or even higher than the established target.

專注客戶需求

發展優質項目

產品質量是企業生存的基石，中駿始終將質量放在首位。本集團已制定質量監控程式，透過內部團隊和獨立監察公司進行定期監控，確保項目的每一個階段均符合相關規例和本集團標準，為大眾提供優質安全的建築。

於施工開始前，本集團依照《中駿集團工程項目管理手冊》的指引，由工程部透過檢視項目設計，識別潛在質量通病，並制定相關工程質量目標，以避免意外發生。於施工期間，工程師負責監督承包商整個工序過程，並於各階段檢查工程採用平行檢驗方式進行質量檢查，以便及時糾正質量問題，並將質量巡視結果紀錄於《施工日記》中，以便日後查閱。向買家交付物業前，客戶服務管理部門會連同質量監督公司作最後檢查，以確保物業質量達到指定標準。

此外，因建設單位是工程質量的第一責任人，本集團已與建築承包商訂立合約，以取得彌償協議及承包商對品質保證及遵守監管規定的承諾，確保其明確及落實自身責任，避免工程缺陷或不合規事件。本集團亦於各施工階段進行突擊巡查，從「實測實量」、「實體質量」及「安全文明」三方面對項目進行評估。就突擊巡查結果，本集團提出改善項目質量的建議，以供承包商及時進行整改，降低質量風險。在項目交付之前，本集團會展開自身內部的預交付評估，重點進行功能性內容檢查，缺陷回饋，盡可能完善項目以達到高品質，確保交付標準。交付後，本集團的工程和設計等部門對項目進行內部的整體梳理和評估，並對項目進行回饋，實現閉環管理。對於品質把控，在項目建設過程中，本集團從宏觀層面、區域層面、項目層面都採取相應管理動作進行糾正，保障產品品質按照既定目標甚至高於既定目標交付至客戶手中。

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The Group also committed to promoting informationisation of the construction project, collecting site data in real time and visualising site management actions, so as to monitor the whole construction process in real time and reduce the risk of project delays.

本集團亦致力推進工程信息化，實時收集現場數據，實現現場管理動作可視化，以實時監督施工全過程，減低工程延誤的風險。

Case study – Xiamen • SCE The Regent

案例 – 廈門 • 中駿天盈

SCE The Regent is located in Xiamen Province, it is also known as Egret Island. The building shape is inspired by the spreading wings of the heron, and the simple shape and lines bring a very light character, reflecting the very distinctive local style.

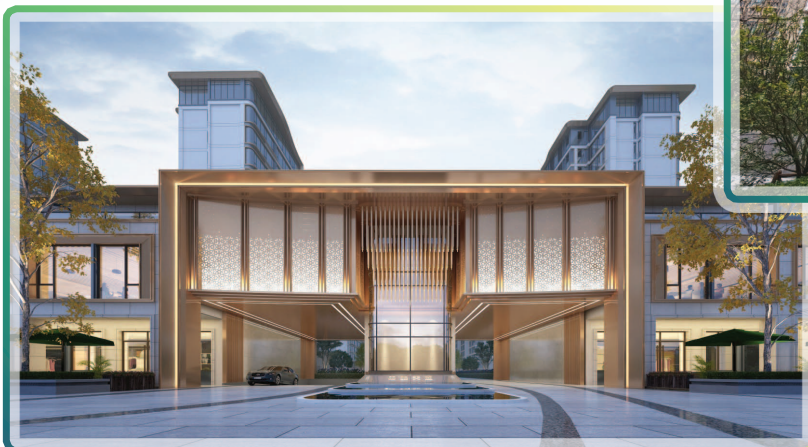
中駿天盈位於廈門島內，別稱鷺島。建築造型靈感來自鷺鳥展翅翱翔之姿，以簡潔的造型和線條帶來極具輕盈的氣質，體現極具特色當地風格。

Design highlights:

設計亮點：

- Natural stone, metallic aluminum panels and high quality lacquer are used on the building facade to achieve moisture-proof, wear-resistant and dirt-resistant effect;
- Strict control of community access to ensure the safety of the owners, and the realisation of humanistic care through barrier-free and smart design;

- 建築外立面採用天然石材、金屬鋁板、優質真石漆等，以達致防潮、耐磨、耐髒的效果；
- 社區出入嚴格管控，保障業主安全，以無障礙、智慧化的設計體現人文關懷；



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- We insist on the concept of low carbon and energy saving by choosing wide floor-to-ceiling windows to enhance the natural ventilation and lighting of the house to reduce energy consumption; all parking spaces have reserved charging pile installation capacity to support the development of new energy; and
- The community is well equipped with an outdoor swimming pool and a clubhouse, which combines the functions of a book bar, a coffee bar, a gym room, a yoga room and a children's activity room to provide high-quality services for residents of all ages.
- 堅持低碳節能理念，選用寬景落地窗，提升房屋自然通風採光率，以降低能源耗損；所有車位均預留充電樁安裝容量，支持新能源發展；及
- 提供完善的社區配套，社區內配備室外泳池及會所，會所融合書吧、咖啡吧、健身房、瑜伽室、兒童活動室等功能於一體，為不同年齡層的住戶提供優質的服務。

Enhance Customer Experience

The Group is committed to ensuring the quality of its projects, and also attaches importance to sound customer service management and continuous attention to customer feedback on its projects. The Group ensures the quality of its projects and satisfies customers' needs through different ways and measures.

提升客戶體驗

本集團用心保障項目質量，亦重視完善的客服管理，持續關注客戶對項目的意見。通過不同的途徑和措施確保項目品質，滿足客戶的需求。

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Inspection Systems

The “Handbook for Marketing Inspection Management Business” of China SCE sets out the different inspection systems to enhance the owner’s purchasing experience. These inspection systems include mystery customer inspections, special inspections, pre-sales inspections and monthly city self-inspections, etc. These systems serve to maintain quality assurance at different stages of the Group’s marketing.

In order to strengthen owners’ confidence in China SCE, the Group organised a site open day this year. We not only open our construction sites to the public, invite owners to inspect the construction sites and workmanship of the projects under construction at zero distance before delivery, but also require on-site engineers to take the initiative to give detailed explanations to show the construction process and quality requirements of the houses in an open and transparent manner. The open day aims to bring safety and professional information to the owners, so that they can have a better understanding of the installation process, materials and quality control of the project, and indirectly improve the quality supervision of the project by the homeowners of the Group.

巡檢體系

中駿的《營銷巡檢管理業務手冊》制訂了不同巡檢體系，務求提升業主認購體驗。巡檢體系包括神秘客戶巡檢、專項巡檢、開售前巡檢及城市月度自檢等，此等體系致力於維持本集團不同營銷階段的質量保證。

為加強業主對中駿的信心，本集團在今年開展了工地公開日。我們不僅將工地向公眾開放，邀請業主在交付前零距離觀看在建項目的工地以及工藝工法，還要求現場工程師主動進行詳細講解，公開透明地展現房子的施工過程與品質要求。公開日目的為業主帶來安全性和專業性的信息，使業主對工程的安裝流程，材料及質量控制更加了解，也間接提高本集團的業主對項目品質的監督。



Neighbourhood Association

In order to improve customer service during the “Waiting Period” between the signing of contracts and the delivery of properties, the Group has formed the “Neighbourhood Association” since 2020. This initiative proactively brings customer service forward, increasing communication between customer service and owners prior to delivery, ensuring that they receive timely and factual information to facilitate a smooth delivery. During the Year, the “Neighbourhood Association” has been established in 32 projects.

友鄰會

為優化從簽約到交房之間「等待期」的客服工作，本集團自二零二零年起組建「友鄰會」。這一舉措將客戶服務主動前置，增加了交房前客服與業主的溝通，保證他們獲取及時且真實的信息，有助順利交付。本年度，「友鄰會」已累計在32個項目中組建。

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Customer Feedback

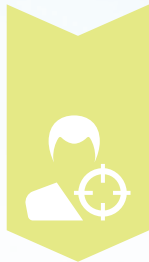
Customer feedback enables the Group to understand the experience and needs of our customers. External enquiries or complaints are handled in a systematic manner to ensure timely and effective response to customer requests. The Group has established detailed complaint handling procedures and classified customer complaints into housing quality, property services, sales services, design and planning and warranty services, etc., and developed different specific measures to respond to different types of complaints.

客戶反饋

客戶反饋使本集團能夠瞭解客戶的體驗和需要。外部查詢或投訴均設有系統的處理程式，務求及時和有效的應對客戶訴求。本集團制定了詳細的投訴處理程序，並將客戶投訴分為房屋質量，物業服務，銷售服務，設計規劃和保修服務等類型，針對不同投訴類型制定不同的具體應對措施。



Complaint Handling and Analysis 投訴受理及分析



Plan Development 方案制定



Customer Complaint Handling Procedures 客戶投訴處理程序

After receiving a customer complaint through the Group's feedback channels, including WeChat, phone calls, letters and visits, the handler is required to determine whether the complaint is valid according to the content of the complaint, communicate with the customer, and obtain the customer's understanding.

當從本集團的反饋渠道，包括微信、致電、致函及到訪，接收到客戶投訴後，處理人需按投訴內容判斷投訴是否有效，並向其解釋溝通，取得客戶諒解。

In addition, the handler need to determine the cause of the problem, classify the complaint and assign the responsible department.

此外，處理人需判斷問題原因，並進行投訴分類及指派負責部門。

Based on the results of complaint analysis, the handler will work with relevant business departments to develop a plan for handling the problem and determine the executive department. In case of major emergencies and negative public opinion caused by customer complaints, we will follow the corresponding procedures.

處理人根據投訴分析結果，協同相關業務部門，制定問題處理方案並確定執行部門。因客戶投訴引發的重大突發事件、負面輿情，按相應程式執行。

We will develop a customer communication plan based on complaint issue, and identify communicator.

根據投訴問題，制定客戶溝通方案，確認溝通人。

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Customer Communication 客戶溝通



Handling Complaint and Confirmation of Settlement 處理投訴及確認和解



Customer Complaint Handling Procedures 客戶投訴處理程序

The handler will negotiate and communicate with the customer according to the dedicated problem handling plan, and record each customer communication situation for subsequent analysis and response.

處理人根據決策的問題處理方案與客戶進行協商溝通，並記錄每次客戶溝通情況，以便後續分析應對。

If the customer approves the solution, the relevant implementation department will implement the solution. If the customer does not approve the plan, the complaint analysis should be conducted again and another problem handling plan or customer communication plan should be formulated.

若客戶認可方案，相關執行部門按方案執行落實。若客戶不認可方案，需重新進行投訴分析，重新制定問題處理方案或客戶溝通方案。

Once the implementation plan is confirmed, the execution department will be responsible for the implementation of the plan and the handler and the executor will be required to follow up the progress on a daily basis.

當確定執行方案後，執行部門負責方案具體執行，處理人及執行人需每日跟進處理進展。

In addition, the handler must maintain communication with the customer and provide feedback to the customer at least once every seven days.

此外，處理人需與客戶保持溝通，至少每7天向客戶回饋一次處理進展。

Once the plan has been implemented, the handler must receive an approval from the customer before the complaint can be closed.

當方案執行完畢，處理人需獲客戶認可，方可結束投訴。

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Customer Satisfaction

The Group understands that customer satisfaction can reflect the future development potential and market competitiveness of the enterprises. During the Year, the Group engaged a consulting agency to conduct a residential customer satisfaction survey, to examine the more practical and important areas for management attention and to identify related risk issues in advance. The survey interviewed the owners by phone and collected opinions and suggestions on property services, sales services, delivery services, maintenance services, complaint handling, housing quality and design, landscaping, and planning and design of the community from the perspective of products and services, so as to formulate a satisfaction level improvement policy for each property project, and improve the service quality in accordance with the owners' opinions. The survey results reflected that the overall experience of owners in purchasing, receiving and moving in has improved. The satisfaction of each aspects has exceeded the industry average, with the overall satisfaction rate of 77%.

客戶滿意度

本集團明白客戶滿意度能夠反映企業未來的發展潛力及市場競爭力。本年度，本集團聘用顧問機構開展住宅客戶滿意度調研，檢視更實際、更需要管理層重視的地方以及預早識別相關風險問題。該調研以電話會談訪問業主，以產品和服務為維度，收集有關物業服務、銷售服務、交付服務、維修服務，投訴處理、房屋質量及設計、園林景觀及區內規劃設計等方面的意見與建議，以為每個物業項目制定適合的滿意度提升方針，因應業主的意見改善服務質量。調查結果反映業主在購房、收樓及入住的整體體驗提升。今年各滿意度均超越行業平均水平，總體客戶滿意度為77%。

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“FUN Heart” Service 「FUN心」服務

“We Build to Inspire” is a core belief of our business. With the establishment and improvement of various channels and platforms such as the 400 FUN Heart Hotline, the WeChat customer service account and the “Neighbourhood Association”, the Group released the “FUN Heart” customer service system in July 2021. The “5+X Service” main line covers the five experience scenarios that customers will experience from room selection to check-in, as well as the corresponding needs and priorities, and sets a series of service standards to bring a more professional experience to customers.

To realise our commitment to “Putting our Customers First”, we operate a matrix of WeChat customer service account across four regional companies to provide dedicated and diverse mobile terminal services. In addition, to effectively handle complaints and requests from tenants and customers, China SCE has implemented full process tracking and control to ensure that complaints are responded to in a timely manner and resolved promptly. At the same time, the system will also retain real-time data for subsequent detailed analysis, allowing further optimisation of the various components.

Besides online service system, China SCE has established a dedicated communication channel for owner groups prior to delivery, including the establishment of a “Neighbourhood Association” in each community, where the general manager, chief operating officer and project manager meet directly with the owners’ representatives to answer their questions. Multiple departments including marketing, property, design and engineering work together to follow up on feedback to ensure that complete, accurate and easy-to-understand information is provided to customers during the delivery process.

The Group adheres to the concept of putting customers first, and strives to provide high-quality properties and attentive services that exceed expectations. Through the “FUN Heart” customer service system, we proactively solve problems for customers and prevent problems from happening. Therefore, before each delivery, it will be reviewed layer by layer from the perspective of customers while professional teams from multiple fields will be jointed to carry out full-cycle risk management and control, and verify the quality of delivery, hoping to live up to the trust. In the future, the Group will continue to actively improve our systems to enhance the customer experience.

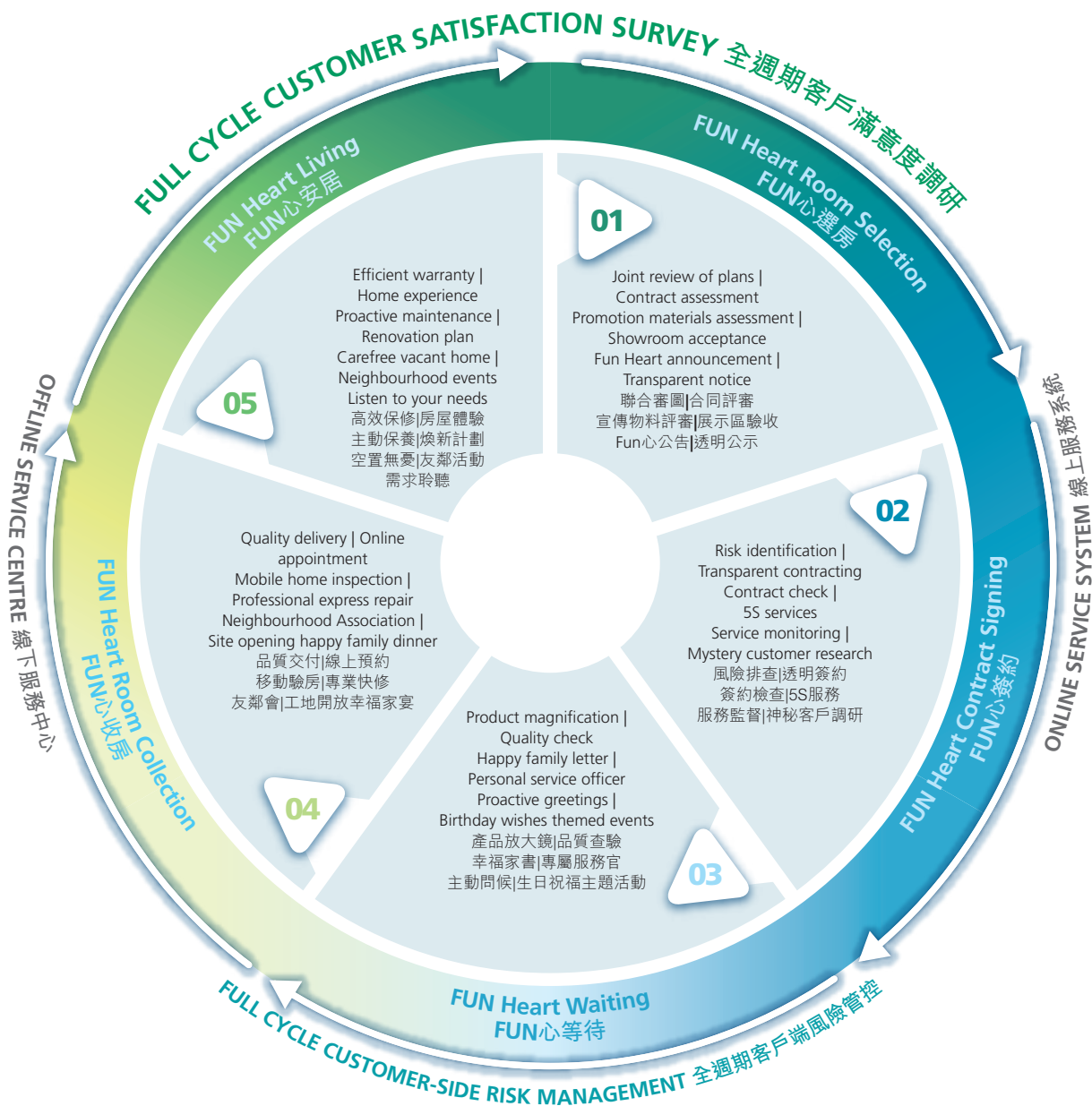
「專築您的感動」是我們業務的核心信念。依託400 FUN心專線、客服公眾號及「友鄰會」等多渠道及平台的建立及完善，本集團於二零二一年七月發佈「FUN心」客戶服務體系。「5+X服務」的主線覆蓋客戶從選房到入住過程中必將經歷的五個體驗場景，以及相應的需求及痛點，設定一系列服務標準，期望為客戶帶來更專業的體驗感受。

為實現我們「以客為先」的承諾，體系覆蓋四大區域公司的客服公眾號矩陣化運營，提供專屬的多樣化移動終端服務。此外，為有效處理租戶及顧客的投訴及要求，中駿實現全流程跟蹤與管控，以確保投訴得到及時回覆並迅速解決有關個案。同時，系統亦會把即時資料留存，經過後續詳細分析，讓各環節可以進一步優化。

除了線上服務系統，中駿針對業主群體在交付前打通專屬的溝通渠道，包括在每一個社區設立「友鄰會」，由總經理、運營總、項目總等管理層直面業主代表們解答疑惑，營銷、物業、設計及工程等多條線協同跟進回饋，確保在交付過程中向顧客提供完整、準確和易於理解的資料。

本集團秉持以客為先的理念，力求提供超越期望的優質物業和貼心服務。透過「FUN心」客戶服務體系，主動為客戶排憂解難及預防問題發生。因此，每一次交付前，必定會站在客戶視角層層審核，多領域專業團隊聯合進行全週期風險管控，校驗交付品質，希望不負所託。未來，本集團會一直積極完善我們的體系，不斷提升顧客體驗。

“FUN Heart” Service 「FUN心」服務



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Commitment to Ethics and Integrity

Anti-Corruption

The Group is committed to operating with high standards of integrity and accountability and does not tolerate practices such as corruption, bribery, extortion, deception and money laundering. In this regard, the Group has strictly complied with laws and regulations such as "Company Law of the PRC", "Criminal Law of the PRC", "Anti-Unfair Competition Law of the PRC", and has established internal policy system, which comprises of "Staff Handbook" and "Manual of Integrity Monitoring and Supervising", among others, actively creating a good atmosphere with integrity and honesty.

Corruption and fraud harm the interest of corporate and shareholders. In order to fully reduce the possibility of related incidents, the Group has included corruption and fraud into risk assessment, and has formulated corresponding control measures, including the provision of guideline for conducts of employees. The Internal Audit and Compliance Department is responsible for internal audit management and compliance risk control, and also has the function of investigating corruption and fraud, which plays an important role in the stable operation and efficiency improvement of the Group. This department is responsible for the monitoring compliance with the Code of Conduct for employees and carrying out in-depth anti-corruption and integrity promotion through investigation and publicity, striving to prevent and detect any misconducts involving defraud, bribery, fraud, and continuously enhancing the effectiveness of relevant risk control measures. The Internal Audit and Compliance Department has been tracking and investigating suspicious incidents and employees throughout the year, and if fraud is confirmed, severe penalties will be imposed on those involved.

堅守道德與誠信

反貪污

本集團致力以高標準的誠信及問責性營運，絕不容忍如貪污、賄賂、敲詐、欺詐及洗黑錢等行為。為此，本集團嚴格遵守《中華人民共和國公司法》、《中華人民共和國刑法》及《中華人民共和國反不正當競爭法》等法律法規，並已制定《員工手冊》及《廉政監察管理作業指導書》等內部政策制度，並積極營造清正廉潔的良好氛圍。

貪污舞弊損害企業及股東利益。為全面降低相關事件發生的可能性，本集團已將其納入風險評估工作，並制定相應控制措施，包括為員工行為規範提供清晰指引。審計監察部在負責管理內部審計及合規風控的同時，也具有查處貪腐舞弊的職能，對本集團的穩健經營與提效具有重要作用。該部門負責監察員工操守準則的遵守情況，通過調查與宣傳深入開展反腐倡廉工作，致力防止及偵測任何可能涉嫌詐騙、賄賂或舞弊等的不當行為，並不斷提升相關風險管控措施的有效性。審計監察部於年內一直對可疑的事件及員工進行追蹤及調查，如若確認舞弊，定必嚴懲相關人士。

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In order to maintain a good business discipline, the Group signs the “Employee Integrity Commitment” with employees to ensure that they are aware of and comply with the Group’s anti-corruption requirements when performing their duties. Prior to cooperation with each supplier and contractor, the Group conducts integrity conduct investigations and requires external parties to sign the “Integrity Management Agreement” with the Group to ensure that both parties are honest and trustworthy in the business exchange process. The Internal Audit and Compliance Department also monitors suppliers and contractors on an ongoing basis and will cease cooperation and blacklist them if any violations are found, including bribery.

In addition, the Group has established various whistle-blowing channels such as official website, official WeChat account, mail, telephone, to enable employee to report any misconduct or wrongdoing. When a report or a complaint is received, the Group will appoint the Internal Audit and Compliance Department to carry out investigation and confirmation on the reported case. If the reported case is found to have occurred, the Group would punish the relevant employee on a case-by-case basis, and may refer to judicial authorities for serious cases. In order to encourage employee to report any misconducts which involves commercial bribery, the Group will provide material rewards to the whistle-blowers to enhance integrity in corporate culture.

In order to raise the awareness of self-discipline among employees, the Group organises annual anti-corruption training. During the Year, all directors and employees have received anti-corruption training to understand the latest laws and regulations and internal policies requirements, and to learn about typical case studies. The Group also actively promotes the integrity awareness in the daily office environment, such as putting up integrity posters in key locations such as sales area to enhance the integrity awareness of employees.

為維持良好的商業紀律，本集團與員工簽署《員工廉潔從業承諾書》，確保員工在履行職責時瞭解並遵守本集團的反貪污工作規定。與各供應商及承包商合作之前，本集團會進行廉潔行為調查，並要求外部方與本集團簽署《廉政管理協議書》，確保雙方人員在業務交流過程中能保持誠信。審計監察部也會對供應商及承包商進行持續監察，如發現任何包括行賄受賄在內的違法違規行為，便會停止與他們的合作，並將其納入黑名單。

此外，本集團已設立多種舉報渠道，如官網、微信公眾號、郵箱、電話等，以便員工報告任何有關不當或不法行為。當接獲有關舉報或投訴個案，本集團將委派審計監察部調查及核實所舉報事件。如舉報屬實，本集團會按個別情況對相關員工作出懲處，嚴重者將移送至司法機關處理。為鼓勵員工揭發任何涉及商業賄賂等不當行為，本集團會給予舉報者物質獎勵，加強廉潔的企業文化。

為提升員工自律意識，本集團每年組織反貪污培訓。本年度，各董事及員工均已接受反貪污培訓，瞭解最新法例法規及內部政策的要求，並學習典型案例。本集團亦於日常辦公環境積極宣傳廉潔從業意識，如在銷售案場等關鍵場所張貼廉政海報加強員工的廉潔從業意識。

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Protect Customer Privacy

During the customer marketing and delivery stage, we need to collect personal information from customers to improve the service quality. China SCE is committed to protecting customers' personal privacy and has implemented the following measures to ensure that customer privacy will not be leaked.

保護客戶私隱

在客戶營銷及交房階段，需向客戶收集其個人資料，以提升服務質量。中駿致力保護客戶的個人私隱，並實行以下措施，以確保客戶私隱不會外洩。

China SCE's Efforts to Protect Customer Privacy 中駿於保護客戶私隱的工作

We will specify the purpose of collecting and ways of retaining personal information from customers.

收集客戶個人資料時均會說明收集用途及保存方法。

We require our employees to observe confidentiality and not to obtain customer information that is not relevant to the transaction in the course of their duties.

要求員工遵守保密規定，不可在履行職務的過程中藉機獲取與交易無關的客戶資料。

We require our employees to sign a declaration that they will not sell or divulge customer information to third parties.

要求員工簽署聲明不會向協力廠商出售或洩漏客戶資料。

From time to time, the Group also organises training for its employees on the protection of personal privacy to enhance their awareness and professional ethics in protecting the privacy of customers so as to ensure the security of customer information more effectively.

本集團亦不定期組織員工開展有關保護個人隱私的培訓，提高員工保護客戶隱私的意識及職業道德，以更有效地確保客戶資訊的安全。

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Intellectual Property Rights Protection

In the course of its operations, the Group strives to protect and properly manage the intellectual property rights involved in the design and marketing phases of its projects. The Group requires employees to comply with the “Staff Handbook”. Meanwhile, contractors are required to comply with the relevant terms of the “Construction Contract” and suppliers to comply with relevant terms of the marketing contract.

保護知識產權

在運營過程中，本集團致力保護及妥善管理項目設計及營銷階段時會涉及知識產權事宜。本集團要求員工遵守《員工手冊》，承包商遵守《施工合同》相關條款，以及要求供應商遵守營銷合同的相關條款。

China SCE's Efforts to Protect Intellectual Property Rights 中駿於保護知識產權的工作

Contractors are inspected at different stages of the construction project to ensure that the construction process is in compliance with contractual requirements and does not infringe on any aspect of architectural design, equipment technology and construction techniques etc.

於建築工程不同階段均會檢查承包商施工情況，確保施工過程合乎合約要求，不會侵犯任何建築設計、設備技術及施工工藝等範疇。

It is stated that both China SCE and its contractors shall be responsible for the protection of intellectual property rights and shall not infringe on the patents of the construction works.

列明中駿及承包商均需負起維護知識產權的責任，不得侵犯建築工程專利。

It is stated in the marketing contract that promotion materials shall not infringe on intellectual property rights, including copyright and portrait rights etc.

於營銷合同訂明宣傳作品不得侵犯知識產權，包括著作權及肖像權等。

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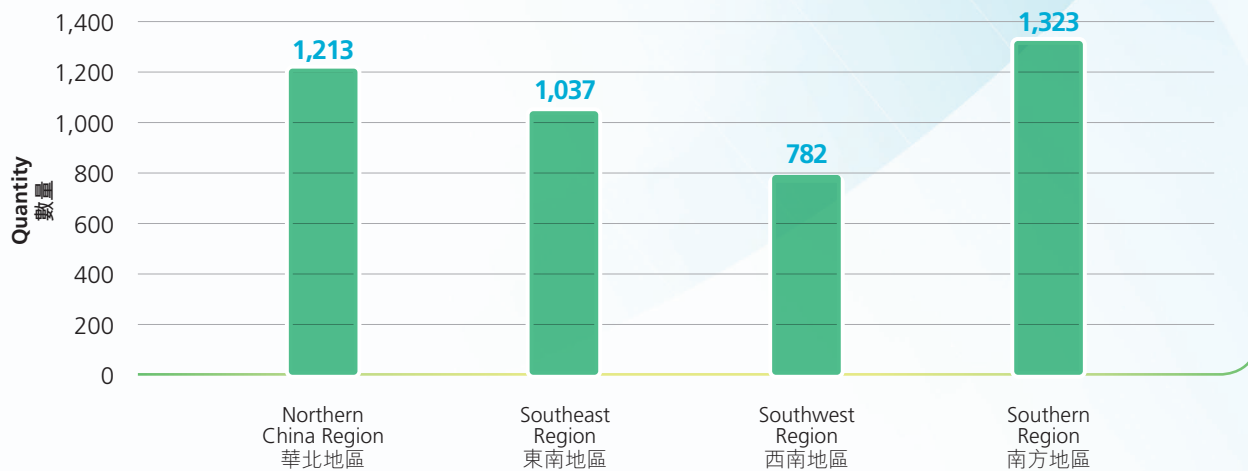
Maintenance of High Standards of Cooperation

保持高合作標準

In the process of continuous development of China SCE, the supplier base continues to expand and the performance of many suppliers and contractors is also closely related to the operation of the Group. During the Year, the Group had 4,355 suppliers, with a geographical distribution as follows:

中駿在持續發展的過程中，供應商庫不斷擴張，而眾多供應商及承包商的表現也與本集團的經營息息相關。本年度，本集團共有4,355名供應商，地區分佈如下：

Geographical Distribution of Suppliers 供應商地域分佈



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The Group selects all suppliers and contractors under unified standards and formulates "Supplier in Construction Category Management Operation Guide" to standardise the cooperation guidelines with suppliers, aiming to select suppliers in an objective, fair, just and highly transparent manner.

本集團以統一標準篩選及評估各供應商及承包商，並制定《工程類供應商管理作業指導書》，規範供應商合作準則，旨在以客觀、公平、公正及高透明度的原則選取供應商。

Supplier Sourcing 供應商資源收集

- Supplier sourcing methods are not limited, including internal recommendations and recommendations from collaborators, recommendation information should be in written form, while the suppliers listed on the blacklist of the governmental or renowned developers are strictly prohibited.

供應商資源收集方式不限，包括內部推薦及協力廠商推薦，推薦資料應為書面形式，嚴禁從政府／知名開發商黑名單上收集供應商。

Pre-qualification of Suppliers 供應商資格預審

- We focus on auditing the suppliers' qualifications, business nature, main business, development history, resources, reputation, performance, capabilities, business management model, business coverage areas and other aspects.

重點審核供應商的資質、企業性質、主營業務、發展歷史、資源、信譽、業績、能力、經營管理模式、業務覆蓋區域等。

Supplier Inspection 供應商考察

- According to the categories, we focus on quality control system, project performance capability, on-site cooperation, safety and civilisation, technology research and development, production capability, financial status, after-sales service, price level and other aspects. During inspections, the Company focuses on the operation, office operation and the original document of qualification; during project inspections, the Company requests the suppliers to provide the original documents of relevant contracts to confirm their authenticity.

根據類別重點評判品質管控體系、項目履約能力、現場配合、安全文明、技術研發、生產能力、財務狀況、售後服務、價格水準等。公司考察時著重查看其經營狀況、辦公運營情況和資質原件；項目考察時，要求供應商提供相關合同原件，確認其真實性。

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In order to meet the market needs and the current requirements of corporate development, the Group clearly recognises that the cooperation with suppliers should be transformed from a purely beneficial need to a long-term partnership or even a strategic alliance in order to support the large-scale development of the business in a high quality and efficient manner. A shared vision of development is a prerequisite for the formation of trusting and win-win partnerships and alliances, including the pursuit of sustainable development. Currently, the Group has regarded environmental protection risk and social and governance risk of suppliers as one of the criteria for the review of supplier cooperation, and standardised management is carried out to more effectively reduce the negative impact of the supply chain on the Group's operation. In addition, the Group encourages contractors and subcontractors to use more eco-friendly equipment and facilities, as well as adopt new eco-friendly technologies, hoping to prevent pollution and reduce resource utilisation together with the construction unit during the construction stage, so as to reduce the impact on the environment.

Achievement in Excellence in Talents

In building a respectable enterprise, China SCE has always believed that "Nature of Corporate Management is the Construction of Organisational Capacity", and over the years, China SCE has always insisted on the characteristic management concept of "Human-Centric" and put it into the construction of human resources. China SCE understands that protecting the interests and development of its employees is not only a business necessity, but a fundamental goal that must be achieved. In order to fulfill its corporate responsibility, the Group has developed a unique people-oriented employment mechanism, created a working environment that respects equal participation and diversity, the Group attached great importance to protecting the health and safety of workers, improving welfare benefits and employee care, and building a harmonious and integrated professional team.

為適應市場形勢的需要及企業當前發展的要求，本集團清晰認識到與供應商的合作應從單純利益需要向長期的夥伴、甚至戰略聯盟轉型，才能高質高效地支持業務規模化發展。共同的發展理念是形成具備信任與共贏的夥伴及聯盟關係的必備條件，包括對可持續發展的追求。目前，本集團已將供應商環境保護風險及社會及管治風險作為供應商合作評審標準之一，進行標準化管理，以更有效地減少供應鏈對本集團運營的負面影響。此外，本集團鼓勵承包商和分包商使用更環保的設備及設施，以及採用更環保的新技術，希望在施工階段與施工單位一起防止污染及減少資源使用，減低對環境的影響。

成就卓越人才

在打造受人尊敬的百年企業之路上，中駿始終堅信「企業管理的本質是組織能力構建」，多年來，中駿始終堅持「先人後事」這一極具集團特色的管理理念並將其貫穿於人力資源建設。中駿深明維護員工的權益及發展不僅是業務需要，而是一個必須實現的基本目標。為了履行企業責任，本集團以人為本，形成了一套獨特的選人用人機制，創造尊重平等參與及多元化的工作環境，高度重視保障工作者的健康與安全，完善福利待遇和員工關懷，建立和諧共融的專業團隊。

Highlights of 2022 二零二二年工作亮點



Awarded "China University Students' Favorite Employer" for the fourth consecutive year
連續四年榮獲「中國大學生喜愛僱主」稱號



The first "China SCE Pioneer Class" graduated successfully
首屆「中駿先鋒班」學員順利畢業

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Comprehensive Employment System

In the course of operation and management, the Group strives to provide a good and comfortable working environment and competitive remuneration packages to its employees. Based on the principles of internal fairness, external competitiveness, incentives and economy, the Group has continuously improved its employment system, and compiled the "Staff Handbook" to provide guidance regarding remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, labour standards, benefits and other aspects and ensured that the information is open and transparent, so that the employees are aware of their rights and obligations.

Employment System

China SCE strictly complies with the Labour Law of the People's Republic of China, Employment Contract Law of the People's Republic of China and other related laws and regulations, and has formulated "Staff Handbook", "Recruitment Management Guidebook of the Group", "Compensation and Benefits Management Practice Guideline", "Group's Employee Reward and Punishment Management System" and other systems and regulations, strictly regulate the management of talent recruitment and employment and other sections and processes. Based on the principles of assisting operations to improve quality and effectiveness, avoiding internal unhealthy competition, and focusing on the market, customers and operations, the Human Resources Department reviews and revises employee-related systems annually to ensure their appropriateness to the market and corporate development process.

完善僱傭體系

本集團始終致力於在運營管理過程中向員工提供優良舒適的工作環境及具有競爭力的薪酬福利。本著對內公平性、對外競爭性、激勵性和經濟性的原則，本集團不斷更新完善僱傭體系和制度，並於《員工手冊》列明有關薪酬及辭退、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、勞工準則及其他待遇福利等內容，保證信息公開透明，使員工瞭解自身的權益及義務。

僱傭制度

中駿嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等相關法律法規，制定了《員工手冊》、《集團招聘管理作業指導書》、《薪酬福利管理作業指導書》及《集團員工獎懲管理制度》等制度章程，以嚴格規範人才招聘僱傭等環節與流程的管理。基於助力經營提質增效、避免內部惡性競爭、聚焦面向市場及客戶與經營的原則，人力資源部每年對僱員相關制度進行檢視及修訂，確保其與市場及企業發展進程的適配程度。

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Employment System 僱傭制度



Recruitment 招聘

- Every December, the Administration and Human Resources Department proposes staffing demands for the coming year, after considering the Group's development. Upon approval, staffing plan for the Group is formulated.
每年十二月，行政人力資源部根據本集團發展，提出下一年度的人員需求，經審核後擬訂本集團人員編製。
- Recruitment advertisements must adhere to the directions stipulated in the "Recruitment Management Guidebook of the Group", in order to ensure that the contents are in line with the principles of fairness and equality.
刊登招聘廣告時，必需依從《集團招聘管理作業指導書》所訂明的指示，確保廣告內容符合公平公正原則。



Remuneration and Promotion 薪酬及晉升

- Scope of employees' remuneration is set according to their grade, taking into consideration employees' responsibilities, skills, experience and market salary level etc. when adjusting remuneration.
按僱員職級設定薪酬範圍，並參考僱員職級的職責、工作技能、工作經驗及市場薪資水準等因素調整僱員薪酬。
- Employee remuneration packages are reviewed at least once a year, in order to ensure the packages retain their competitive edge in the market, and that each employee receives fair and equal compensation.
最少每年檢討員工薪酬方案，以確保其保持市場競爭力及讓員工獲得公正及平等的獎勵。
- Criteria for promotion include employees' evaluation results, experience, skills, and other personal qualities.
晉升員工的考慮因素則包括員工的評估結果、經驗、技能及其個人特質。



Equal Opportunities and Anti-discrimination 平等機會及反歧視

- Ensure that employees are given equal opportunities for development and that no one is discriminated against on the basis of race, sex, age, disability, marital status, sexual orientation or religious beliefs.
確保員工予以平等的發展機會，任何人都不會因種族、性別、年齡、殘疾、婚姻狀況、性取向或宗教信仰等原因而受到歧視。
- Employees can escalate any problems of discrimination or unequal treatment to the department head.
如員工遭遇任何歧視或不平等待遇問題，可向部門主管反映。
- The Group will continue to improve relevant management system, and to strengthen the respect and protection of employees diversity from a policy level.
本集團將持續完善相關管理制度，從政策層面加強對員工多元化的尊重與保障。



Labour Standards 勞工準則

- Valid identification documents of employees are inspected during the hiring process and upon commencement of work, in order to avoid any chance of hiring an underage worker by mistake.
於招聘及員工辦理入職時均檢查其有效證件，杜絕誤聘童工情況。
- All forms of forced labour are prohibited, making sure that contracts are signed, amended, continued, absolved, and terminated in accordance with the principles of legality, fairness, equality, voluntary, consensus, and honesty.
禁止一切形式的強制勞工，確保按照合法、公平、平等、自願、共識及真誠原則簽署、修訂、繼續、解除及終止勞動合同。
- Under the overtime management system, employees can be given time off or overtime allowance according to the nature of overtime work to avoid involuntary overtime work.
在加班管理制度下，員工可按加班性質獲安排調休或發放加班補貼，避免非自願加班的情況。
- Once a suspected violation of the employment system or labour standards is found, the employee may make an interview or a written complaint, or call the internal supervision hotline to report anonymously to the Internal Audit and Compliance Department.
一旦發現懷疑違反僱傭制度或勞工準則的違規行為，員工可以面談或書面形式投訴，或致電內部監督熱線向審計監察部作匿名舉報。

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Employee Benefits

China SCE has always been concerned about employees' satisfaction and happiness. Through a series of systems and measures, China SCE is committed to creating a harmonious workplace experience for its employees by caring for and helping employees in need and providing a comprehensive welfare protection system. In respect of leave benefits, the Group has set out the guidelines on working hours and leave system in the "Staff Handbook". In addition to statutory holidays and paid annual leave, employees are also entitled to marriage leave, bereavement leave, maternity leave, paternity leave, nursing leave and other leaves. At the daily work and life level, China SCE provides free meals, birthday gifts and festival celebrations for its employees to show its care for them.

Since 2018, the Group has started to provide housing benefits to eligible permanent employees with housing difficulties. Eligible employees can apply for government public rental housing in Shanghai's Hongqiao Business District through China SCE. In addition, China SCE has also established the China SCE Nan'an Charity Fund to subsidise employees with large medical expenses due to sudden accidents and major diseases caused by non-work-related injuries during their employment, and to provide assistance to employees with financial difficulties. Since its official establishment in 2019, the fund has supported 10 employees with an accumulated amount of RMB534,000.

僱員福利

中駿始終關注員工滿意度和幸福感，通過採取一系列制度和措施，關心幫助困難員工，提供完備的福利保障制度，致力於為僱員創造和諧共融的職場體驗。在休假福利方面，本集團於《員工手冊》訂明有關工作時數及假期制度的指引，除法定假期及帶薪年假外，員工亦可享有婚假、喪假、產假、侍產假、哺乳假及其他假期。在日常工作和生活層面，中駿為員工提供免費餐飲、員工生日禮物、節日慶祝活動等福利，以表示對員工的關懷。

自二零一八年起，本集團開始為存在住房困難的合資格長期員工提供住房福利。合資格員工可通過中駿申請位於上海市虹橋商務區的政府公租房。此外，中駿還設立了中駿南安慈善基金，用於補貼員工在職期間因非工傷原因造成的突發意外、重大疾病而產生大額醫療費用支出，為經濟困難的員工給予幫助。自二零一九年正式設立以來基金會共資助10名員工，累計援助金額人民幣53.4萬元。

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Attracting the Talents

After many years of accumulation and precipitation, China SCE is now in a good position of steady development. If the structure of healthy operation of China SCE is inseparable from its organisational structure and management system, the key to injecting its soul lies in the attraction and cultivation of talents. In recent years, the Group has continued to expand its talent recruitment pipelines and accelerate the introduction of talents. Management trainee system is the source project of future cadres of China SCE. After the successful completion of the "Thousand Talents in Three Years" recruitment target initiated in 2017, the Group has formulated "New Three-year Plan" in 2021, added the "Brilliant Student" system to the existing "Radiance Leader" and "Enlightened Student" management trainee system, with the plan to reserve cadres for the frontline of the operational business to become the future backbone of the "Two Wings". Currently, as the driving force of the future development of China SCE, the three pillars of "Radiance Leader", "Enlightened Student" and "Brilliant Student" are helping more young people to achieve growth and allowing various talents to emerge in the organisation in a continuous manner.

吸引優才

經過多年的積累與沉澱，中駿目前整體處於穩健發展的良好態勢，如果說中駿健康運營的架構離不開其組織結構和管理制度，那麼為其注入靈魂的關鍵則在於人才的吸納與培養。近年來，本集團持續拓展人才招聘渠道，加快人才引進。管培生項目是中駿未來幹部的源頭工程，在順利完成由二零一七年啟動的「三年千人」招募目標後，本集團於二零二一年度制定「新三年計劃」，在原有「千里馬」和「啟航生」的管培生體系之上，新增「駿耀生」體系，計劃為經營性業務一線儲備幹部，使之成為「兩翼」的未來骨幹。目前，作為中駿未來發展的生力軍，「千里馬」、「啟航生」、「駿耀生」三大支柱正幫助更多的年輕人實現成長，讓各種人才源源不斷地在組織中湧現。

Radiance Leader

After joining the company through campus recruitment, the non-marketing management trainees will be trained through induction training, mentorship, job rotation, challenging tasks and business practice, and will quickly become professional and comprehensive managers who can handle their own responsibilities

千里馬

通過校園招聘入職的非營銷類管培生，入職後，通過入職集訓、帶教、輪崗、挑戰型任務等培養及業務實踐鍛煉，快速成長為能夠獨當一面的專業管理者和綜合管理者

Enlightened Student

After joining the company through campus recruitment, marketing management trainees will be trained and practiced through induction training, mentorship, front-line training, and specialised training to quickly become nationally competitive project managers, senior marketing managers and golden salesmen

啟航生

通過校園招聘入職的營銷類管培生，入職後，通過入職集訓、帶教、一線歷練、專項培訓等培養及實踐鍛煉，快速成長為具有全國競爭力的項目操盘手，高級行銷管理者和金牌銷售

Brilliant Student

Through campus recruitment, induction training, mentorship, job rotation, regular debates and regular training sessions etc., to help China SCE operational business to develop future cadres

駿耀生

通過校園招聘、入職集訓、導師帶教、輪崗歷練、定期答辯以及定期集訓等環節，助力中駿經營性業務培養未來幹部

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As at 31 December 2022, the breakdown of employees³ by gender, age group and grade within the scope of this Report is as follows:

於二零二二年十二月三十一日，本報告範圍內按性別、年齡組別及職級劃分的僱員³明細如下：

Employee Composition 僱員組成		Number of Employees 人數	Ratio 比例
By gender 按性別劃分	• Male	1,476	58%
	• 男性		
	• Female	1,065	42%
	• 女性		
By age group 按年齡組別劃分	• Under 30	727	29%
	• 30歲以下		
	• 30–50	1,792	70%
	• 30–50歲		
	• Over 50	22	1%
By grade 按職級劃分	• 50歲以上		
	• Senior management	53	2%
	• 高級管理人員		
	• Middle management	251	10%
	• 中級管理人員		
	• General staff	2,237	88%
	• 一般員工		

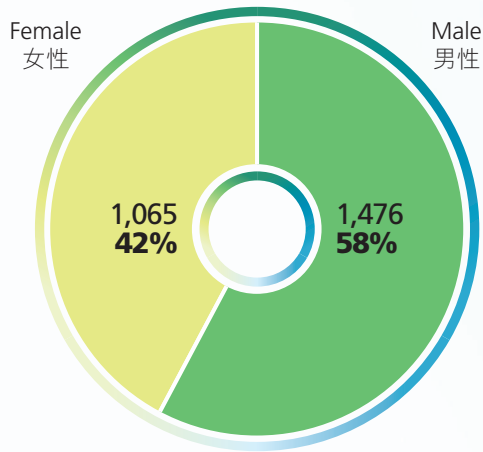
³ All are full-time employees located in Mainland China.

³ 均為位於中國內地的全職員工。

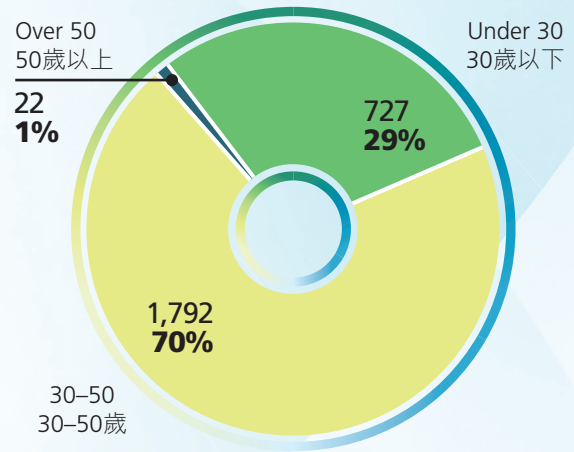
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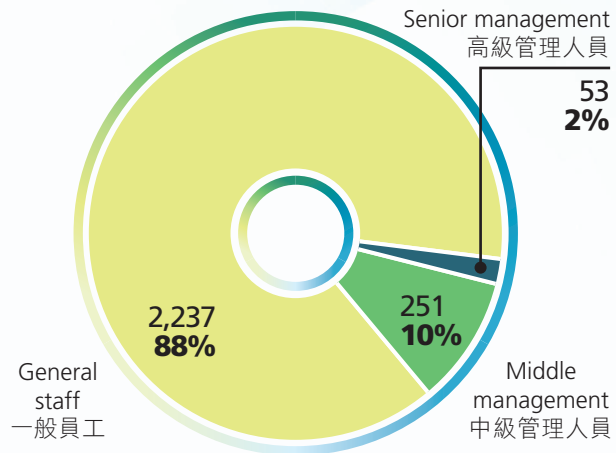
Total Employees by Gender
按性別組別劃分的僱員總數



Total Employees by Age Group
按年齡組別劃分的僱員總數



Total Employees by Grade
按職級劃分的僱員總數



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Strengthen Internal Communication

Listening to Employees' Opinions

The Group has been using diversified communication channels to maintain regular communication with employees and to collect more opinions on employment. In 2022, we conducted employee satisfaction surveys on a quarterly basis to understand employees' thoughts and assist them in solving their problems. This year, the employee satisfaction survey was conducted in the form of a questionnaire covering material, food and beverage, working environment and administrative services, and the satisfaction score was 93.2.

Enhancing Information Disclosure

The right to information is an objective requirement to realise the democratic management of the enterprise. To protect the legal rights and interests of employees and safeguard their right to information, China SCE continuously strengthens the completeness and transparency of its information disclosure, and publicly discloses its policies and systems in the Group's OA system. In addition, a legal column has been set up in the system to promote the popularisation of law to employees.

During the year, China SCE's Human Resources department built a centralised sharing platform to streamline human resources systems and processes and provide employees with a standard interpretation of employment-related policies. The platform is planned to be extended to the entire Group in the future to improve the transparency of the Group's management and standardisation of processes.

加強內部溝通

聆聽員工意見

本集團一直以多元化的溝通渠道與員工維持恆常溝通，並收集更多有關僱傭的意見。二零二二年，我們每季度開展員工滿意度調查，及時了解員工想法，幫助員工解決問題，本年度，員工滿意度調查以問卷形式展開，調查內容涵蓋物資，餐飲，工作環境及行政服務等方面，滿意度得分為93.2分。

優化信息披露

知情權是實現企業民主管理的客觀要求，中駿保障員工各項合法權益，維護員工知情權，不斷強化自身信息披露的完整度和透明度，並於本集團OA系統公開披露公司政策和製度，此外系統中還設置了法律專欄，對僱員進行普法宣傳。

本年度，中駿的人力部門搭建了共享中心平台，對人力制度和流程進行精簡，並為員工提供標準的僱傭相關政策的解讀。該平台計劃在未來將平台推廣至整個本集團，以提高本集團管理透明度和流程標準化程度。

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Strengthening Corporate Culture

In order to strengthen the implementation of strategic culture concept, deepen the consensus drive, and facilitate the achievement of business objectives, the Group has launched the strategic culture promotion activity of “Running China SCE People” since 2017, and continued to carry out it in headquarter and regional companies this year, hoping that through the promotion activity, all employees can establish a deeper understanding and experience of the future development direction of the company and the connotation of “SCE Culture”, and convey the culture of China SCE to each and every employee.

“Strategic Culture Presentation”

The focus is on all staff in all sectors. Through the sharing of role models and Q&A sessions, the senior leaders of the headquarter, regional companies and subsidiaries gave dynamic interpretations of the company’s strategy and corporate culture, and deepened the understanding of employees on the Group’s strategy and business philosophy to update and upgrade the understanding of all China SCE people on corporate culture.

By 2022, the “Running China SCE People” strategic culture campaign has been held for five years, covering more than 95% of employees, with a total of 31 campaigns held.

「戰略文化宣講」

重點面向各業態全體員工。通過榜樣人物分享及問答等形式，總部、區域公司及子公司高層領導對公司戰略和企業文化進行動態解讀，深化員工對本集團戰略、經營理念的理解，讓全體中駿人對企業文化的認知得到更新與升級。

至二零二二年，「奔跑吧中駿人」戰略文化宣講活動已連續舉辦五年，覆蓋95%以上員工，合計舉辦31場次宣講活動。

加強企業文化

為加強戰略文化理念宣貫落地、深化共識驅動，助力業務目標達成，本集團自二零一七年發起「奔跑吧中駿人」戰略文化宣講活動，並於本年度繼續在總部及各區域公司全面開展，希望通過宣講活動讓全體員工對未來公司的發展方向以及「駿文化」的內涵建立更深的理解與體會，將中駿文化傳達至每一名員工。



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Protection of Health and Safety

As stated in the section headed “Risk Management” of this Report, the Group considers occupational health and safety as one of the risks that have a significant impact on its business. The Group attaches great importance to occupational health and safety and actively responds to the requirements at the national level, fully recognising the important impact of safety issues on enterprises. In order to ensure a healthy and safe working environment for our staff and other employees, the Group has established policies and systems such as the “Guidance Notes on Safety Management in Workplace” and “Safety and Civilisation Management System” in an effort to minimise the associated risks and impacts.

Maintain a Safe Work Environment

The “Guidance Notes on Management in Workplace” sets out measures to maintain a safe work environment, including daily inspection of office power and facilities in common areas, regular office air quality checks, and quarterly overall inspection to identify and eliminate safety hazards in a timely manner. The Administration Department manages and supervises the 5S process of organising, tidying, cleaning, sanitising and discipline in the workplace to ensure that staff comply with safety requirements.

Maintain the Safety Culture of the Construction Site

The Group formulates and implements policies and measures at different levels to maintain safety culture on construction sites. The Group’s “Safety and Civilisation Management System” not only stipulates the bottom line of product quality and the control and accountability system, but also specifies the mechanism for emergency handling, reporting and accountability of internal safety issues. In addition, China SCE has established a standardised content for safety culture, and set up standards for the construction of facilities, safety protection and signs and slogans in order to ensure that the projects are carried out in compliance and safety. On this basis, the Group also regularly conducts special inspections and assessments on safety to ensure that safety risks are under control. During the year, the Group had no work-related injury cases.

保障健康與安全

正如本報告「風險管理」一節所述，本集團把職業健康與安全視為對業務有重大影響的風險之一。本集團高度重視職業健康和 safety，積極回應國家層面的要求，充分認識到安全問題對企業的重要影響。為保障員工及其他工作者均有健康及安全的工作環境，本集團已制定如《辦公場所安全管理作業指導書》和《安全文明管理制度》等政策制度，致力降低相關風險及影響。

維持安全的辦公環境

《辦公場所管理作業指導書》規範了維持安全辦公環境的措施，包括每日檢查辦公室公共區域電源及設施、定期辦公室空氣質量檢測，及季度整體安全檢查，以及時識別和消除安全隱患。行政部門對辦公場所進行包括整理、整頓、清掃、清潔和素養在內的 5S 管理及監督，確保員工遵守安全要求。

維護施工現場的安全文明

本集團從不同層面制定和實施維持施工現場安全文明的相關政策與措施。本集團的《安全文明管理制度》除了規定了產品質量底線和管控問責制度，還並明確了內部安全問題的應急處置、上報處理和問責機制。此外，中駿建立了安全文明的標準化內容，針對在建工程中如搭建設施、安全防護和標誌標語等方面均設立相關標準，確保工程項目合規及安全地進行。在此基礎上，本集團還定期開展有關安全的專項檢查和評估，保障安全風險處於可控範圍之內。本年度，本集團無工傷個案。

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Health and Safety Training

The Group enhances the safety awareness and skills of its employees by conducting health and safety training and strengthening promotion and presentation. The Group conducts various forms of safety training, such as daily pre-shift safety briefings, weekly safety inspections, safety presentations and night school for employees, and involves different levels and business departments. The training targets include the Group's internal staff, suppliers, and contractors. Safety training not only includes standardised training at the group and regional levels, such as updating the relevant national requirements and reporting safety incidents, but also conducts safety training on specific topics to address the project's own internal risk situation, in order to raise the overall health and safety awareness of employees and relevant external personnel.

During the Year, the relevant training included the knowledge and skills of on-site edge cave protection, large machinery inspection and the key points of high-risk construction techniques protection. In addition to analysing the consequences of incorrect or negligent use of machinery, the training also explains in detail the potential safety risks in the use of machinery and the daily management process of machinery.

Training and Development

The multi-dimensional and full-coverage training system of China SCE provides strong support for the career development of the Group's employees, and truly put everyone on the right position. The formulation of the "Talent Development Outline" sets out the key concepts for China SCE's talent development concepts and strategies. The Group is committed to providing equitable training and learning opportunities for its employees to support their career and personal development, thereby preparing them for future business challenges and opportunities. To achieve these objectives, the Group has built a comprehensive career development system and planned a systematic and scientific training management system.

健康與安全培訓

本集團通過開展健康與安全培訓、加強宣導等方式，提高員工的安全意識和技能。本集團開展的安全培訓形式多樣，如每日班前安全交底、每周安全檢查、安全宣講和職工夜校等，並涉及不同層級和業務部門。培訓對象涉及本集團內部員工、供應商和施工方等。安全培訓除了包括本集團和區域層面根的統一培訓，如更新國家相關要求及匯報安全事故，還會針對項目內部自身風險情況，開展特定主題的安全培訓，以全面提高員工及相關外部人員的健康安全意識。

本年度，相關培訓包括現場臨邊洞口防護、大型機械檢測、高風險施工工藝防護要點等知識技能。培訓除分析錯誤或疏忽使用機械的後果，亦詳細解釋使用機械過程的潛在安全風險及機械的日常管理流程。

培訓與發展

中駿多維度、全覆蓋的培訓體系為本集團員工的職業發展提供了有力的支持，真正做到讓有為者有位。《人才發展綱要》的制定為中駿人才發展的思路及策略定下了主要方針理念。本集團致力為員工提供公平的培訓及學習的機會，支持其事業及個人發展，從而為未來的業務挑戰和機遇做好準備。為此，本集團打造了完備的職業發展體系，規劃了系統科學的培訓管理體系。

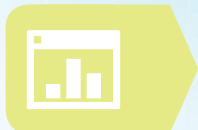
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China SCE's Training Management System 中駿培訓管理體系

Training Content 培訓內容



Demand Analysis 需求分析

At the end of each year, the Administration and Human Resources Department of the headquarter will initiate the annual training demand analysis and survey to analyse the strategic planning of human resources of the Group.

每年年末，總部行政人力資源部均會啟動年度培訓需求分析及調研，以分析本集團人力資源戰略規劃。



Plan Development 制定計劃

Based on the operation and development needs of China SCE, the Administration and Human Resources Department of the headquarter will prepare the "Annual Training Plan" according to the training needs analysis, which will be supplemented by each project company according to their needs.

總部行政人力資源部依據中駿經營發展需要，結合培訓需求分析情況擬定《年度培訓計劃表》，並由各項目公司按其需要補充。



Implementing Training 實施培訓

Training implementation consists of ten parts, including (1) plan decomposition, (2) training approval, (3) training contract, (4) training notice, (5) training project creation, (6) training attendance, (7) training discipline, (8) training evaluation, (9) training report and (10) training file. Each training must be strictly implemented in accordance with the training implementation steps.

培訓實施共十部份構成，包含(1)計劃分解、(2)培訓審批、(3)培訓合同、(4)培訓通知、(5)培訓項目創建、(6)培訓考勤、(7)培訓紀律、(8)培訓評估、(9)培訓報告及(10)培訓檔案組成。每次培訓需按照培訓實施步驟嚴格執行。



Annual Training Summary 年度培訓總結

Every December, each project company is required to review and submit an annual training summary report, which mainly includes training cost analysis, training effect analysis, internal instructor analysis, external training institution analysis, course setting analysis, and employee personal training analysis etc.

每年十二月，各項目公司需進行複盤並提報年度培訓總結報告，內容主要包括培訓費用分析、培訓效果分析、內部講師分析、外部培訓機構分析、課程設置分析、員工個人培訓情況分析等。

In 2022, China SCE continued to provide a wide range of training activities, both online and offline, to employees at all levels, including the "Pioneer Class Training" for core high potential talents and the "Management Trainee Special Training Camp" for management trainees. As for new staff, the Group monthly conducts "SCE Camp" training to help new recruits quickly understand the basic systems and acquire the necessary knowledge and skills to adapt to their new positions and integrate into the culture at China SCE.

二零二二年，中駿繼續向各職級的員工提供線上及線下的多元培訓活動，包括針對核心高潛力人才培養的「先鋒班培訓」以及針對管培生開展的「管培生特訓營」。在新員工方面，本集團每月開展「新駿營」培訓，幫助新入職同事快速瞭解各項基本制度，掌握必要的知識與技能，以適應新職位並融入中駿文化。

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Case study — “China SCE Pioneer Class”

The “China SCE Pioneer Class” is a strategic talent cultivation project jointly developed by China SCE and Hundun Academy, which is positioned for cognitive upgrading and mission calling. It aims to help the Group’s core high potential talents to upgrade their cognition and build a pioneer team that can face the future, cope with the changing environment and solve complex problems.

The training is divided into two modules: online and offline. The five offline courses range from the pursuit of nature, strategic landscape, innovation exploration to the building of future-oriented organisational capabilities and becoming a pioneer team with innovative leadership, aiming to cultivate innovative awareness and deep thinking ability, and equipped with an innovative cognitive system. Online six themes training camps have been set up to upgrade from personal awareness to comprehensive management ability of managing people, finance and materials, building a business management system for the pioneer class students. The combination of offline and online mode has empowered the students of the pioneer class with a dual operation system of “Innovation + Management”. On 25 September 2022, the first group of pioneer class students of China SCE graduated successfully.

案例 — 「中駿先鋒班」

「中駿先鋒班」是中駿攜手混沌學園重點打造的戰略人才培養項目，定位於認知升級和使命召喚。旨在幫助本集團核心高潛人才提升認知，打造一支能夠面向未來，應對變化環境，解決複雜問題的先鋒隊。

培訓內容分為線上線下兩大模塊，其中線下五大課程從追問本質、戰略格局、創新探索到面向未來的組織能力的打造、成為具有創新領導力的先鋒隊，旨在培養創新意識和深度思考能力，加載了一套創新認知系統。線上六大主題訓練營從個人認知升級到管人、財、物等全面管理能力的提升，為先鋒班學員搭建了商業管理體系；線下和線上相結合的模式給先鋒班學員賦能了一套「創新+管理」雙作業系統。二零二二年九月二十五日，中駿首屆先鋒班學員順利畢業。



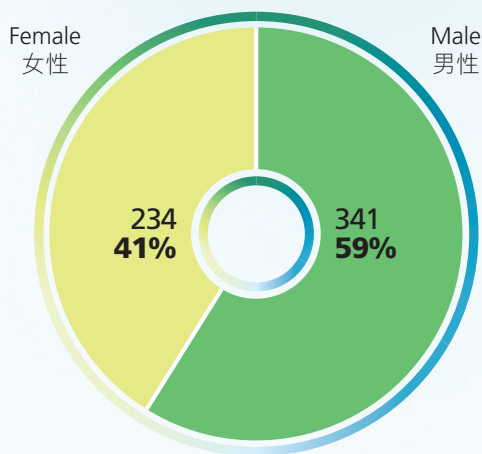
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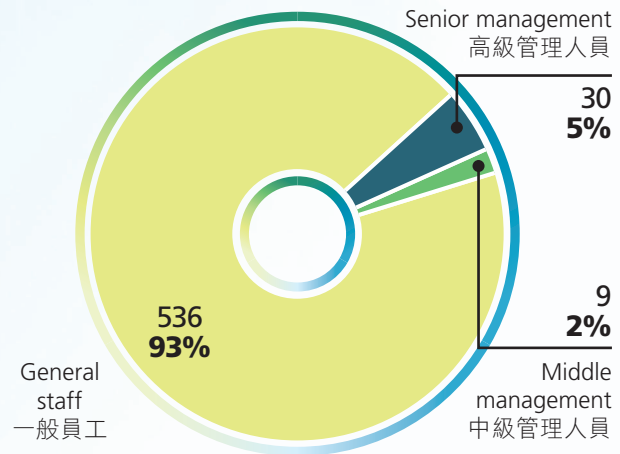
During the Year, the Group trained a total of 575 employees. Among them, the development and training statistics by gender and grade are disclosed below:

本年度，本集團共有 575 位僱員接受培訓。在他們中，按性別及職級劃分的發展及培訓統計數字披露如下：

Percentage of Employees Trained by Gender
按性別劃分的僱員培訓比例



Percentage of Employees Trained by Grade
按職級類別劃分的僱員培訓比例



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Advocacy for Green Development

Being in the real estate industry, the Group recognises its responsibility to reduce the environmental impact of its buildings and to manage the emissions and resources of its daily operations in order to develop its business with due regard to the environment. The Group's "Environmental Protection Policy Statement" sets out the China SCE's management philosophy to address environmental challenges, including the development of green and intelligent buildings and optimisation of resource use, with a view to contributing the development of sustainable cities and communities.

倡導綠色發展

身處房地產行業，本集團確認其有責任降低建築對環境的影響，並對日常辦公的排放及資源強化管理，實現在發展業務的同時亦充分加入對環境的考慮。本集團的《環境保護政策聲明》闡述中駿應對環境挑戰的管理理念，涵蓋綠色智慧建築發展，優化資源使用等，務求為建設可持續城市和社區作出貢獻。

Highlights of 2022 二零二二年工作亮點



Energy intensity:
Headquarter and regional
companies **0.12** MWh/sq.m.
能源密度：總部及區域公司
0.12 兆瓦時／平方米



Greenhouse gas intensity:
Headquarter and regional
companies **0.06** tonnes of
carbon dioxide equivalent/sq.m.
溫室氣體密度：
總部及區域公司 **0.06**
公噸二氧化碳當量／平方米



100% of the new projects reached
the national green building
standards, and the Hefei SCE
Funworld and Hangzhou Woven
City achieved Three-stars and
Two-stars certifications
respectively.

新建項目 100% 達到國家綠色建築標準，合肥中駿世界城及杭州未來雲城分別獲得評價三星及二星認證

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Creating a Green Community Together

Design and Construction of the Green Buildings

Design and construction is the foundation of the Group's commitment to maintaining an environmentally friendly approach throughout the lifecycle of property development. The projects can only commence after obtaining the consent of the local environmental protection authority and obtaining "Construction Land Planning Permit" and "Construction Engineering Planning Permit". In order to understand the potential environmental impact of a project, when selecting sites for all property development projects, the Group will assess the local environmental ecosystem, protect the environment and reduce pollution in accordance with the local conditions. During the process of design, through the analysis of the functions and features of the site and building, we will enhance the green and environmental performance, achieve resource and energy conservation, and reduce the impact on the surrounding biodiversity and ecosystem. During the construction process, we will develop and implement specific measures to protect the environment according to the impact of the project development on the neighboring communities and the environment, control various kinds of pollution caused by the construction and the impact on the surrounding areas of the site, promote and strictly require green and civilised construction, participate in the ecological restoration around the project, adopt an ecological compensation mechanism, and protect the biodiversity around the project.

At the same time, the Group actively develops green building projects and improves its management system and practices around green design and green construction to ensure that building projects are in coordination with the climate and environment in the process of site selection, design, construction and operation to create a natural and harmonious living environment.

共創綠色社區

綠色建築設計及施工

設計及施工是本集團將環境友好理念貫穿於物業發展生命週期的基礎。所有項目需獲得當地環保監督部門同意及取得《建設用地規劃許可證》和《建設工程規劃許可證》等證明文件後方可開展工程項目。為了解項目對環境的潛在影響，本集團所有物業發展項目在選址時，會遵循因地制宜的原則，評估當地的環境生態系統，保護環境及減少污染。在設計時，通過對場地和建築功能、特點的分析，提升綠色環保性能，達到資源能源節約，降低對周邊生物多樣性與生態系統的影響。施工過程中，按項目發展對鄰近社區及環境的影響，制定並實施保護環境的具體措施，控制由於施工引起各種污染以及對場地周邊區域的影響，以高標準、嚴要求推進綠色文明施工，參與項目周邊生態修復，採取生態補償機制，保護項目周邊的生物多樣性。

同時，本集團積極發展綠色建築項目，圍繞綠色設計、綠色施工等以完善管理體系和實踐，確保建築項目從選址、設計、施工及運營的過程中與氣候及環境相互協調，打造自然和諧的人居環境。

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The Group has incorporated green concepts in the design of a number of projects to complement the green development of local communities. Green building measures commonly used by the Group include:

- Using prefabricated parts, thereby reducing environmental pollution on site
- Employing a switchable glass curtain wall, thereby maintaining natural ventilation and lighting
- Greening on rooftops and public spaces
- Renewable energy technology can be incorporated in the design, where feasible, such as solar panels
- Installing water-saving irrigation system, soil moisture sensor and automatic shut-off device on rainy days to reduce irrigation water demand
- Installing rainwater harvesting system
- Utilising air quality sensing device with automatic building sensing function
- Give priority to green building materials

在多個項目設計中充分融合綠色理念，以配合當地社區綠色發展。本集團常用綠色建築措施包括：

- 使用預制組件，減少工地現場的環境污染
- 使用可開關的玻璃幕牆，實現自然通風和採光
- 於屋頂及公共區域進行綠化工作
- 於可行情況下加入可再生能源技術設計，如：太陽能板
- 設置節水灌溉系統、土壤濕度感測器和雨天自動關閉裝置，減少灌溉用水需求
- 安裝雨水收集系統
- 使用樓宇自動感知功能的空氣品質傳感裝置
- 優先選用環保建築材料

Green Building Planning and Certification

The Group follows the national standard of “Assessment Standard for Green Building” and strives to achieve the highest standard of green building through detailed control of greenery, energy saving, utilisation of environmentally friendly building materials and indoor environmental quality. In addition, we also actively promote green building certification related to the China Green Building Standard, and refer to the highest standards and best practices of the certification system for building design and operation.

綠色建築規劃及認證

本集團遵循《綠色建築評價標準》國家標準，通過綠化、節能、環保建築材料利用、室內環境品質等細節把控，致力於達到綠色建築最高標準。此外，我們亦積極推進與中國綠建標準相關的綠色建築認證，並參考認證體系的最高標準與最佳實踐，進行建築設計與運營。

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Hangzhou Woven City – China's Two-stars Green Building Evaluation Label 杭州未來雲城 – 中國綠色建築評價二星認證

The Hangzhou Woven City by China SCE is located in the new town area of Linping, Yuhang District, with a total gross floor area of approximately 1.5 million square metres. It is located in the bridgehead of "Integration with Hangzhou and Shanghai", which is a superior location. In recent years, with the continuous promotion of urbanisation, the built-up area of the city has expanded continuously. At the same time, the hardened area of the city increases and the rainwater absorption and infiltration capacity decrease. The issues of concrete jungle arise. The space formerly occupied by lakes and wetlands has been occupied by urban construction, reducing the city's ability to absorb water and destroying its natural circulation. The Hangzhou Woven City follows the Low Impact Development (LID) principle by reducing the impermeable area of the site development through reasonable design and using different technical means and measures to restore the hydrological conditions of the site after development to the pre-development state as much as possible (including total volume of runoff, peak flow, peak time, etc.). Besides, various engineering measures are adopted to maintain the original hydrological conditions before the development, control runoff pollution, and reduce pollution discharge to achieve sustainable water circulation in the development area.

In addition, the project also makes full use of the rich ecological resources around the site. Qiaosi Harbour, Waterview Park and Century Park forms the East Lake Greenway, going through the planning site. The rich ecological resources of nearby Lin Ping Mountain and Mid-levels have successfully created a number of ecological parks, providing a colorful green leisure space for the city. The project has been awarded China's Two-stars Green Building Evaluation Label.

杭州未來雲城項目為中駿位於餘杭區臨平的新城區板塊，總建築面積約150萬平方米。處於「融杭接滬」橋頭堡，區位條件優越。近年隨著城鎮化的不斷推進，城市建成區越來越大的同時，城市硬化面積增加，雨水吸、滲能力下降。水泥森林的問題出現。城市建設擠佔了原屬於湖泊、濕地的空間，城市對水的吸納能力大幅降低，自然迴圈遭到破壞。杭州未來雲城項目遵循低影響開發(LID)原則，通過合理設計減少場地開發的不可滲透面積，並利用不同技術手段及措施使開發後的場地水文條件儘量恢復到開發前的狀態(包括徑流總量、峰值流量、峰現時間等)。並通過工程措施來維持開發前原有水文條件，控制徑流污染，減少污染排放，實現開發區域可持續水循環。

此外，項目亦充分利用場地周邊的豐富生態資源，喬司港、水景公園、世紀公園相互絡合形成東湖綠道，貫穿規劃地塊。附近臨平山及半山的豐富生態資源更成功打造多處生態公園，為城市提供多彩的綠色休閒空間。該項目獲得中國綠色建築評價二星認證。

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Design Highlights:

- ❁ Adopting LID facilities such as permeable pavements, green roofs, rain gardens, lower green areas and rainwater collection and reuse systems, as to purify water quality and improve the water environment of the site;
- ❁ Adopting energy-saving measures to enhance the thermal insulation performance of the building exterior structure and improve the energy efficiency ratio of heating and air conditioning equipment;
- ❁ Installing renewable energy systems, such as air source heat pump systems, to maximise energy efficiency; and
- ❁ Utilising energy-saving lighting, energy-saving equipment and efficient water-saving appliances, as to enhance the energy efficiency and water conservation of buildings.

設計亮點：

- ❁ 採用透水鋪裝、綠色屋頂、雨水花園、下凹綠地和雨水收集回用系統等LID設施，以淨化水質及改善地塊水環境；
- ❁ 採用增強建築外圍護結構保溫隔熱性能和提高採暖、空調設備能效比的節能措施；
- ❁ 安裝可再生能源系統，如空氣源熱泵系統，充分發揮能源效益；及
- ❁ 採用節能燈具、節能設備及高效節水器具，以提升樓宇的能源效益及節水成效。



“Super TOD Complex” Hefei SCE Funworld – China’s Three-stars Green Building Evaluation Label and Urban Renewal 「超級TOD綜合體」合肥中駿世界城 – 中國綠色建築評價三星認證及城市更新

China’s Three-stars Green Building Evaluation Label

Hefei SCE Funworld is a project of China SCE, which is located in the Baohe Economic Development Zone of Hefei, with a total gross floor area of over 220,000 square metres. The project is a combination of hotel, lifestyle luxury products, fashionable retail, commercial and refined residential properties, which will fully contribute to the core competitiveness of urban development and open up a wonderful new business world of Hefei, making it a new landmark in Hefei. The project has been awarded China’s Three-stars Green Building Evaluation Label. In the process of operation and office, we take proactive measures to improve the efficiency of resource and energy use and reduce pollutant emissions.

Design highlights:

- Installing high solar shielding coefficient glass windows to effectively reduce solar radiation;
- The venue and building units are designed to be barrier-free and actively promote social integration;
- Applying BIM technology in the design stage and adopting a visual virtual environment to reduce waste of natural resources; and
- The Group has installed a carbon monoxide concentration detection system in the underground garage of the project and linked it with the exhaust equipment, which can ensure that the air quality of the underground garage is not harmful to the health of the users.

中國綠色建築評價三星認證

合肥中駿世界城為中駿位於合肥包河經開區的項目，總建築面積超過22萬平方米。項目組合酒店、生活精品、時尚零售、商業、精裝住宅等全業態，全面助推城市發展核心競爭力，開啟合肥商業新世界的精彩，成為合肥新地標。該項目獲得中國綠色建築評價三星認證。在運營與辦公過程中，積極採取措施提高資源與能源的使用效益、減少污染物排放。

設計亮點：

- 採用高遮陽系數的玻璃窗，有效減少太陽輻射；
- 場地、建築單體均採用無障礙設計，積極推廣傷健共融；
- 在設計階段應用BIM技術，採用視覺化虛擬環境，以減少浪費自然資源；及
- 本集團於項目地下車庫增設一氧化碳濃度檢測系統並與排風設備聯動，排風設備可將以確保地下車庫空氣質量不損害使用者健康。



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Hefei Urban Renewal 合肥城市更新

In the process of urbanisation, the efficient use of land is an important issue. However, the efficient use of land around rail transit does not blindly emphasise high-density development. Instead, the development must be carried out in accordance with local conditions and the integration of the surrounding area, as well as guided by the needs of the people, based on production and lifestyle, combining with urban functions such as commerce, office, and residence in an orderly manner to promote the sustainable development of the city. The Central Park developed by China SCE, as one of the key areas to be built in Hefei, has a planned total area of nearly 16 square kilometres, of which half of the area is for landscape green space planning. At the same time, in the future, the surrounding areas will be developed with the overall industrial layout, superimposed with innovative business forms and ecological effects, building a new economy with high-end business forms, high-level talents, and high-quality development, and creating a uniquely attractive innovative ecological new district in the big forest.

在城市化進程中，土地的高效利用是一個重要命題。但軌交周邊土地的高效利用，並非一味強調高密度開發。而是因地制宜，結合網站所在區域，以人群需求為導向，基於生產和生活方式，對商業、辦公、居住等城市功能進行有序疊加組合，推動城市的持續性發展。中駿規劃的中央公園，作為合肥重點打造的片區之一，規劃總面積接近16平方公里，其中讓渡一半的面積作為景觀綠地規劃。同時未來周邊將整體謀劃產業佈局，疊加創新業態與生態效應，構築業態高端、人才高層、發展高質的新經濟，打造掩映在大森林中獨具魅力的創新生態新區。



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Sustainable Financing

To raise additional funding support for sustainable building design and operations, the Group actively utilised sustainable financing tools and announced a sustainable financing framework in 2021. The framework is based on the Green Bond Principles 2021, the Green Loan Principles 2021, Social Loan Principles 2021 and the Social Bond Principles 2021 and is audited by S&P Global Ratings as an independent rating agency.

Under this framework, the Group aims to use the financing proceeds for the development of green building projects as well as housing and other types of projects that will continue to create environmental and social benefits and contribute to the achievement of the United Nations' sustainable development goals. The Group's Committee is responsible for reviewing and selecting eligible projects.

可持續金融

為向可持續的建築設計及運營募集到更多資金支持，本集團積極利用可持續融資工具，於二零二一年公佈可持續融資框架。該框架根據綠色債券原則2021、綠色貸款原則2021、社會貸款原則2021及社會債券原則2021設立，並由標普全球評級作為獨立評級機構進行審核。

在此框架指導下，本集團希冀將融資所得款項將用於發展綠色建築項目以及保障房等項目類別，持續創造環境和社會效益，貢獻聯合國可持續發展目標的實現。本集團的委員會負責審查及選擇合資格的項目。

Green Buildings

綠色建築



Pollution Prevention and Control

污染防治及控制



Affordable Housing

可負擔的住房



Sustainable Water Management

可持續水管理



Renewable Energy

可再生能源



Access to Essential Services: Quality Education

獲得基本服務：優質教育



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Green Operations

實踐綠色運營

Resource Usage

資源使用

Water Resources 水資源

The Group understands that water is a precious resource of the earth, strictly follows the relevant requirements such as "Reuse of Urban Recycling Water – Water Quality Standard for Urban Miscellaneous Use" (GB/T18920), "Reuse of Urban Recycling Water – Water Quality Standard for Scenic Environment Use" (GB/T18921), and other related regulations. We also attach great importance to water conservation and water resource recycling throughout the whole operating process, continue to strengthen water conservation management, and ensure the improvement of water resources utilisation efficiency.

本集團深明水是地球珍貴的資源，嚴格遵循《城市污水再生利用城市雜用水水質》(GB/T 18920)、《城市污水再生利用景觀環境用水水質》(GB/T 18921)等相關要求，重視運營全流程的節約用水和水資源回收利用，持續強化節水管理力度，確保水資源利用效率的提升。

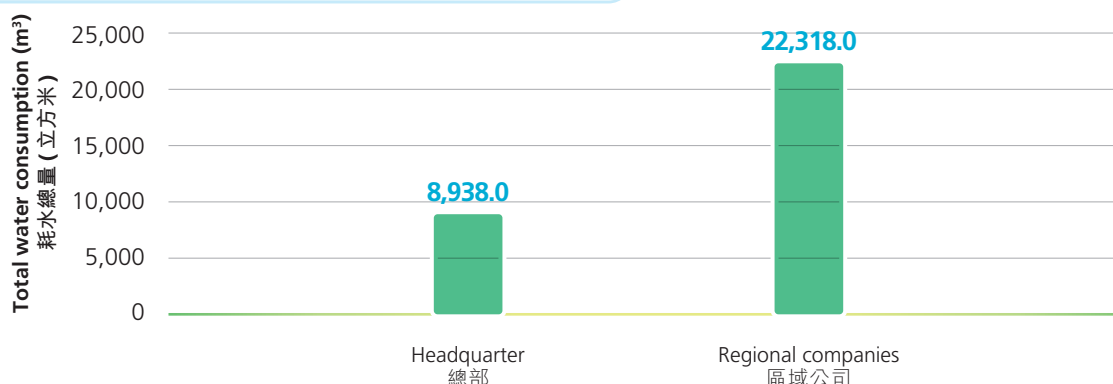
In terms of water consumption in the office, the Group encourages employees to save water through mail and posters. At the same time, the Group encourages major contractors to recycle and reuse wastewater during project construction. In order to reduce water resources consumption and waste, the Group has installed sensor connectors and toilet flushing systems, and monitored real-time water consumption data and detected water leakage.

就辦公室之用水而言，本集團透過郵件宣傳及張貼海報，以鼓勵僱員節約用水。同時，本集團鼓勵各主要承包商在項目施工中回收並重用廢水。為減少水資源消耗及浪費，本集團已安裝傳感器接頭和沖廁系統，並監控實時水消耗數據及檢測漏水情況。

During the Year, the Group consumed a total of 31,256.0 m³ of water resources, with a water consumption intensity of 1.52 m³/sq.m., of which, 8,938.0 m³ were consumed at the headquarter office, with an intensity of 0.8 m³/sq.m., which was basically the same as the previous year.

本年度，本集團共消耗水資源31,256.0立方米，耗水密度為1.52立方米/平方米。其中，總部辦公室消耗量為8,938.0立方米，密度為0.8立方米/平方米，與上一年度基本持平。

Total Water Consumption 耗水總量



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Energy 能源

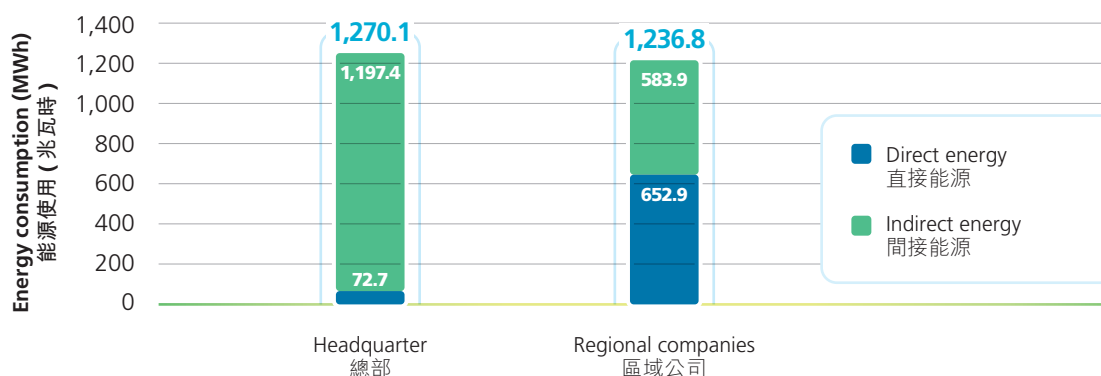
In order to reduce the carbon footprint and promote energy conservation, we have further strengthened the management of energy and resources in the office environment through five aspects, including air conditioning management, lighting management, equipment and energy consumption management, water consumption management and management of office supplies and consumables, under the guidance of the "Notice Regarding Workplace Energy Saving Measures". Energy saving measures include providing guidelines on the conditions on using and temperature of air-conditioning, and reminding employees to switch off power-consuming equipment such as lighting, computers, air-conditioning and photocopiers before getting off work to minimise resource consumption. In addition, to keep up with market trends, the Group regularly reviews the energy consumption of electrical appliances, eliminates outdated products and purchases energy-efficient equipment, such as replacing non-energy-saving lamps and adopting LED lighting, to contribute to the development of a low-carbon economy.

During the Year, the Group consumed a total of 2,506.9 MWh of energy, with an energy intensity of 0.12 MWh/sq.m. Direct energy is mainly used for vehicle, with gasoline usage of 725.6 MWh. Indirect energy is mainly consumption of electricity.

為減低碳足跡並推動節約能源，在《關於辦公環境節能管控通知》的指引下，透過空調管理、照明管理、設備用電管理、用水管理及辦公用品、辦公耗材管理五方面進一步加強辦公環境能源、資源的使用管理。節能措施包括為空調使用的條件與溫度提供指引，並提醒僱員下班前關掉照明、電腦、空調、影印機等耗電設備，以盡量減少資源消耗。除此之外，為緊跟市場趨勢，本集團也會定期檢視電器耗能情況，淘汰落後產品，採購高效能源設備，例如替換非節能燈、採用LED照明，協力低碳經濟發展。

本年度，本集團共消耗能源2,506.9兆瓦時，能源密度為0.12兆瓦時／平方米。直接能源主要用於車輛，汽油的使用為725.6兆瓦時。間接能源則主要為電力的消耗。

Energy Consumption 能源使用



In the future, we will continue to improve our controls, review the existing data collection and statistical processes, explore and gradually set feasible targets based on actual consumption, with a view to establishing a solid foundation for further long-term action measures in the future.

未來，我們將繼續完善管控，檢視現有的數據收集及統計的過程，探討並根據實際消耗情況逐步設定可行的目標，為將來我們進一步制定更長遠的行動措施奠定穩健基礎。

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Emissions Management

排放管理

Waste 廢棄物

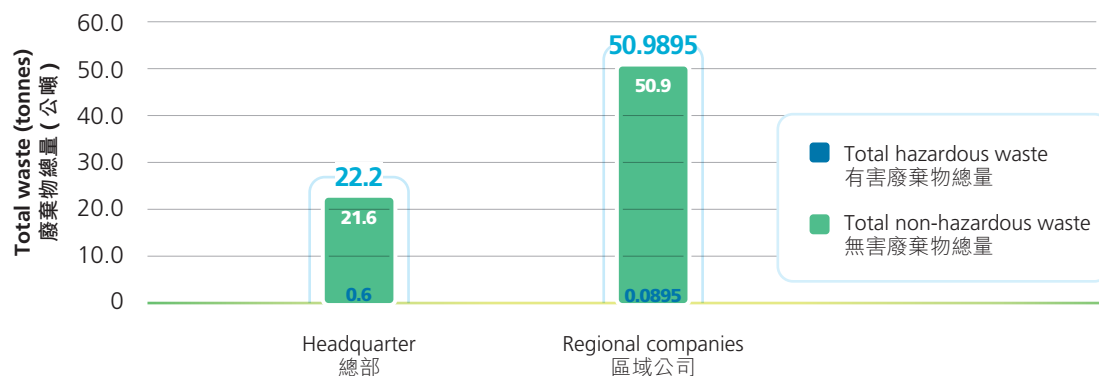
The Group understands the impact of waste on the environment and society and strictly follows the “Law of the PRC on Prevention and Control of Environmental Pollution by Solid Waste”, “National Hazardous Waste List” and other related requirements. We also carry out harmless, reduced and resourceful disposal of solid waste, always striving to reduce waste production at source and raise employees’ awareness of environmental protection. The Group encourages employees to use paperless office, including circulating documents through online platforms, reducing excessive printing and avoiding the use of disposable products, etc., so as to actively practice sustainable office and lifestyle. In addition, we have been encouraging main contractors to use localised materials in project construction to reduce material waste during transport. We also strengthen the treatment of waste, encourage waste classification and label storage, report and record the disposal methods of construction waste in accordance with regulations to avoid the waste of resources.

The Group generated a total of 689.5 kg of hazardous waste during the reporting period, mainly toner cartridge. The total amount of non-hazardous waste was 72.5 tonnes. All types of waste were handed over to the relevant qualified contractors for disposal.

本集團明白廢棄物對環境及社會影響，遵循《中華人民共和國固體廢物污染環境防治法》《國家危險廢棄物名錄》等規章制度，對固體廢棄物開展無害化、減量化和資源化處置，一直致力從源頭減少廢物產量以及提高僱員的環境保護意識。本集團鼓勵員工使用無紙化辦公，包括利用網路平台傳閱文件、減少過度打印及避免使用即棄產品等，積極實踐可持續的辦公和生活方式。此外，我們一直鼓勵主要承包商在項目施工中使用屬地化材料，減少材料在轉運過程中的浪費。我們亦加強對廢棄物的處理，鼓勵廢棄物分類及標籤存放，並按照規定申報及記錄建築廢料的處置方式，避免造成資源浪費。

本集團於報告期內總共產生了689.5千克有害廢棄物，主要為廢硒鼓。無害廢棄物共計72.5公噸。各類型廢棄物均交由相關合資格承辦商處理。

Total Waste 廢棄物總量



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Case – 4.22 Earth Day 案例 – 4.22 世界地球日

On 22 April 2022, “Carbon Sensation” environmental protection plan of China SCE was officially launched. The Group adhered to the concept of sustainable development and corporate social responsibility, and united with SCE CM and long-term rental apartment to join hands with the old clothes environmental protection donation charity platform “White Whale” to launch the “Useful Waste” Recycling Planet online and offline national joint charity, calling on participants to collect and donate waste textile items, and recycle them for recycling-processing-regeneration, in order to achieve the goals and construction of carbon reduction, environmental protection and regeneration and building a better home on earth.

There were multiple online and offline channels for this event. Those who participated in the donation of waste fabrics could donate offline at the SCE Funworld, long-term rental apartment and other business outlets under the Group, or they could place an order online and make an appointment for free door-to-door pick-up from logistics service. A total of nearly 200 kilograms of discarded clothes were recycled in this event.

二零二二年四月二十二日，中駿「感碳號」環保計劃正式上線，本集團秉承可持續發展理念及企業社會責任，聯合旗下中駿商管和長租公寓攜手舊衣物環保捐贈公益平台「白鯨魚」發起「有用廢物」循環星球線上線下全國聯動公益活動，號召參與者收集捐贈廢棄紡織物品，回收用於循環 – 加工 – 再生，為實現減碳減排、環保再生的目標和建設更加美好的地球家園貢獻力量。

此次活動設有線上線下多種管道，參與廢舊織物捐贈的人員可在本集團旗下中駿世界城、長租公寓等營業點進行線下捐贈，也可以通過網絡下單，預約物流免費上門收件，本次活動共回收廢棄衣物近 200 千克。



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Greenhouse Gas Emissions

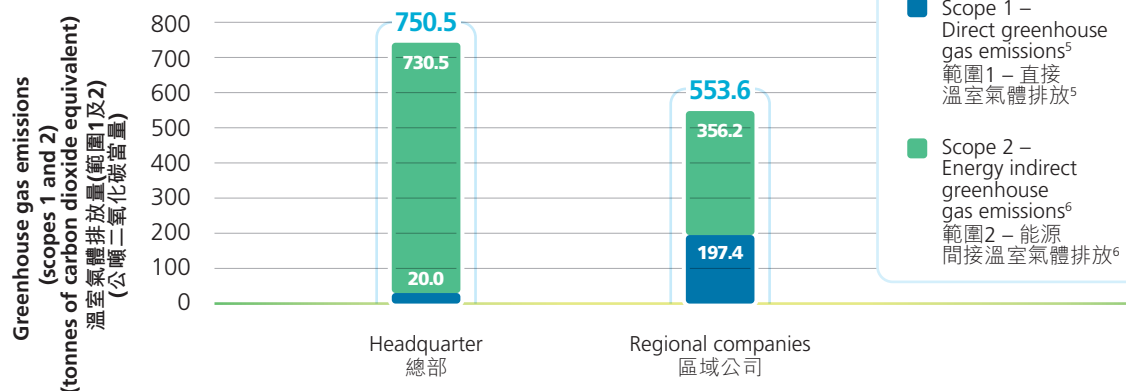
溫室氣體排放

The Group has made the reduction of emissions an important part of its corporate responsibility for environmental protection, and employed a professional consultant to undertake carbon emissions appraisal, and quantify emissions produced by Group operations. During the Year, the Group generated a total of 1,304.1 tonnes of carbon dioxide equivalent from greenhouse gas emissions. With a greenhouse gas intensity of 0.06 tonnes of carbon dioxide equivalent/sq.m.

本集團把減少排放物作為企業履行環境保護責任的重要工作之一，並聘請專業顧問公司進行碳評估，以量化其營運產生的排放。本年度，本集團共產生溫室氣體排放1,304.1公噸二氧化碳當量，溫室氣體密度為0.06公噸二氧化碳當量／平方米。

Greenhouse Gas Emissions⁴

溫室氣體排放量⁴



4 Refer to the "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" by the Stock Exchange.

5 Including greenhouse gas emissions from the use of gasoline fuel and natural gas combustion in vehicles within the Group's control.

6 Including emissions from the Group's purchased electricity and heating systems. Electricity emissions are based on the "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" by Stock Exchange; Heat power emission factor adopts 0.11 tonnes of carbon dioxide/GJ.

4 參考聯交所《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》計算。

5 包括本集團控制範圍內的車輛使用汽油燃料及天然氣燃燒所產生的溫室氣體排放。

6 包括本集團外購電力及供暖系統的排放。電力排放採用聯交所《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》；熱力排放係數採用0.11噸二氧化碳／吉焦。

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Greenhouse Gas Emissions

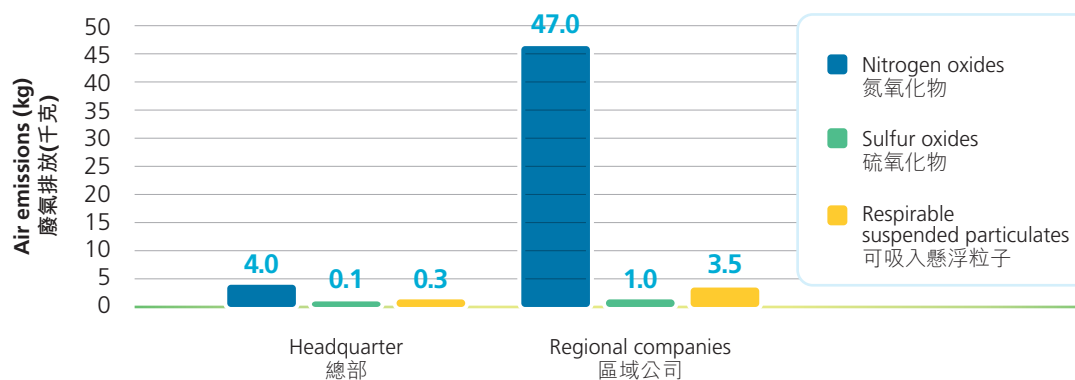
溫室氣體排放

The use of fossil fuels also contributes to the emission of air pollutants. During the Year, the Group's daily operations generated 51.0 kg of nitrogen oxides, 1.1 kg of sulfur oxides and 3.8 kg of respirable suspended particulates.

化石燃料的使用亦帶來空氣污染物的排放。本年度，本集團的日常運營產生 51.0 千克的氮氧化物、1.1 千克的硫氧化物和 3.8 千克的可吸入懸浮粒子。

Air Emissions ⁷

廢氣排放 ⁷



⁷ Emission factors are based on "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" by the Stock Exchange.

⁷ 排放因子參考聯交所《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》。

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Green Office

In addition to project development and operation, the Group also pays attention to the use of resources and carbon emissions in its own offices. Therefore, we formulate a series of green office management systems and establish a long-term mechanism for energy conservation and emission reduction to cultivate employees' green office habits and continuously improve energy utilisation efficiency. The following are some of the green office measures implemented by the Group:

Water Utilisation:

- Install water-saving devices and sensor faucets to monitor water usage and strengthen the daily inspection, maintenance and management of water equipment; and
- Display water-saving reminders in toilets, showers, tea rooms, etc., to remind employees to develop a good habit of saving water and turning off the tap.

Electricity Utilisation:

- The running time and temperature of the air conditioner and the lighting time of each area are regulated with fixed personnel in charge. Lighting, air conditioning and other equipment are turned off when no one is present;
- Replace and use energy-efficient equipment, such as replacing non-energy-saving lamps and adopting LED lighting; and
- Remind employees to properly switch on and use computers, printers and other office equipments.

綠色辦公

除了項目開發及營運外，本集團也關注自身辦公室的資源使用及碳排放情況，制定一系列的綠色辦公管理制度，建立節能減排长效机制，培養員工綠色辦公習慣，不斷提高能源利用效率。以下是本集團實施的部分綠色辦公措施：

用水：

- 加裝節水裝置及感應水龍頭，監測用水情況及加強用水設備的日常檢查維護和管理；及
- 在衛生間、淋浴間、茶水間等位置粘貼節約用水的溫馨提示，提示員工養成節約用水、隨手關水的良好習慣。

用電：

- 規定空調開關時間與溫度及各區域照明時間，並由固定人員負責，無人時關閉照明、空調等設備；
- 更換並使用高效能源設備，例如替換非節能燈、採用LED照明；及
- 提醒員工合理開閉和使用電腦、印表機等辦公設備。

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Material and equipment management:

- Encourage employees to use electronic documents and promote paperless office, such as using electronic documents and emails for contact, editing drafts and signing on electronic media, etc.;
- Encourage double-sided black and white printing or recycle printing paper. Printing is automatically set to double-sided; and
- Strengthen the management of various instruments and equipment and apply on demand to improve utilisation rate and efficiency. Check and maintain office equipment regularly to prolong the service life and improve the efficiency of resource use.

物料及設備管理：

- 鼓勵員工使用電子文件，推動無紙化辦公，例如使用電子檔、電子郵件作聯繫、在電子媒介上修改文稿及簽字等；
- 鼓勵雙面黑白打印或循環使用打印紙張，列印自動設定為雙面使用；及
- 加強對各種儀器設備的管理，按需申請，以提高利用率和使用效率；按時對辦公設備進行檢查及保養，延長使用壽命，提升資源使用效益。

Climate Change

As there are increasing global calls for action to address climate change, the Group is aware of its responsibility as a responsible business and has made progress in reducing its overall greenhouse gas footprint and enhancing its resource conservation efforts. At the same time, the Group understands that climate change will bring about changes in society and daily operations and is developing policies to enhance the management of climate risks and opportunities accordingly.

In terms of risks, the emergence of extreme weather can have a significant impact on the property development industry, including threats to the structure and safety of buildings from super typhoons, flooding or other extreme weather, as well as the transition risk of the overall economic transformation to a lower carbon economy, which may result in asset impairment and increased maintenance costs. The Group will consider assessing the risk level of each property in the future to enhance resilience and ability to cope with climate change. In terms of opportunities, led by increasing market demand, the Group also hopes to further enhance its sustainability performance by investing in green buildings and green financing, incorporating more climate-resilient elements in future projects and exploring more innovative green construction techniques to seize business opportunities while saving costs and promoting technological innovation.

氣候變化

由於全球要求採取行動解決氣候變化問題的呼聲越來越高，本集團深諳自己作為負責任企業所肩負的責任，已在減少整體溫室氣體足跡及加強資源節約工作方面取得進展。與此同時，本集團了解氣候變化會為社會及日常營運帶來轉變，正制定相應政策以加強氣候風險及機遇管理。

風險方面，極端天氣的出現對物業發展行業的影響重大，包括超級颱風、水災或其他極端天氣對建築物結構及安全的威脅、以及整體經濟轉型至更低碳經濟的過渡風險，有可能會導致資產減值及增加維修成本。本集團未來考慮評估各物業風險等級，以提升適應力及抵禦氣候變化的能力。而在機遇方面，在不斷增加的市場需求引領下，本集團亦希望透過投資綠色建築和綠色金融，於未來的項目加入更多具氣候抗禦力的元素以及探索更多創新的綠色施工技術，在節省成本及促進科技創新的同時把握商機，進一步提高本集團的可持續發展表現。

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Contribution to Building Communities

The real estate business is closely related to building communities. While building sustainable communities through our own operations, such as providing quality green spaces, the Group is committed to its corporate social responsibility, concern for the underprivileged and promotion of social equity, with a view to realising our vision of "Sharing a Better Future".

The Group has formulated the "Community Investment Policy Statement", which is committed to understanding the needs of the communities where it operates, and incorporates community investment into daily management and work planning to contribute to community construction and give back to local residents. Over the years, the Group has donated more than RMB900 million to various charity projects, focusing on the main stream of education, environmental protection and cultural areas, and has successively established various charitable funds such as student aid, poverty alleviation, and medical assistance.

貢獻社區建設

房地產業務與社區建設息息相關。在提供優質綠色空間等自身運營建設可持續社區的同時，本集團堅守企業公民的社會責任，關注弱勢群體，促進社會公平，希冀實現「共用美好未來」的公益主張。

本集團制定了《社區投資政策聲明》，致力於了解營運所在社區的需求，並把社區投資納入日常管理工作規劃，用於貢獻社區建設及回饋當地居民。多年來，本集團累計捐助各項公益事業超人民幣9億元，聚焦教育主航道，關注環保、文化領域，並先後設立助學、扶貧、醫療救助等多類慈善基金。

Highlights of 2022 二零二二年工作亮點



Approximately RMB **8 million** were invested in charity. The "China SCE Student Aid", "China SCE Scholarship" and "China SCE Teacher Incentives" covered nearly 100 rural students, middle and high school students and college talents

於公益事業投入約人民幣**800萬元**，「中駿助學金」「中駿獎學金」「中駿教學金」覆蓋近百名鄉村學童、初高中學子及高校人才



"China SCE Library" donated over **30,000** books, benefiting **150** schools and over **60,000** teachers and students

「中駿圖書室」捐贈圖書冊數超過**3萬**，惠及學校**150**所，受益師生超過**6萬**



The first "China SCE Yangfan Class" rural student aid project was established to help **50** rural students

首設「中駿揚帆班」鄉村助學項目，幫助**50**名鄉村學子

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Concentration on Education

Charity Education Campaign

The Group has always believed that education is a key driver of change and development, and through our investment in education, we hope to nurture future talents who will build a better life.

聚力教育工作

教育公益

本集團始終認為教育是改變與發展的重要推動力，期望透過對教育的投入，培養建設美好生活的未來人才。

China SCE "Scholarship", "Student Aid" and "Teacher Incentives" 中駿「獎」「助」「教」學金

In August 2022, China SCE awarded the 2022 "China SCE Student Aid" to 25 college entrance examination candidates with excellent grades but limited family conditions in Xiamen, to help them to pursue education. Since 2019, China SCE has joined hands with the Xiamen Education Foundation for four consecutive years to participate in the special project of "Student Aid for Underprivileged National Entrance Examination Candidates", helping over one hundred National College Entrance Examination candidates to fulfill their dreams of studying in the university, envisioning the future with them, and helping them to succeed.

二零二二年八月，中駿向25位成績優異但家庭條件有限的廈門高考生頒發二零二二年「中駿助學金」，資助學子們的求學之路。自二零一九年開始，中駿已連續四年攜手廈門市教育基金會，參與「貧困高考生助學」專項項目，累計幫助上百名高考生圓夢大學，與他們共話未來，助力成才。



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In November 2022, China SCE joined hands with Fujian Nanan Huaqiao Middle School to present the “Wong Chiu Yeung Education Fund” for the 2021-2022 school year to commend and reward outstanding teachers in the junior and departments of Nanan Huaqiao Middle School. In order to encourage and help excellent teachers and teacher training more effectively, the Group established a RMB20 million education fund for Nanan Huaqiao Middle School in 2021, further creating and stimulating the teaching atmosphere of “Comparing, Learning, Matching and Surpassing” in the school. In 2022, the results of both the high school and college entrance examinations of Nanan Huaqiao Middle School recorded new highs in recent years. In the college entrance examination, some graduates were listed in the “C9 League”, one of the first top university league in China, with nearly 20 graduates admitted to key universities. In the high school entrance examination, the comprehensive ratio ranking climbed up more than 20 places as compared to last year.

二零二二年十一月，中駿攜手福建南安華僑中學，頒發「黃朝陽教育金」2021-2022學年獎教金，表彰並獎勵南安僑中初中部、高中部優秀教師們。為更有效地鼓勵和助推優秀教師及師資培養，二零二一年本集團於南安僑中設立人民幣2,000萬元教育基金，進一步營造和激發了學校「比學趕超」的教學氛圍。二零二二年，南安僑中學子中高考成绩雙雙創下近年新高；考高中，有畢業生登榜「九校聯盟」、近20名畢業生獲重點大學錄取；中考中，學校在當地的綜合比率排名較去年提升20餘位。



In December 2022, China SCE joined hands with Xiamen University School of Management to award the 2022 “China SCE Scholarship” and “China SCE Wong Chiu Yeung Scholarship”. Since 2008, the Group has donated funds to establish the “China SCE Student Aid” project, and in 2019, the “China SCE Wong Chiu Yeung Scholarship” project was added. So far, it has sponsored more than 300 students.

二零二二年十二月，中駿攜手廈門大學管理學院，頒發二零二二年「中駿助學金」及「中駿黃朝陽獎學金」。本集團自二零零八年捐資設立「中駿助學金」項目，到二零一九年加持增設「中駿黃朝陽獎學金」項目，截止目前已累計資助學生逾300名。



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Rural education support

China SCE believes in the concept of continuous learning, changing what one knows, and realising long-term well-being, and supports and protects the rights of rural children to acquire knowledge and learn in various forms.

鄉村助學

中駿認同持續學習，改變認知，實現長遠幸福的理念，並以多種形式的支持並守護鄉村孩童們對獲取知識和學習的權利。

"China SCE Yangfan Class" 「中駿揚帆班」

In June 2022, China SCE joined hands with Siyuan – Yangfan Charity Foundation to officially launch the "China SCE Yangfan Class", a rural student aid project. Each "China SCE Yangfan Class" will select 50 impoverished primary school students from remote villages with excellent grades to study in key middle schools in cities and counties, to promote the upgrading of educational resources. During the summer holiday, China SCE Charity cooperated with Zhijiang No. 3 Middle School in Huaihua City, Hunan Province. Most of the outstanding teachers went to the countryside to visit the 50 students of the "China SCE Yangfan Class" one by one, offering them an one-on-one tutorial and formulating a scientific "Admission Guide" for their holiday.

二零二二年六月，中駿攜手思源·揚帆公益基金會正式發起「中駿揚帆班」鄉村助學項目。每屆「中駿揚帆班」將選拔50名成績優異的偏遠鄉村貧困小學生至市縣重點中學就讀，助推教育資源升級。暑期期間，中駿公益聯合湖南省懷化市芷江三中，組織多位優秀骨幹教師，深入下鄉，逐一走訪這50名「中駿揚帆班」學子，對他們進行一對一考察輔導，為假期制定系統科學的「入學指南」。

Visiting the students
走訪學子



Admission to the "China SCE Yangfan Class"
「中駿揚帆班」入學

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“China SCE Library” 「中駿圖書室」

China SCE launched the “China SCE Library” project in 2017. During the Year, the Group continued to build “China SCE Library” in rural primary schools across the country, continued to donate selected books such as natural science, calligraphy, painting and picture books, and Chinese and foreign masterpieces, and cooperated with the Palace Museum to add the special collection of “Forbidden City School Bag”. In 2022, a total of more than 30,000 books were donated, benefiting 150 schools and more than 60,000 teachers and students. Since the launch of the project, a total of over 340,000 books have been donated. It has benefited over 2,000 schools and over 600,000 teachers and students, covering 28 provinces across the country.

中駿自二零一七年啟動「中駿圖書室」項目，本年度，本集團繼續於全國多地鄉村小學建設「中駿圖書室」，延續捐贈自然科學、書畫繪本、中外名著等甄選書籍，並聯合故宮博物院增設「故宮小書包」特色典藏圖書。二零二二年，共計捐贈圖書逾3萬冊，惠及學校150所，受益師生逾6萬人。自項目啟動至今，累計捐贈圖書冊數超過34萬。惠及學校超過2,000所，受益師生超過60萬，遍佈全國28省。



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"A class for Xiao Junjun" 「小駿駿一堂課」

During the Year, China SCE joined hands with Siyuan – Yangfan Charity Foundation to upgrade and create "A class for Xiao Junjun". We cooperated with national and provincial intangible cultural heritage masters to carry out online and offline intangible cultural heritage experience courses such as Ru kiln, embroidery, tie-dyeing, etc., to allow intangible cultural heritage cultural and artistic resources to enter rural schools. At the same time, we connected with the Forbidden City to give a lecture on "Exploring the Architecture of the Forbidden City", leading the students of Zhuqing Town Central Primary School in Dege County, Ganzi Prefecture to experience the charm of the Forbidden City and traditional Chinese culture.

本年度，中駿攜手思源•揚帆公益基金會，升級打造「小駿駿一堂課」。聯合國家級、省級非遺大師，開展汝窯、刺繡、紮染等線上線下非遺體驗課程，助力非遺文化藝術資源走入鄉村學堂。同時，連線故宮，開展「探索紫禁城建築之道」講座，帶領甘孜州德格縣竹慶鎮中心小學的學生感受故宮與中國傳統文化的魅力。



"A class for Xiao Junjun" – Tie-dye
「小駿駿一堂課」– 紮染

"A class for Xiao Junjun" – Embroidery
「小駿駿一堂課」– 刺繡



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Attention to the Needs of Everyone

Joining Hands to Overcome Difficulties Amid the Pandemic

In 2022, due to the resurgence of COVID-19 outbreak in a number of cities, various businesses of China SCE actively responded to strengthen pandemic prevention, sanitisation, and material allocation, built a solid frontline of defense, fulfilled corporate social responsibility, and donated cash and supplies to streets, communities and frontline pandemic prevention personnel in pandemic-affected areas. For the three cities of Jinan, Qingdao, and Weifang in Shandong Province, as well as several urban communities in Tongchuan in Shaanxi Province, which were seriously affected by the pandemic, China SCE offered 2,600 pandemic prevention packages.



關注多方需求

攜手克艱，「疫」不容辭

二零二二年，由於新冠疫情複襲多城，中駿各業態積極應對增強防疫消殺及物資配備，築牢第一道防線，踐行企業社會責任，向涉疫地區街道、社區和一線防疫人員捐贈現金及物資。對於山東省濟南、青島、濰坊三市以及陝西省銅川市受疫情影響嚴重的多個城中社區，中駿支援了2,600份愛心防疫包。



Devoted to Help the Frontline with Love

During the Year, the regional companies under China SCE visited Fengyang village and other places to deliver basic necessities to numerous families with special needs. Northern China Region company also sent heatstroke prevention materials and solicitude to firefighters, sanitation workers and other frontline special personnel and extremely poor families. In the future, China SCE will adhere to its original intention and expand charity activities to more areas to generate wellbeing while creating charity values.

心懷一線，愛心幫扶

本年度，中駿旗下區域公司等前往鳳陽村等地，向多個特殊困難家庭送上生活保障物資。華北區域公司還為消防隊員、環衛工人等一線特殊職業人群及特困家庭送去防暑降溫物資和慰問。未來，中駿會秉承初心，將公益行動拓展到更多領域，在創造公益價值的同時為創建幸福生活貢獻力量。

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Overview of Key Performance Indicators

關鍵績效指標總覽

Environmental Performance

環境表現

	2022 二零二二年		2021 二零二一年		Unit 單位
	Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司	
Air pollutants^{8,9}					
空氣污染物^{8,9}					
Nitrogen oxides 氮氧化物	4.0	47.0	4.3	68.6	kg 千克
Sulfur oxides 硫氧化物	0.1	1.0	0.2	1.6	kg 千克
Respirable suspended particulates 可吸入懸浮粒子	0.3	3.5	0.3	5.1	kg 千克
Total greenhouse gas emission¹⁰					
溫室氣體總排放¹⁰					
Scope 1 – Direct greenhouse gas emissions 範圍一 – 直接溫室氣體排放	20.0	197.4	152.4	299.9	tonnes of carbon dioxide equivalent 公噸二氧化碳當量
Scope 2 – Energy indirect greenhouse gas emissions 範圍二 – 能源間接溫室氣體排放	730.5	356.2	1,052.0	709.9	tonnes of carbon dioxide equivalent 公噸二氧化碳當量
Total greenhouse gas emission 溫室氣體總排放量	750.5	553.6	1,204.4	1,009.8	tonnes of carbon dioxide equivalent 公噸二氧化碳當量
Greenhouse gas intensity (in terms of floor area) 溫室氣體密度(以面積計算)	0.06		0.07		tonnes of carbon dioxide equivalent/sq.m. 公噸二氧化碳 當量/平方米

8 2021 figure is restated to reflect the actual situation.

8 重列二零二一年數據，以反映實際情況。

9 Emission factors are based on “How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” by the Stock Exchange, “Road Vehicles Air Pollutant Emission Inventory Preparation Technical Guide” and “Technical Guide for Compilation of Primary Emission Source Inventory of Atmospheric Respirable Particulates (Trial)” published by the Ministry of Ecology and Environment of the PRC, and the “AP-42: Compilation of Air Pollutants Emissions Factors” promulgated by the United States Environmental Protection Agency.

9 排放因子參考聯交所《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》、中華人民共和國生態環境部《道路機動車大氣污染物排放清單編製技術指南》及《大氣可吸入顆粒物一次源排放清單編製技術指南(試行)》，以及美國國家環境保護局《AP-42：空氣污染物排放因子彙編》。

10 Refer to “How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” by the Stock Exchange for calculation; Heat power emission factor adopts 0.11 tonnes of carbon dioxide/GJ.

10 參考聯交所《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》計算；熱力排放係數採用0.11噸二氧化碳/吉焦。

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	2022 二零二二年		2021 二零二一年		Unit 單位
	Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司	
Hazardous waste					
有害廢棄物					
Total hazardous waste 有害廢棄物總量	600.0	89.5 ¹¹	—	0.8	kg 千克
Total hazardous waste intensity (in terms of floor area) 有害廢棄物密度（以面積計算）	0.033		0.001		kg/sq.m. 千克／平方米
Non-hazardous waste					
無害廢棄物					
Total non-hazardous waste 無害廢棄物總量	21.6	50.9 ¹²	78.0	56.0	tonnes 公噸
Total non-hazardous waste intensity (in terms of floor area) 無害廢棄物密度（以面積計算）	0.004		0.007		tonnes/sq.m. 公噸／平方米
Energy					
能源					
Direct energy 直接能源	72.7	652.9	476.0	1,090.1	MWh 兆瓦時
Indirect energy 間接能源	1,197.4	583.9	2,019.0	1,215.8	MWh 兆瓦時
Total energy consumption 能源總耗量	1,270.1	1,236.8	2,495.0	2,305.9	MWh 兆瓦時
Energy intensity (in terms of floor area) 能源密度（以面積計算）	0.12		0.15		MWh/sq.m. 兆瓦時／平方米
Water consumption					
耗水					
Total water consumption 總耗水量	8,938.0	22,318.0	11,818.0	23,235.8	m ³ 立方米
Water consumption intensity (in terms of floor area) 耗水密度（以面積計算）	1.52		1.25		m ³ /sq.m. 立方米／平方米

11 In 2021, only total hazardous waste of Northern China Region were collected, while total all regions figure would be collected in 2022.

11 二零二一年僅收集華北區域有害廢棄物總量，二零二二年收集全部區域數據。

12 In 2021, only total non-hazardous waste of West Taiwan Strait were collected, while all regions figure would be collected in 2022.

12 二零二一年僅收集海西區域無害廢棄物總量，二零二二年收集全部區域數據。

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Social Performance

社會表現

		2022 二零二二年		2021 二零二一年	
		Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司
Number of employees¹³					
員工人數¹³					
Gender 性別	Male 男性	137	1,339	221	2,406
	Female 女性	85	980	150	1,721
Age 年齡	Under 30 30歲以下	32	695	94	1,670
	30–50 30–50歲	176	1,616	264	2,446
	Over 50 50歲以上	14	8	13	11
Grade 職級	Senior management 高級管理人員	27	26	33	33
	Middle management 中級管理人員	56	195	79	280
	General staff 一般員工	139	2,098	259	3,814
Total 總數		222	2,319	371	4,127

13 All of the employees in the scope of the report are located in Mainland China and all are full-time employees.

13 報告範圍內的所有員工均位於中國內地，且為全職員工。

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		2022 二零二二年		2021 二零二一年	
		Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司
Employee turnover rate¹⁴					
流失員工比率¹⁴					
Gender 性別	Male 男性	59%	103%	43%	72%
	Female 女性	68%	97%	39%	75%
Age 年齡	Under 30 30歲以下	94%	128%	50%	83%
	30–50 30–50歲	61%	88%	39%	67%
	Over 50 50歲以上	7%	25%	15%	118%
	Total 總數	63%	100%	41%	73%
Health and Safety of Employees					
僱員健康與安全					
Number of work-related injuries 工傷人數		–	–	–	12
Lost days due to work-related injuries 因工傷損失工作日數		–	–	–	752
Number of work-related fatalities¹⁵ 因工亡故人數 ¹⁵		–	–	–	–

14 All of the employees in the scope of the report are located in Mainland China, excluding employees who are transferred to operations outside the Group's reporting area for business purposes. The employee turnover rate = the number of employees in the relevant category who left during the Year / number of employees in the relevant category.

15 In the past three years, the Group had no work-related fatalities.

14 報告範圍內的所有員工均位於中國內地，不包括因業務需要調動至本集團報告範圍外之營運點的員工。流失員工比率=相關類別全年流失的員工／相關類別員工人數。

15 過去三年，本集團均無因工死亡個案。

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		2022 二零二二年		2021 二零二一年	
		Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司
Ratio of employee trained¹⁶					
受訓員工比率¹⁶					
Gender 性別	Male 男性	8%	25%	113%	95%
	Female 女性	4%	24%	95%	100%
Grade 職級	Senior management 高級管理人員	26%	88%	97%	115%
	Middle management 中級管理人員	0%	5%	111%	100%
	General staff 一般員工	5%	25%	105%	97%
Total 總數		6%	24%	106%	97%

16 The ratio of employee trained = the number of employees in the relevant category who participated in the training during the Year / number of employees in the relevant category. Since the number of employees in the relevant category who participated in the training during the Year included redeployed or resigned employees, the ratio of employee trained would be larger than 100%.

16 受訓員工比率=相關類別全年參加培訓的員工／相關類別員工人數。由於全年參加培訓的員工人數包含部份調職或離職員工，故受訓員工比率可能大於100%。

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		2022 二零二二年		2021 二零二一年	
		Headquarter 總部	Regional companies 區域公司	Headquarter 總部	Regional companies 區域公司
Average training hours for employees (hours)¹⁷					
員工平均培訓時數(小時)¹⁷					
Gender 性別	Male 男性	42.9	17.2	67.9	57.2
	Female 女性	29.3	8.3	57.7	62.5
Grade 職級	Senior management 高級管理人員	72.0	72.9	42.7	44.5
	Middle management 中級管理人員	0	8.0	54.6	46.8
	General staff 一般員工	8.0	11.1	69.3	60.5
Total 總數		40.0	13.6	63.8	59.4

17 Average training hours for employees = total number of training hours for the relevant category of employees / number of employees in the relevant category

17 員工平均培訓時數 = 相關類別受訓員工培訓時間總數 / 相關類別員工人數。

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		2022 二零二二年
Number of suppliers 供應商數量		
Region 地區	Northern China Region 華北地區	1,213
	Southern Region 南方地區	1,323
	Southeast Region 東南地區	1,037
	Southwest Region 西南地區	782
Total 總數		4,355

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ESG Reporting Guide Content Index

《環境、社會及管治報告指引》 內容索引

Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
A1. Emissions		
A1. 排放物		
General Disclosures	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.	Environmental, Social and Governance Approach Advocacy for Green Development
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	環境、社會及管治方針 倡導綠色發展
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Overview of key Performance Indicators 關鍵績效指標總覽
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量及密度。	Overview of key Performance Indicators 關鍵績效指標總覽
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Overview of key Performance Indicators 關鍵績效指標總覽
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Overview of key Performance Indicators 關鍵績效指標總覽
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。	Advocacy for Green Development 倡導綠色發展
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Advocacy for Green Development 倡導綠色發展

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
A2. Use of Resources		
A2. 資源使用		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Advocacy for Green Development
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	倡導綠色發展
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Overview of key Performance Indicators 關鍵績效指標總覽
A2.2	Water consumption in total and intensity. 總耗水量及密度。	Overview of key Performance Indicators 關鍵績效指標總覽
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。	Advocacy for Green Development 倡導綠色發展
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。	The Group had no problem in sourcing water that is fit for purpose. 本集團在求取適用水源上無任何問題。
A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	The business nature of the Group did not involve the use of packaging materials. 本集團的業務性質並不涉及包裝材料的使用。

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
A3. The Environment and Natural Resources		
A3. 環境及天然資源		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Advocacy for Green Development
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	倡導綠色發展
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。	Advocacy for Green Development 倡導綠色發展
A4. Climate Change		
A4. 氣候變化		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Advocacy for Green Development
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	倡導綠色發展
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。	Advocacy for Green Development 倡導綠色發展

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
B1. Employment		
B1. 僱傭		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Achievement in Excellence in Talents
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、成就卓越人才多元化、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。	
B1.1	Total workforce by gender, employment, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Overview of key Performance Indicators 關鍵績效指標總覽
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。	Overview of key Performance Indicators 關鍵績效指標總覽

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
B2. Health and Safety		
B2. 健康與安全		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Environmental, Social and Governance Approach Achievement in Excellence in Talents Maintenance of High Quality Operations
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	環境、社會及管治方針 成就卓越人才 維持高質運營
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Overview of key Performance Indicators 關鍵績效指標總覽
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Overview of key Performance Indicators 關鍵績效指標總覽
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Achievement in Excellence in Talents Maintenance of High Quality Operations 成就卓越人才 維持高質運營

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
B3. Development and Training		
B3. 發展及培訓		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Environmental, Social and Governance Approach
		Achievement in Excellence in Talents
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	環境、社會及管治方針 成就卓越人才
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Overview of key Performance Indicators 關鍵績效指標總覽
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。	Overview of key Performance Indicators 關鍵績效指標總覽
B4. Labour Standards		
B4. 勞工準則		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Environmental, Social and Governance Approach Achievement in Excellence in Talents
一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	環境、社會及管治方針 成就卓越人才
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。	Environmental, Social and Governance Approach Achievement in Excellence in Talents 環境、社會及管治方針 成就卓越人才

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
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。	Environmental, Social and Governance Approach Achievement in Excellence in Talents 環境、社會及管治方針 成就卓越人才
B5. Supply Chain Management		
B5. 供應鏈管理		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Environmental, Social and Governance Approach
一般披露	管理供應鏈的環境及社會風險政策。	Maintenance of High Quality Operations 環境、社會及管治方針 維持高質運營
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Overview of key Performance Indicators 關鍵績效指標總覽
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Maintenance of High Quality Operations 維持高質運營
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。	Maintenance of High Quality Operations 維持高質運營
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。	Maintenance of High Quality Operations 維持高質運營

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
B6. Product Responsibility		
B6. 產品責任		
General Disclosure	Information on: (a) the policies; and	Environmental, Social and Governance Approach
	(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.	Maintenance of High Quality Operations
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：	環境、社會及管治方針
	(a) 政策；及	維持高質運營
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
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。	The business nature of the Group did not involve the recall of products. 本集團的業務性質並不涉及產品回收。
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。	Overview of key Performance Indicators 關鍵績效指標總覽
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。	Environmental, Social and Governance Approach Maintenance of High Quality Operations 環境、社會及管治方針
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程式。	The business nature of the Group did not involve the recall of products. 本集團的業務性質並不涉及產品回收。
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。	Environmental, Social and Governance Approach Maintenance of High Quality Operations 環境、社會及管治方針 維持高質運營

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Aspect 層面	Content 內容	Chapters/Remarks 章節／備註
B7. Anti-corruption		
B7. 反貪污		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Maintenance of High Quality Operations
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	維持高質運營
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。	The Group and staff were involved in three concluded legal cases regarding corrupt practices this year. 本年度，本集團及員工涉及已審結貪污訴訟案件共3宗。
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	Maintenance of High Quality Operations 維持高質運營
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。	Maintenance of High Quality Operations 維持高質運營
B8. Community Investment		
B8. 社會投資		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Contribution to Building Communities
一般披露	有關以社區參與來瞭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。	貢獻社區建設
B8.1	Focus areas of contribution. 專注貢獻範疇。	Contribution to Building Communities 貢獻社區建設
B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Contribution to Building Communities 貢獻社區建設



CHINA SCE GROUP HOLDINGS LIMITED
中駿集團控股有限公司