

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### I. PREAMBLE

At present, the demand for parking in large and medium-sized cities in China is increasing. Under the shortage of supply, the impacts on people's livelihood are beginning to appear. The shortage of parking supply aggravates the problem of illegal parking, causes traffic congestion and impairs the city's environment, urban development and life quality. Guided by the scientific advancement of the planning of urban parking facilities, taking the rational allocation of parking resources as the core, regarding the orderly building of parking lots as the guideline and setting the goals of reasonably guiding traffic demands, Shougang Concord International Enterprises Company Limited (hereinafter referred to as "Shougang Concord" or "the Company"), as the first and only listed company in the Mainland China that focuses on the investment and operation of parking facilities, is committed to becoming a pioneer and promoter of the parking industry, and actively improving parking services to tackle the environmental and social problems caused by parking supply in China. The Group's urban renewal-oriented fund management business is committed to the urban renewal as the main axis and creating an experiential social-economic-natural complex ecosystem to continuously upgrade the function and stimulate the vitality of the city through the integration of regional resources. In addition, the investment focus of this business segment will consider the investment in new energy vehicle parts and equipment manufacturing, which demonstrates the emphasis of Shougang Concord on environmentally sustainable development. The Group continues to build sustainability through smart, large-scale, efficient and innovative operating models, rapidly expanding its businesses while also fulfilling its environmental and social responsibilities.

As the "Paris Agreement" and the United Nations 2030 Agenda for Sustainable Development continue to accelerate the progress of global low-carbon development, climate change has become one of the risks which the Group will focus on and take necessary measures to respond to in the next decade. The Group insists on constantly taking up technological innovation, widening digital applications and bringing positive impacts on climate change through premium

### I. 引言

目前，中國大中型城市停車需求愈來愈大，在供應不足下，對民生的影響開始浮現，停車供應短缺會令非法泊車問題加劇，造成道路交通擠塞，使城市的環境、城市發展、生活質素受損。以科學推進城市停車設施規劃工作導向，合理配置停車資源為核心，構建有序停車環境為準則，合理引導交通需求為目標，首長國際企業有限公司（以下簡稱「首長國際」或「本公司」）作為內地目前第一個以及唯一以停車場設施投資及運營為主的上市公司，致力於成為停車行業的先行者和推動者，並積極提升停車服務，改善我國停車供應及其引起的環境和社會問題。本集團以城市更新為方向的基金管理業務致力於以城市更新為主軸，通過整合區域資源，創造體驗式複合型生態，不斷提升城市功能，激發城市活力。此外，該板塊業務的投資重點亦將考慮投資新能源汽車零配件及裝備製造，可見首長國際對環境可持續發展的重視。本集團不斷通過智慧化、規模化、高效、創新的運營模式打造可持續發展，在迅速拓展業務的同時，實踐環境和社會方面的責任。

隨著「巴黎協定」和聯合國2030可持續發展議程為全球加速低碳發展進程的不斷推進，氣候變化成了本集團下一個十年重點關注和採取必要措施做出應對的風險之一。本集團堅持持續吸納科技創新及拓展數碼應用，通過優質的服務和技術革新，為氣候改善帶來積極影響。本

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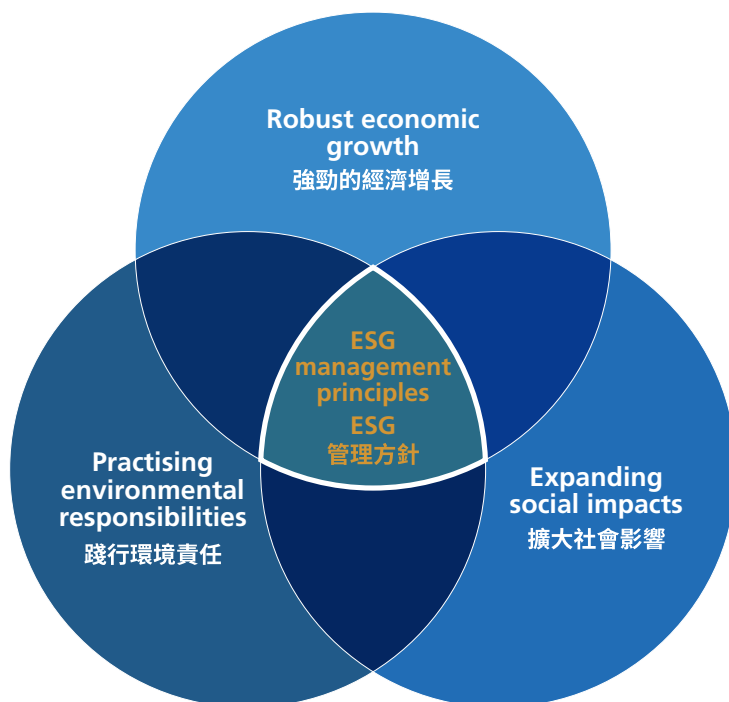
## 環境、社會及管治報告

services and technological innovation. Through forward-looking planning and construction, and intelligent management and maintenance, the Group's car parking segment actively lives up to its responsibility to protect the environment of China and makes contributions to delivering the commitments of global sustainable development.

The Group lays great emphasis on its environmental, social and governance ("ESG") management and policy implementation, aiming to reduce the environmental impacts of its operations and management of parking assets and urban renewal business while adhering to its philosophy of "being a good corporate citizen" and fulfilling its social responsibilities. The Group plans to improve its internal management approach and forge a sustainable corporate culture as its core by effectively making use of its leading market layout, efficient capital operation and robust operating management, integrating the three elements of society, economy and environment into corporate development strategies and establishing common values.

集團停車場板塊透過前瞻性規劃建設與智慧化管理維護，積極踐行守護綠色中國的責任，為實現全球可持續發展的承諾做出積極貢獻。

本集團注重其在環境、社會及管治（「ESG」）方面的管理和政策實施，旨在降低其停車資產經營管理和城市更新業務對環境影響的同時，秉承其「做優秀企業公民」的理念履行其社會責任，提升內部管理方法，通過有效利用其領先的市場佈局、高效的資本運作和強大的營運管理，打造可持續發展的企業文化核心，將社會、經濟及環境三項要素融入企業發展策略之中，建立共同價值。



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### II. ABOUT THE REPORT

In strict compliance with the requirement under Appendix 27 – Environmental, Social and Governance Reporting Guide (“ESG Guide”) of Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Stock Exchange”), the Group is pleased to present its ESG Report (the “ESG Report”) for the financial year 2019, to demonstrate the Group’s ESG management and corporate sustainable development policies and performance for the twelve months ended December 31, 2019 (“FY2019”). The information disclosed in this ESG report was collected and sorted through a variety of channels, including the Group’s policies, environmental and social datasheets, and the feedback of internal and external stakeholders via surveys. The Group refers to the GRI (Global Reporting Initiative) sustainability reporting standards to improve the integrity, international compatibility and industry comparability of the report. A complete index of the content is given at the end of the ESG report for readers to check its completeness. This report has been prepared in both Chinese and English, and along with the annual report published on the Group’s website at <https://www.shougang-intl.com.hk/en/>.

#### Boundary Setting

The Group believes that clear reporting boundaries help the Group’s stakeholders understand the timeliness of the implementation of the Group’s ESG-related policies and allow the Group to review, identify and evaluate the business and its operational risks during the year under review. Under the Operational Control Approach, the ESG report reveals the ESG performance of the Group’s main businesses in FY2019, which primarily covers the Group’s Hong Kong office, parking asset operations and management business and urban renewal-oriented fund management business.

### II. 關於本報告

本集團嚴格遵守聯交所證券上市規則附錄27—環境、社會及管治報告指引的規定，欣然呈列其二零一九財政年度ESG報告（「ESG報告」），用以展示本集團截至二零一九年十二月三十一日止之十二個月（「二零一九財政年度」）在ESG管理和企業可持續發展方面的方針及表現。本ESG報告中披露的資料通過多種渠道收集和整理，包括本集團的政策、環境與社會範疇數據表、內部與外部利益相關者調查反饋等。本集團參考GRI（全球報告倡議組織）可持續發展報告標準，旨在提高報告的完整性、國際相容性和行業可比性。本ESG報告未提供完整的內容索引，以方便讀者檢查其完整性。本報告以中英雙文編制，並與年報一同發佈於本集團網頁 <https://www.shougang-intl.com.hk/en/>。

#### 邊界設定

本集團認為清晰的報告界限有助於本集團利益相關者瞭解本集團ESG相關政策實施的時效性，亦讓本集團能夠回顧、識別和評估於回顧年度內所從事的業務及其營運風險。本ESG報告根據營運控制方法，披露本集團於二零一九財政年度的主營業務的ESG表現，主要涵蓋本集團香港辦事處、停車資產經營管理業務以及以城市更新為方向的基金管理業務。

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### Reporting Principles

The Group believes that strictly sticking to the reporting principles in the preparation of ESG reports is fundamental to ensuring the accuracy of the reports and the validity of the content. The ESG report collected, organised and disclosed data based on the principles of 'Materiality', 'Quantitative', 'Balance' and 'Consistency'.

### 匯報原則

本集團認為在ESG報告準備過程中嚴格遵循匯報原則是確保報告準確性和內容有效性的根本。本ESG報告根據「重要性」、「量化」、「平衡」和「一致性」的原則對數據進行收集、整理和資訊披露。

### APPLICATION OF ESG REPORT PRINCIPLES ESG報告匯報原則應用



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### **Materiality:**

In the ESG report, the Group incorporated the feedback from stakeholders as part of the Group's considerations for strategic decisions by conducting a materiality assessment of the outcome and generating a materiality assessment matrix. The materiality assessment identified a series of ESG-related issues as the relatively important aspects to the Group, including the participation in public welfare activities, systematic risk management and energy use. In addition, the application of the Materiality principle was also reflected in the setting of reporting boundaries and the collection and organisation of relevant environmental data. Regarding indicators under the social subject, especially the information disclosure of product responsibility, the ESG report selectively reported on the key ESG information which the Group considered paramount.

### **Quantitative:**

The 'Quantitative' principle of the ESG report was mainly shown in the 'Emissions' and 'Use of Resources' chapters under the environmental subject, as well as the relevant data organisation and disclosure of the performance in the Group's employment, training, and community investment under the social subject. The Group made further analysis of the results of the initial quantitative data of greenhouse gas ("GHG") emissions and displayed the amount of GHG emissions generated from the Group's consumption of various energy resources in operating regions during the year under review in the form of Sankey Diagram.

### **Balance:**

The Group followed the rule of 'Balance' in its ESG performance disclosure to ensure that the correct and valuable information can be delivered to its stakeholders. Adhering to this principle, the Group fully evaluated the potential ESG- and climate-related risks that it faced, effectively compared the ESG performance in various areas of the Group with last year, and disclosed the progress made and areas that needed improvement, aiming to depict a complete and comprehensive blueprint of the Group's sustainable development for its readers.

### **重要性:**

於本ESG報告中，本集團將利益相關者的反饋資訊納入集團戰略決策考量的一部分，對結果進行重要性評估並生成重要性分析矩陣。此次重要性評估將一系列ESG相關問題列為對本集團而言相對重要的方面，包括公益慈善活動的參與，系統化風險管理以及能源使用等。此外，重要性原則的應用亦體現在報告邊界的設定和相關環境數據的收集與整理方面。對於社會範疇內的指標，尤其是產品責任方面資訊披露，本ESG報告有挑選性地對本集團認為重要的ESG關鍵資訊予以匯報。

### **量化:**

本ESG報告'量化'原則主要體現在環境範疇的「排放物」與「資源使用」章節，以及社會範疇內集團僱傭、培訓和社區投資相關數據的整理和披露。本集團亦進一步對初始溫室氣體排放量數據結果進行分析，以桑基圖的形式對回顧年度內本集團各種能源消耗和營運地區所產生的溫室氣體量進行展現。

### **平衡:**

本集團在ESG表現披露上遵循平衡法則，確保向其利益相關者傳遞正確且有價值的信息。秉承該原則，本集團充分評估其面臨的ESG和氣候相關的潛在風險，對本集團年度內的各方面ESG表現與去年進行有效比對，對取得的進展和需要進一步加強的方面均予以披露，旨在為讀者繪製本集團完整全面的可持續發展藍圖。

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### Consistency:

The ESG expert team of the Group prepared the ESG report by adopting the consistent principles for boundary setting, online platforms for data collection, data accounting methods and reporting processes. The Group made full explanations on the different principles of statistics and calculation methodologies that were adopted in the environmental and social subjects through words, and was committed to improving the consistency and comparability of the entire report with previous ones.

### III. ABOUT THE GROUP

Listed on the main board of Stock Exchange in 1991, Shougang Concord is one of the earliest Hong Kong red chips. Its main businesses include car parking assets operation and management business (“**Carpark operation**”) and urban renewal-oriented fund management business (“**Fund management**”).

#### Group goals

It is the mission of Shougang Concord to become the leading listed company providing comprehensive urban services in Hong Kong, being competitive in different economic circles with healthy cash flows and well-established operations. Shougang Concord is committed to creating maximum value for shareholders and enabling investors to obtain rich returns. It is also one of the Group’s goals to be the best employer that benefits employees who have no concerns when devoting themselves to the enterprise.

#### Group history

Since 2017, the Group has been undergoing a transformation with its main business changing to car parking assets operation and management and urban renewal-oriented fund management.

#### Strategic investor

The Group has a strong shareholder background, which provides financial support and resource to Shougang Concord. The major shareholders of the Group include Shougang Group Co., Ltd. and its wholly-owned subsidiaries (“Shougang Group”), NWS Holdings Limited and its wholly-owned subsidiaries (“NWS”), ORIX Corporation and its wholly-owned subsidiaries (“ORIX”), JD Digits and China International Marine Containers (Group) Co., Ltd. (“CIMC”).

### 一致性：

本集團ESG專家組通過採取與以往一致的邊界設定原則、資料收集在線平臺、數據核算方法和報告流程，繪製本ESG報告。對於其環境及社會範疇內所採用的不同統計原則和計算方法，本集團通過文字進行充分解釋，致力於提高整篇報告與過往報告的一致性和可比度。

### III. 關於首長國際

本集團自1991年起於香港交易所之主板上市，為首批於香港上市的紅籌股之一。本集團目前的主營業務包括停車資產經營管理業務及以城市更新為方向的基金管理業務。

#### 集團目標

首長國際致力於成為香港上市公司中城市綜合服務板塊的傑出代表，成為跨越經濟週期、現金流良好、運營穩定健康的上市企業。首長國際致力於為股東創造最大價值，讓投資人獲得豐富的收益。成為讓員工獲益、在員工為企業付出時能毫無後顧之憂的最佳雇主亦是本集團的目標之一。

#### 集團歷史

2017年以來，本集團開始積極轉型，主營業務逐漸轉向停車資產經營管理業務及以城市更新為方向的基金管理業務。

#### 戰略投資人

本集團有著強大的股東背景，為首長國際提供資金和資源的支援。集團主要股東包括首鋼集團有限公司及其附屬公司（首鋼集團）、新創建集團有限公司及其全資附屬公司（新創建集團）、歐力士股份有限公司及其全資附屬公司（歐力士集團）、京東數字科技集團（京東數科）、中國國際海運集裝箱（集團）股份有限公司（中集集團）等。

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### Group business

The Group has established a two-wheel-drive business development model of "Industry + Funds" and is committed to being the leading company in the Carpark operation and Fund management in China.

### 集團業務

本集團已建立「產業+基金」雙輪驅動的業務發展模式，致力於打造中國領先的停車資產經營管理和以城市更新為方向的基金管理公司。

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### IV. REPORT SUMMARY



#### 4,200 PARKING SPACE IN THE PARKING BUILDING OF BEIJING DAXING INTERNATIONAL AIRPORT

##### 北京大興國際機場4,200個車位

Beijing Daxing International Airport was officially put into use on 25 September 2019, becoming an important transportation hub for the Beijing-Tianjin-Hebei integration and Xiong'an New District. The parking lot in the new airport was built by Shougang Concord with technological sense and thoughtful services, and started operation since then.

北京大興國際機場已於2019年9月25號正式投入使用，成為京津冀一體化和覆蓋雄安新區的重要交通樞紐，首長國際為新機場打造的富含科技感和貼心服務的停車樓也隨之正式運營。



#### URBAN RENEWAL

##### 城市更新

The Beijing International Talent Community project set up a total fund of Renminbi 6 billion and cooperated with the World's top industrial operator Tishman Speyer to launch the large urban renewal complex.

北京國際人才社區專案搭建了總規模人民幣60億的基金。聯合世界頂級產業運營商鐵獅門推出大型城市更新綜合體。

### IV. 報告摘要



#### SECURITY MEASURES IN THE PARKING LOT

##### 停車場安全保障措施

To ensure service safety, the operation team regularly performs emergency drills such as the failure of the toll system, the prevention of typhoon and flood, and the spontaneous combustion of vehicles.

為做好安全服務保障工作，運營團隊會定期進行收費系統故障、防颱防汛、車輛自燃等應急演練。



#### YOUTH DREAMER – PLAN S

##### 少年夢想家-S計劃

Everlove Foundation launched the project of Youth Dreamer - Plan S, inviting 20 orphans from Jilin to Beijing to pursue their dreams.

慈心長青公益基金發起了少年夢想家S計劃，邀請來自吉林的20位孤兒來到北京，尋找他們的夢想。



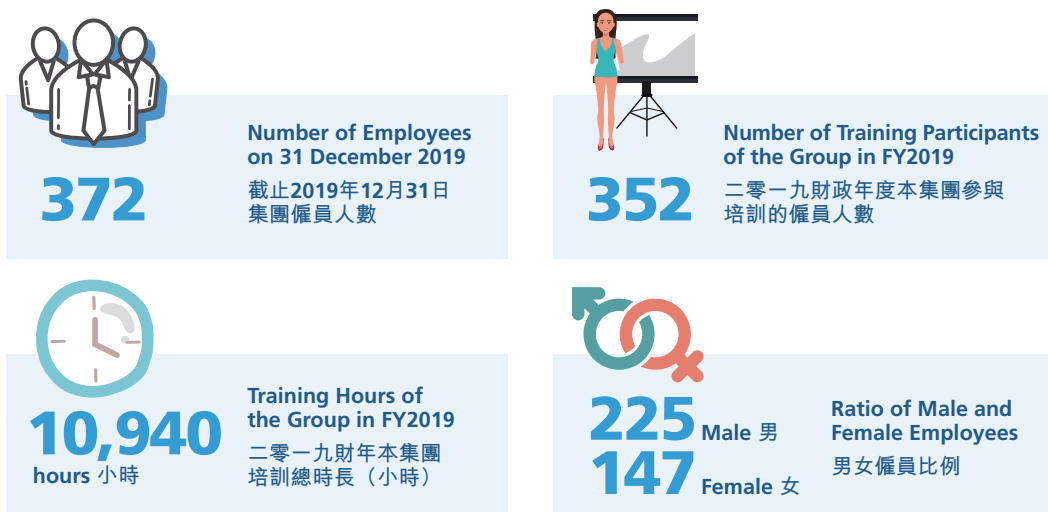
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### ENVIRONMENTAL DATA SUMMARY 環境數據摘要



### SOCIAL DATA SUMMARY 社會數據摘要



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### V. SUSTAINABLE DEVELOPMENT STRATEGY AND MANAGEMENT

### V. 可持續性發展戰略和管理



“積極探索綠色低碳發展路徑，持續推進能效水平改善”

“ACTIVELY EXPLORE THE PATH OF GREEN AND LOW-CARBON DEVELOPMENT, CONSTANTLY IMPROVE EFFICIENCY”

“續寫百年傳奇，保持基業長青”

“CONTINUE THE CENTENNIAL LEGEND, MAINTAIN THE EVERGREEN OF BUSINESS”

#### Governance Structure

To reduce the potential negative impact of the business development of the Group on the environment and natural resources, to improve the living standards of employees and the communities where it operates, and to realise and create the common value for stakeholders, the Board of Directors of the Group (the “Board”) firmly takes sustainable management approach across the organisation and resolutely implements the sustainable development principles and policies raised by the leaders who are believed to have a vital role to play.

#### 管治架構

為降低本集團業務發展對環境和自然資源所產生潛在負面影響，改善員工和所在社區的生活水準，為利益相關者實現與創造共同價值，本集團董事會「董事會」在企業上下堅定實施可持續管理方法，堅決落實集團領導提出的可持續發展方針與政策發揮至關重要的作用。本集團堅持採用「自上而下」和「自下而上」融合化的可持續發展管治策略，由董事會負責和監管企業ESG相關事宜，擬定企業可持續發展目

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The Group insists on adopting an integrated 'top-down' and 'bottom-up' governance strategy for sustainable development. The Board is responsible for overseeing corporate ESG-related issues, formulating corporate sustainable development goals and creeds, and ensuring that policies can be communicated within the Group without barriers and effectively implemented with concerted efforts of management and all departments. To fully execute the strategy for sustainable development, the Group assigns professional teams and staff to the formulation of ESG policies, supervision and management, ESG information disclosure and ESG report preparation of the Group. Relying on its appropriate and robust sustainable development management strategy and governance framework, the Group is committed to continuously lowering its environmental and social risks while enhancing the value of the enterprise. It has fully carried out the three 'build' and one 'expand' principle, namely build future-oriented flagship products, build differentiated products in the business, build delicate and efficient operating systems and expand innovative space for non-parking business, while supporting the improvement of people's living standards through people-oriented products and services, intelligent solutions, and environmentally friendly action plans, and moving forward to sustainable development.

標和綱領，確保政策在集團上下無障礙傳達，並在管理層和各部門的協同努力下得到有效落實。為全面執行可持續發展策略，本集團委派專業團隊和人員負責管理本集團ESG政策擬定、監督管理、資訊披露和報告準備等相關事宜。本集團憑藉其合理強勁的可持續發展管理戰略和管治體系，致力於在提升企業價值的同時，持續降低其環境與社會風險，在全面貫徹落實三個「打造」和一個「拓展」，即打造面向未來的頭部產品、打造差異化的業態產品、打造精益高效的運營體系和拓展非停業務創新空間的同時，以人性化產品和服務，智能化解決方案，環境友好化行動策略幫助人們提高生活水準，在可持續發展的道路不斷前進。

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- Formulate strategic plans for sustainable development;
- Assess corporate internal ESG risks and external market changes;
- Evaluate the Group's sustainable development according to international guidelines such as TCFD.
- 制定可持續發展戰略規劃；
- 評估企業內部ESG風險及外部市場環境變化；
- 結合TCFD等國際指引對集團可持續發展表現作出評估。

- Supervise and monitor the execution of sustainability policies in various business segments of the Group;
- Provide integrated solutions to problems arising during the execution of policies;
- Set relevant metrics and goals, and monitor the implementation of policies and progress of targets.
- 指導與監督集團內部各業務板塊可持續發展的政策執行過程；
- 針對政策執行過程中遇到的問題提供一體化解決方案；
- 設立相關指標和目標，對政策落實和目標完成進度進行有效監督。

- Complete the tasks of implementing policies and missions;
- Report to the management of the Group on the difficulties and experiences summed up during the implementation of policies.
- 完成政策和下達任務的執行工作；
- 向集團管理層匯報相關政策落實過程中遇到的難題和經驗總結。

### Sustainable Development Goals

The Group aims to play a leading role in the field of sustainable development, especially in the business development of the car parking assets operation and management and urban renewal, the practice of the concepts of environmental protection and community investment, and strives to take sustainable development as one of the core corporate values. As a pioneer and future leader in sustainable development, the Group continues to develop more brand-new solutions for sustainable development, running the enterprise and managing its supply chain in a socially and environmentally responsible manner.

### 可持續發展目標

本集團目標成為可持續性發展領域的領導者，尤其是在其停車場資產經營管理與城市更新的業務發展、踐行綠色環保理念和社區公益方面不斷取得進展，並致力將其打造成企業的核心價值觀之一。作為可持續性發展的開拓者和未來領導者，本集團不斷為可持續性發展開拓更多全新的解決方案，以對社會和環境負責的態度運營企業和管理供應鏈。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### VI. STAKEHOLDER ENGAGEMENT

### VI. 利益相關者的參與



Stakeholders include individuals or organisations that are likely to be affected by corporate decisions and who can promote and influence corporate development decisions to make adjustments and reforms. Effective communications with material internal and external stakeholders are essential for the Group to adapt to the changing environment of the market and improve its own business. An in-depth understanding of the ESG issues that are of interest to stakeholders also helps the Group to translate its commitment to environmental, social and economic sustainable development into long-term value creation. The Group maintains long-term and stable communication with its stakeholders through various channels, and regularly reviews and adjusts its ESG management policies to meet the requirements of stakeholders.

The Group has maintained a good relationship and built a platform with its stakeholders for sound communication, responding to their concerns and expectations through the following channels.

利益相關者包括有可能被企業決策所影響以及能夠推動和影響企業未來發展決策並進行調整與改革的個體或組織。與內部和外部重要利益相關者的有效溝通對於本集團適應不斷變化的市場環境從而提高自身業務水準而言至關重要。對利益相關者所關注的ESG議題的深入瞭解亦有助於本集團將其對環境、社會和經濟的可持續發展承諾轉化為長期的價值創造。本集團通過各種管道，與其利益相關者保持長期穩定的溝通。本集團亦經常性回顧與調整其ESG管理政策，以滿足利益相關者的要求。

本集團與其利益相關者保持良好關係和溝通平臺，通過以下管道對其所關注話題和期望予以回應。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Stakeholder types 利益相關者類別	Major expectations and concerns 主要期望和關切	Common communication channels 常規溝通渠道
<b>Governments and regulatory authorities</b> 政府和監管機構	<ul style="list-style-type: none"> <li>Compliance with laws and regulations 遵守法律法規</li> <li>Anti-corruption policies 反腐敗政策</li> <li>Occupational health and safety 職業健康與安全</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with local regulations 遵守當地法律法規的監管</li> <li>Routine reports and tax payment 常規報告和支付稅款</li> </ul>
<b>Shareholders</b> 股東	<ul style="list-style-type: none"> <li>Investment returns 投資回報</li> <li>Business management 企業管治</li> <li>Business compliance 業務合規</li> </ul>	<ul style="list-style-type: none"> <li>Corporate reports 企業報告</li> <li>Company announcements 企業公告</li> <li>General meetings 股東大會</li> <li>Group's official website 集團官方網站</li> </ul>
<b>Employees</b> 僱員	<ul style="list-style-type: none"> <li>Salary and benefits of employees 僱員的薪水和福利</li> <li>More charitable activities arranged by the Group to help people from all walks of life 集團舉辦更多慈善公益活動，幫助不同階層的人</li> <li>Healthy and safe workplace 健康和安全的工作環境</li> <li>Training opportunities 培訓學習機會</li> </ul>	<ul style="list-style-type: none"> <li>Performance appraisal of employees 僱員表現評估</li> <li>Meetings and training 會議和培訓</li> <li>Seminars 專題討論會</li> <li>Emails, notice boards, hotline and various recreational and sports activities such as the Group's sports meet 電郵、通告板、熱線及僱員參與集團運動會等文體活動</li> </ul>
<b>Customers</b> 顧客	<ul style="list-style-type: none"> <li>Product quality control 產品質量管控</li> <li>Protection of customer's privacy and rights 消費者私隱和權利保護</li> <li>Expectation of more quality services and parking lots to customers 期待不斷向消費者提供更多優質的服務和停車場</li> </ul>	<ul style="list-style-type: none"> <li>Customer's satisfaction surveys 顧客滿意度調查</li> <li>Face-to-face meetings and onsite visit 面對面的會議和現場調研</li> <li>Customer service hotline and emails 客戶服務熱線和電子郵件</li> </ul>
<b>Suppliers</b> 供應商	<ul style="list-style-type: none"> <li>Fair and transparent procurement 公平公開的採購</li> <li>Win-win cooperations 雙贏合作</li> <li>Environmental protection 環境保護</li> <li>Strengthening communication 加強聯繫與溝通</li> </ul>	<ul style="list-style-type: none"> <li>Open tender 公開投標</li> <li>Supplier's satisfaction survey 供應商滿意度調查</li> <li>Telephone calls 電話討論</li> <li>Face-to-face meetings and onsite visit 面對面的會議和現場調研</li> <li>Industry seminars 行業研討會</li> </ul>
<b>Professional organisations</b> 專業組織	<ul style="list-style-type: none"> <li>Formulation of policies regulating the practice of employees and business activities 關於規範僱員及商業活動實踐的政策建立</li> <li>Environmental protection and social responsibility 環境保護與社會責任</li> <li>Diversity of employees 多元化的人員配置</li> </ul>	<ul style="list-style-type: none"> <li>Telephone calls 電話討論</li> <li>Questionnaires and online engagement 問卷與在線參與</li> <li>Meetings (informal or annual general meetings) 會議（非正式或年度股東大會）</li> </ul>
<b>The public</b> 公眾	<ul style="list-style-type: none"> <li>Involvement of enterprises in community activities 社區活動大力開展以及企業的參與</li> <li>Business ethics 商業道德</li> </ul>	<ul style="list-style-type: none"> <li>Press conference and inquiry response 媒體見面會和問詢回應</li> <li>Social public welfare activities 社會公益活動</li> <li>Face-to-face meetings 面對面訪談</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

To enhance the awareness of the enterprise and its stakeholders on global sustainable development goals and progress, the Group advocated the United Nations Sustainable Development Goals (“SDGs”) among its employees and external stakeholders via questionnaires in 2019. According to the outcome of the survey, the Group considered Goal 1, 2 and 4 as the SDGs that were generally concerned by its stakeholders, and listed the specific requirements and elements under each goal that were closely related to the Group’s development as the premier task of its sustainable development in the future and the cornerstone of realising its corporate vision.

- **Goal 1: No Poverty** – “End poverty in all its forms everywhere”
- **Goal 2: Zero Hunger** – “End hunger, achieve food security and improved nutrition, and promote sustainable agriculture”
- **Goal 4: Quality Education** – “The access to quality education is fundamental to improving people’s lives and achieving sustainable development.”

Source: <http://www.undp.org/content/undp/en/home/sustainable-development-goals.html>

來源: <http://www.undp.org/content/undp/en/home/sustainable-development-goals.html>

To respond to and address stakeholders’ concerns about achieving the SDGs and align the Group’s business strategies with the international standards and requirements, the Group aims to make solid contributions to the global sustainable development in the following areas:

為提高企業及其利益相關者對全球可持續發展目標和進程的認識，本集團於二零一九年度通過調查問卷的形式對集團內部員工和外部人士就聯合國可持續發展目標開展宣傳教育。根據調查結果，本集團將目標1,2和4定義為集團利益相關者所普遍關注的聯合國可持續發展目標，並將其具體要求以及與集團發展密切相關的要素列為今後集團可持續發展建設中的首要問題，並作為實現集團企業願景的基石。

- **目標1：無貧窮** — 「消除各地一切形式的貧窮」
- **目標2：零飢餓** — 「消除飢餓，達成糧食安全，改善營養及促進永續農業」
- **目標4：優質教育** — 「獲得高質量的教育是改善人民生活 and 實現可持續發展的基礎。」

為了回應並解決利益相關者對實現可持續發展目標的關注，使其商業戰略與國際標準和要求保持一致，本集團計劃在以下領域為全球可持續發展做出堅實貢獻：

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Goal 1 requires that economic growth be inclusive in order to provide a sustainable employment environment and promote equity. The Group's two segments - Carpark operation and Fund management, build a competitive edge through product uniqueness and resource endowment, and fully take into account responsible investment, impact investment, community investment and identification of human rights risks in the value chain in its investment decisions and operational development. Meanwhile, the Group realises that it is its employees that make the company different. Therefore, the Group respects the rights of workers in business operations, provides employees with suitable job opportunities and stable work benefits and fully meets their reasonable expectations, aiming to achieve a sustainable, fair, and socially responsible operating model to enhance its capability to innovate and advance in the future.

目標1要求經濟增長必須具有包容性，才能提供可持續的就業環境並促進公平。本集團停車場經營和基金管理兩個細分領域，通過獨特的產品力和資源稟賦構築競爭優勢，在投資決策與營運發展中把責任投資，影響投資，社區投資和識別價值鏈中的人權風險充分考慮。同時，本集團深知是我們的員工造就了我們的與眾不同。因此，本集團在企業營運中尊重勞動者的權利，為僱員提供合適的工作機遇和穩定的工作待遇，對其合理的要求充分採納，目的實現可持續化、公平、具有社會責任心的運營模式，從而增強我們的創新及在未來不斷向前發展的能力。



聯合國可持續發展目標

By 2030, eradicating hunger and ensuring that all people, especially the poor and the vulnerable including infants, have access to safe, nutritious and adequate food throughout the year is one of the key requirements of Goal 2. The Group is concerned about the healthy growth of impoverished children in remote areas. In 2019, the Group organised a public welfare sharing event. Through storytelling and feeling sharing, participants learned that children in remote areas ignored the concept of 'nutrition' while having adequate food and clothing, which is also an issue that deserves the attention of our volunteers and those around us. The Group will continue to call for more power through the charitable foundation and the participation of volunteers to help those children grow up healthily.

到2030年，消除飢餓，確保所有人，特別是窮人和弱勢群體，包括嬰兒，全年都有安全、營養和充足的食物是目標2的其中一個重要要求。本集團關注山區貧困兒童的健康成長，於2019年組織了一次公益分享，通過講故事、談感受的方式讓參與者了解山區孩子在解決溫飽問題的時候，卻忽略了“營養”概念，而這也是我們的志願者和身邊人需要用心去關注的問題。本集團將會繼續通過公益基金和志願者參與的形式，匯集更多力量，讓孩子們能夠健康茁壯地成長。

For a long time, the Group has been focusing on strengthening its internal training and further maintaining its long-term competitiveness and ability of innovation by improving the knowledge level and management capabilities of its employees. Apart from the professional training, Shougang Concord also arranged activities and lectures about anti-corruption, reinforcing the study of tax laws and regulations, further consolidating its tax management, and optimising the financial and tax management system of the enterprise. In the process of advocating quality education, the Group also led children from Jilin province to visit the famous attractions in Beijing for study tours through the Youth Dreamer - Plan S, participate in a variety of educational activities to gain knowledge, broaden their horizons and encourage the youngsters to study hard and continuously make breakthroughs.

長期以來，本集團堅持強化其內部培訓，通過提高員工知識水平和管理能力，進一步保持企業的長期競爭力和創新能力。除專業培訓之外，首長國際亦開展反腐倡廉的主題活動和講座，加強企業對稅收法規政策的學習研究，進一步夯實稅務管理基礎，健全完善企業的財稅管理體系。在倡導優質教育過程中，本集團亦通過少年夢想家 — S計劃帶領來自吉林的孩子參觀北京的著名遊學景點，參加各式各樣的主題教育活動獲取知識，打開視野，鼓勵其努力學習，不斷追求突破。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境·社會及管治報告



# SUSTAINABLE DEVELOPMENT GOALS



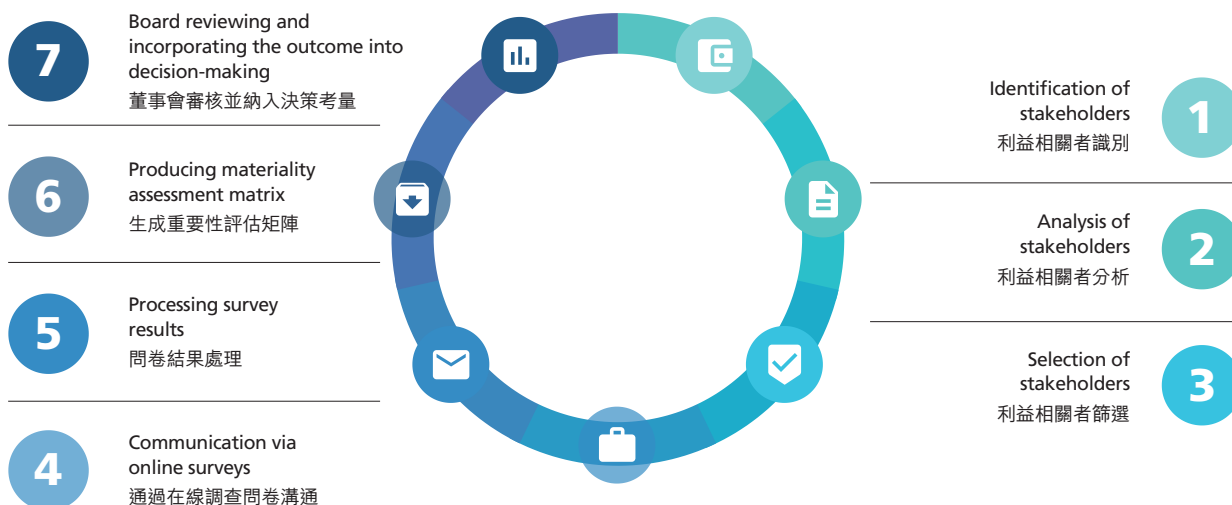
# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Materiality assessment

### 重要性評估

#### INTERPRETATION OF MATERIALITY ASSESSMENT PROCESS 重要性評估流程解析



The risks and opportunities involved in corporate ESG management vary from industry to industry and depend on a range of factors including the company's business model, development direction and governance structure. The Group makes an annual stakeholder review every year to identify the main concerns and significant interests of its stakeholders on the Group's ESG issues. In FY2019, the Group commissioned an independent third-party agency to send invitations to its material stakeholders who participated in the Group's Stakeholder Materiality Assessment Survey. The Group selected its internal and external stakeholders based on its influence and dependence on the Group. The invited stakeholders voiced their concerns on a series of ESG management-related issues through corporate ESG questionnaires, which covered a number of areas including the Group's environmental impact, employment, supply chain management approach, product responsibility management, enforcement of anti-corruption policies, community investment, and leadership and governance. The results of this survey assisted the Group to effectively identify the material ESG matters, with which the Group can manage its business more effectively.

企業ESG管理中蘊含的風險和機遇因行業而異，並取決於公司的業務模式、發展方向、管治架構等一系列因素。本集團每年均會開展利益相關者年度審核，以確定其利益相關者對本集團ESG事宜的主要關注點及重大利益。於二零一九財政年度，本集團委託獨立協力廠商機構向其重要利益相關者發出邀請，獲邀者即可參與集團利益相關者重要性評估調查。本集團依據其利益相關者對本集團的影響力及對本集團的依賴程度，對其內部及外部利益相關者進行甄選。獲邀的利益相關者通過集團ESG調查問卷對一系列有關企業ESG管理和相關議題發表看法。問卷中的問題涵蓋集團環境影響、僱傭情況、供應鏈管理模式、產品責任控制、反貪汙政策執行、社區投資、領導力與管治等多方面。本次調查結果幫助本集團有效識別對其意義重大的ESG問題，進而實現有針對性的業務管理。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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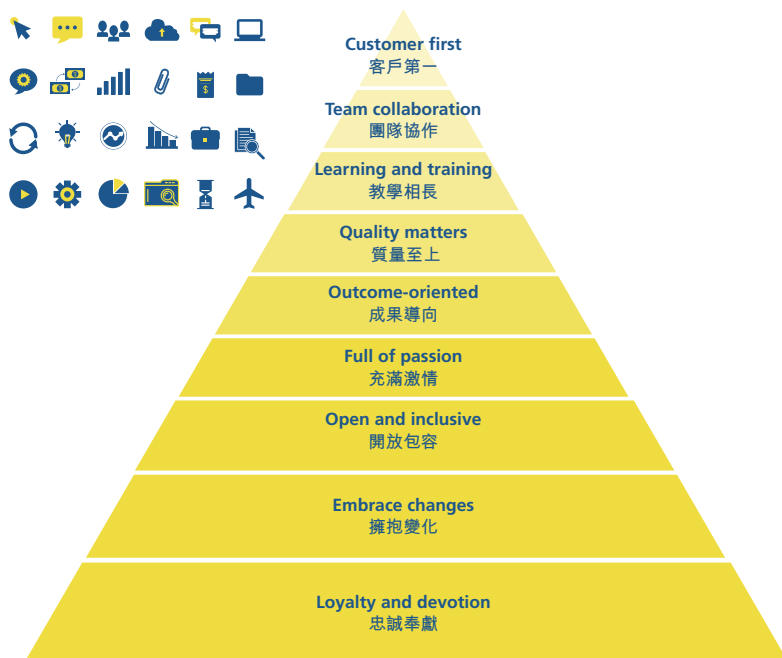
Through this materiality assessment, the Group ranked the 18 sustainable development issues accordingly. This survey also helped the Group to prioritise and allocate more resources to the research of relevant sustainable development issues, which, in the meantime, allowed the Group to elaborate its performance under certain subjects in the ESG report.

通過此次重要性分析，本集團相應地將18個可持續發展議題排序。此項調查亦有助於本集團優先考慮並投入更多資源於相關可持續發展議題的研究，同時在本ESG報告中對集團在該領域的相關表現作具體披露。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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### VII. PRODUCT RESPONSIBILITY



### VII. 產品責任



Regarding the health and safety, advertising, labelling and privacy of the Group's products and services, the Group complied with relevant laws, regulations and standards in China in FY2019, including:

- Product Quality Law of the People's Republic of China;
- Fire Control Law of the People's Republic of China;
- Law of the People's Republic of China on the Protection of Consumer Rights and Interests;
- Interim Provisions on the Construction and Management of Parking Lots;
- Measures of Beijing Municipality for Management of Parking Motor Vehicles;
- Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong); and
- Information security technology—Personal information security specification (GB/T35273-2017), etc.

就本集團的產品及服務的健康與安全、廣告、標籤及私隱事宜而言，本集團於二零一九財政年度遵守中國相關法律、法規及標準，包括：

- 《中華人民共和國產品質量法》；
- 《中華人民共和國消防法》；
- 《中華人民共和國消費者權益保護法》；
- 《停車場建設和管理暫行規定》；
- 《北京市機動車停車管理辦法》；
- 《個人資料（隱私）條例》（香港法例第486章）；以及
- 《資訊安全技術個人資訊安全規範》GB/T35273-2017等。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Given the characteristics of the Group's businesses, the quality of products/services, health and safety, and the protection of customers' privacy are considered to be the relatively important aspects of the Group's product responsibilities.

鑒於本集團的業務特點，產品／服務的質量、健康與安全以及保護客戶的私隱事宜被認為是本集團產品責任中相對重要的方面。

### Car Parking Assets Operation and Management Business

### 停車資產經營管理業務

Since Shougang Concord officially launched its transformation of business in 2017, it has embarked upon the Carpark operation and Fund management, reduced and gradually divested itself of traditional businesses, and fully entered the city's comprehensive service industry. With the acceleration of urbanisation in China, the demand for parking in cities is increasing and the impact of insufficient parking supply on people's livelihood has emerged. Car parking problems are currently the major barriers in the management of large and medium-sized cities in China. The huge gaps between the demand for and the supply of parking spaces have become the primary issue for large and medium-sized cities in China.

首長國際自2017年正式開啟業務轉型以來，佈局停車場經營管理和基金管理，縮減並逐步剝離傳統業務，全面進入城市綜合服務業。隨著中國城鎮化加速，城市內停車需求愈來愈大，供應不足對民生的影響開始浮現。停車難、停車亂是目前內地大中型城市治理的痛點，停車位缺口數量巨大，停車的供求問題儼然成為中國大中型城市首要解決的問題。

## A SERIES OF PROBLEMS THE PARKING INDUSTRY OF CHINA IS FACING CURRENTLY

### 目前中國停車行業面臨一系列問題



#### Rapid increase of cars in China

##### 中國汽車保有量迅速增長

In June 2019, the number of vehicles in China reached 250 million and there were 66 cities in which the number of vehicles surpassed 1 million. Notably, the number of vehicles in Beijing and Chengdu exceeded 5 million.

2019年6月，中國汽車保有量已達2.5億輛，而汽車數量超過100萬輛的城市共有66個，其中北京、成都汽車保有量則超過500萬輛。



#### Imbalanced urban development causing many barriers in city parking

##### 城市發展不平衡，城市停車障礙多

- Lagging plan for parking investment;
- Insufficient land resources leading to intensive applications;
- Many obstacles in city parking development, such as the property restriction of stock land, complex procedures of fire control approval, long investment cycle and so on.
- 停車投資規劃滯後；
- 土地資源緊張催生集約化應用；
- 城市停車發展的障礙多，例如存量土地性質約束性，消防審批複雜，投資週期長等問題。



#### Low-efficiency and imbalanced development of parking lots

##### 停車場效率低下發展不平衡長

- Isolated information about parking lots and inefficient utilisation of parking spaces;
- Lack of standardisation and efficiency of the management in parking lots, resulting in the difficulty to meet the demand for parking and taking cars.
- 停車場信息孤島，車位資源不能有效利用；
- 停車場管理流程不規範，效率低，無法滿足快速停車需求。



#### Mismatching of parking spaces and vehicle number

##### 停車泊位與汽車存量不匹配

At present, the average ratio of cars and parking spaces in large cities in China is about 1:0.8, and in small and medium cities is about 1:0.5, while in developed countries, the level is 1:1.3. The gap between parking demand and parking spaces in China exceeds 50 million, and one in six neighbourhoods in the country is facing the problem of parking spaces insufficiency.

目前我國大城市小汽車與停車位的平均比例約為1:0.8，中小城市約為1:0.5，而發達國家的水平為1:1.3，我國停車位缺口超過約5000萬個，全國約1/6的小區停車位明顯不足。

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To solve the problem of scattering, weakness, small scale and low operational efficiency of the car parking industry, the Group, from a professional standpoint, provides integrated solutions for the control of regional static traffic and smart car parking facilities, thereby improving the operational efficiency of both static and dynamic traffic management in the region. To accelerate the layout of the parking industry, the Group's parking business focuses its efforts on the principles of urban core areas and premium parking spaces, and the sub-markets including airports, hospitals, shopping malls, office buildings and roadsides, seeking high-quality and high-yield operating projects. Beijing Daxing International Airport has been completed and the Group has entered into agreements with model projects in the industry such as Shanghai Hongqiao Airport, Guiyang Longdongbao International Airport, China-Japan Friendship Hospital in Beijing and Beijing Station. The Group has accumulatively acquired more than 70,000 parking spaces. Meanwhile, the Group continues to explore the intelligent parking lots and retrofit existing parking spaces. Taking the China-Japan Friendship Hospital project as an example, the Group reconstructed the hospital's original parking lot, which can provide 520 parking lots, representing an increase of 53% as compared with the previous one. After the effective planning and reconstruction of the parking lot, the traffic speed of the main roads around the hospital has been at least doubled during peak hours, and the average waiting time of vehicles has been reduced by 80%.

本集團以專業角度針對停車行業散、弱、小，以及運行效率低等痛點，向地區靜態交通控制和智慧停車場設施提供整合解決方案，從而提升地區靜態交通和動態交通管理兩方面的營運效益。為加快在停車產業的佈局，集團停車場業務重點是城市核心位置、優質車位的佈局原則，聚焦於機場、醫院、商場、寫字樓、路側等細分市場，尋找高質量、高收益的運營項目，目前北京大興國際機場已完成竣工，並與上海虹橋機場、貴陽龍洞堡機場、北京中日友好醫院、北京站等行業標杆項目完成簽約。截止目前，本集團累積簽約車位超過7萬個。與此同時，本集團不斷對智慧化高效停車場進行探索和改造。以中日友好醫院項目為例，本集團對醫院原有停車場進行改造，可提供停車位520個，較之前新增53%。經有效規劃改造後的停車場將醫院周邊主幹道路高峰時段車輛通行速度提升1倍以上，就診平均等待時間減少80%。

### THE VALUE OF INTELLIGENT PARKING 智慧化停車的價值



Through the investment and operation of parking assets, the Group has achieved product upgrades, management empowerment and increased service value, to provide users with better services and thus obtain good returns from assets. The Group adheres to the principle of 'investment in key cities, core locations and quality parking spaces'. For the layout of investment region, it has continued to focus on domestic first-tier and second-tier key cities; for product types, the Group has concentrated on investing in large transportation hubs, public facilities with high density, and auxiliary parking assets of commercial property with large traffic, and has already achieved an edge.

本集團通過停車資產的投資和經營，實現產品升級、管理賦能和服務增值，為用戶提供更好的服務，進而獲得良好的資產收益。集團秉持著投資重點城市、核心位置、優質車位的原則。在投資區域的佈局上，持續向國內一二線的重點城市聚焦；在產品業態的分類上，重點投向大型交通樞紐、高密度公用設施和大流量商業地產配套的停車資產，並已取得領先優勢。

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The Group is also committed to comprehensively improving the quality of parking services and has launched a five-star service system, while continuing to enlarge the scope of its investment in the parking technologies. The Group provides users with unified and efficient parking services through a smart, standardised and large-scale operational model. The Group has also upgraded the project equipment and systems, and made breakthroughs in the research of an advanced SONIC operation management system. Relying on the SONIC parking system, the Group can make use of the 'AI + big data + mobile payment algorithms' to deeply integrate itself with the owner's membership system, develop abundant travel-related products such as parking space reservations, service reservations and points redemption, and fully explore the value of its parking lots.

本集團亦致力於全面提升停車服務品質，啟動五星服務體系，同時持續加大對停車科技的投入力度。本集團通過智慧化、標準化、規模化的運營模式向使用者提供統一、高效的停車服務。本集團亦對專案的設備和系統進行升級改造，研發了領先的SONIC運營管理系統。本集團借助SONIC停車系統，通過AI+大資料+移動支付演算法，深度與業主方的會員體系綁定，開發車位元預定、服務預約、積分兌換等豐富的出行產品，充分挖掘停車場價值。





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In the development and operation of high-quality and smart parking hardware facilities, the Group continuously enhances its software performance and is committed to providing customers with the best services. The Group's parking lot in Beijing Daxing International Airport provides a number of humanised measures, such as parking reservations, online car-hailing zones and valet parking. There are numbers of parking spaces only for female drivers. In addition to the exterior design that caters to women, the parking space is more spacious as well. The Group has allocated vast amounts of resources to service management, including the regular training of employees, formulation of service standards, implementation of service appraisals and customer satisfaction surveys. To ensure the stability of the intelligent parking system, the Group has adopted various measures, including:

- Select software vendors with sufficient development experience, and standard, high-quality hardware vendors with a high-grade reputation in the market;
  - Upgrade and maintain hardware and software systems in a timely manner;
  - Assign specific staff to manage the update and maintenance of the software and hardware; and
  - Emergency management by onsite personnel.
- 選擇開發經驗充足的軟件供應商及市場口碑、標準、品質過硬的硬體供應商；
  - 及時更新維護硬體及軟件系統；
  - 專人負責軟硬體更新維護；及
  - 現場人員的緊急情況處理。

本集團在確保高質量、智慧化停車硬體設施的開發和運營中，不斷優化其軟件性能，致力為客戶提供最佳服務。本集團北京大興國際機場停車場提供車位預約、網約車專區、代客泊車等多項人性化舉措，並提供了一定數量的女司機停車位，除了外觀設計更貼近女性風格外，車位空間也更加寬敞。本集團在服務管理方面投入大量精力，包括對員工的定期培訓，建立服務標準，實施服務標準評價和進行客戶滿意度調查。為確保智能停車系統的穩定運營，本集團已採取多種措施，包括：

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The parking building of Beijing Daxing International Airport, which was newly commissioned by the Group, provides free parking guides that encompass the transport information of Beijing Daxing International Airport, the division of each floor, the charging standards and special services which are user friendly to customers. In the meantime, the parking lot of Beijing Daxing International Airport has been designed based on the motifs of animals and plants, including the images of 16 species of wild animals on the pillars in different zones and pictures of the endangered animals and plants in China on the glass exterior wall at the service area of each floor, which are used for the education of the protection of wildlife.

本集團新投入運行的北京大興國際機場停車樓提供免費停車指南，將大興機場的周邊交通，每個樓層的區域劃分，收費標準和特色服務等全部囊括其中，為顧客提供停車便利。同時，大興機場停車樓以動植物圖案為主題，包括位於柱體上用於分區的16種野生動物，以及位於每層便民服務區玻璃外牆的中國瀕危動植物插畫，用於加強保護野生動物的宣傳教育。



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To ensure the operation safety of parking lots, the Group has implemented policies for internal management, including the 'Implementation Standards for Car Park Traffic Safety Facilities and Signs' and 'Parking Lot Safety Management Regulations', providing instructions for the traffic safety, fire control safety, protection against burglars, information security and order maintenance in the parking lot. The Group has laid emphasis on the details of parking management, especially the staff in inspection/guidance post in performing their duties, in order to guarantee the effectiveness and safety of the Group's parking lot operations, which reflects the experience and professionalism of the Group in parking lot management.

為保證停車場的安全運營，本集團通過執行內部管理政策，包括《停車場交通安全設施和標誌標線實施標準》、《停車場安全管理規定》等，對停車場交通安全、消防安全、停車場內車輛防盜安全、停車場內資訊安全管理及停車場內現場秩序的維護作出指示。為確保本集團停車場營運的有效性和安全性，本集團對停車管理的細節方面，尤其是巡視崗／引導崗在履行其職責上十分重視，以體現其停車管理方面的經驗與專業性。

### ACTIVELY MAINTAIN THE OPERATION AND RESOLUTELY ENSURE THE SAFETY OF THE MANAGEMENT OF PARKING LOTS

#### 1) 積極維護停車場運行 2) 堅決保證停車場管理安全

- Staff in inspection post and guidance post should guide vehicles in place in time and ensure that vehicles are parked in an orderly manner. The Group regulates that no more than 10 vehicles are allowed to be not in place at the same time each day and 95% of vehicles enter and leave the parking lot for no more than 3 minutes;
  - The work of constructing, renovating or displacing the relevant equipment and facilities of the parking lot should be fenced;
  - In the event of vehicle accident, the staff in inspection post and guidance post should arrive at the scene within 2 minutes for onsite management and guiding vehicles;
  - Staff in inspection post and guidance post should strictly abide by all operating procedures, and carry out inspections in accordance with the regulated mobile inspection frequency and routes; and
  - When suspicious person is found by the staff in inspection post and guidance post, it is necessary to make an inquiry and hand over the person to the police and keep record.
- 
- 巡視崗／引導崗應及時引導車輛入位，保證車輛有序停放，每日同一時間段未入位車輛不超過10輛，確保95%的車輛進出停車場的排隊等待時間不超過3分鐘；
  - 對於停車場相關設備設施施工、改造或移位時，應進行圍擋；
  - 發生車輛剮蹭時，巡視崗／引導崗應在2分鐘內到達現場，進行現場秩序維護和車輛疏導；
  - 巡視崗／引導崗應嚴格遵守各項操作規程，按照規定的流動巡視頻次、路線開展巡視工作；及
  - 巡視崗／引導崗在發現可疑人員時，需進行詢問並將有作案嫌疑的人員送交公安機關處理，並做好相關記錄。

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The Group's car parking business segment requires its employees to master the knowledge of fire control and understand what the hazards of fires are, how to prevent fires, how to extinguish fires, when to call the police, how to use firearms and how to put out a fire in the beginning. Meanwhile, the Group has defined clear responsibilities of the staff that are in charge of safety in various departments, to effectively ensure the safety of the operating processes.

本集團停車板塊要求員工熟練掌握消防安全知識，做到‘三懂三會’，即懂火災的危害性，懂預防火災，懂撲救火災的方法；會報警，會使用灭火器，會撲救初起火災。同時，本集團對各部門安全責任人的職責作出明確定義，以有效保證本集團營運過程的安全。

### THE DUTY OF STAFF FOR FIRE CONTROL SAFETY 消防安全責任人的職責

- Implement the regulations of fire control and master the fire control information of the department;
  - Cooperate with firefighters to carry out the inspections of fire prevention measures;
  - Identify the risks of fires, make rectifications and report problems that cannot be solved in time;
  - Strictly follow the fire permit regulation (fire application sheet is provided by firefighters); and
  - Organise employees in the department to attend training courses about fire control knowledge, and urge employees in the department to conduct inspections on fire prevention.
- 貫徹執行消防法規，掌握本部門的消防安全情況；
  - 配合消防人員進行防火措施巡查；
  - 及時發現火災隱患，及時整改，不能解決的要及時申報解決；
  - 嚴格執行動火審批制度（動火申請單由消防員提供）；及
  - 組織本部門員工進行消防知識培訓，督促本部門員工進行防火巡視。

The Group regularly checks the parking system to detect any system failures and replace malfunctioning equipment. The Group places safety signs in dangerous areas to remind people of being careful about the potential danger. In order to prevent the parking system from the breakdown or responding to the contingency, the Group has set up clear management regulations on how to deal with malfunctions and temporary chaos, and established complete response procedures, such as 'Parking Lot Emergency Plan', 'Emergency Plan for Traffic Congestion', 'Emergency Plan for Vehicle Oil Leaking Incident', 'Emergency Plan for Damages on Parked Vehicle', 'Emergency Plan for Handling Accidents in Parking Lots', 'Emergency Plan for the Weather with Ice and Snow', 'Emergency Plan for Fault Reports on Tolling Equipment' and 'Emergency Plan for Fire Accidents', to ensure the smooth and efficient operations of parking lots. The procedures include but are not limited to:

本集團定期檢查停車系統，以檢測任何系統故障並更換故障設備，並在危險區域放置安全標識，提醒過往人員，防治潛在危險。為防止停車系統發生故障或應對緊急狀況，本集團對如何處理故障和臨時混亂有明確的管理規定，並通過建立完整的響應程式，如《停車場應急預案》、《交通堵塞應急預案》、《車輛漏油事故處理緊急預案》、《停泊車輛損壞處理緊急預案》、《車場事故處理緊急預案》、《冰雪天緊急預案》、《收費設備故障報告處理緊急預案》、《車場火災事故的處理緊急預案》等，確保停車場運營的流暢和高效，程式規定包括但不限於：

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- Onsite staff actively guide vehicles to enter and exit during emergencies;
- Make explanations and coordination to appease the drivers to minimise the impact;
- Provide clear guidelines on how to respond to fires, including measures on fire prevention, fire-fighting methods for different substances, fire escape, buddy aid and emergency treatment;
- Inspect and fix system problems by technical staff in a timely manner;
- Effectively replace the malfunctioned equipment with new one;
- Realise the rapid response to all problems in the parking lot within 24 hours in the customer service and monitoring centre in some parking buildings; and
- Ask for the support from governmental departments in time based on incident development.
- 突發事件發生後，現場人員積極引導車輛進出；
- 做好解釋協調工作，安撫司機情緒，以盡量減少影響；
- 對如何應對火災，包括防火措施、不同物質的火災撲救方法、火災逃生、互救和應急處理作出明確指引；
- 技術人員及時檢修系統故障；
- 根據設備問題有效更換新設備；
- 部分停車樓的客服和監控中心實現車場內所有問題24小時快速響應；及
- 根據事態發展情況，及時聯繫政府職能部門尋求支援。

In terms of the application of innovative technologies, the Group has continuously tapped the potential of smart parking services. By integrating digital tickets, license plate recognition and parking software applications, it provides car owners with parking services that are intelligent, cloud-based and efficient in management improvement. The 4,238 parking spaces of the parking building of Beijing Daxing International Airport that was completed and delivered during the year have 630 charging spaces and are equipped with nearly 10,000 square metres area full of convenient service facilities. It is worth noting that AGV intelligent parking equipment has been introduced on the first floor of the parking building and applied in a total of more than 100 parking spaces. AGV intelligent parking equipment can increase the parking space efficiency by 30%, which can significantly enhance the parking experience for passengers.

在創新科技的應用方面，本集團不斷挖掘智慧停車服務的潛力，透過整合電子票證、車牌辨識、停車軟件App，為車主提供具備智慧化、雲端化、提升管理效能的停車服務。本年度內完成竣工交付的北京大興國際機場停車樓4,238個停車位中含630個充電車位，並配套近萬平米便民服務設施。其中停車樓東樓一層引入AGV機器人智能停車設備，共計100餘個車位。AGV智慧停車設備能夠將停車空間使用效率提高30%，極大提升旅客的停車體驗。

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## 環境、社會及管治報告



The Group values its customers and has formulated and implemented a series of internal policies to collect customers' suggestions, focussing on optimising the customer service. In addition to setting up a 24-hour service hotline, the Group has stressed the communication with customers in its parking lot management. Buttons are installed in the parking buildings of the Group's Beijing Daxing International Airport, with which drivers can communicate with the staff of customer service at any time. By building a barrier-free channel, the Group can engage itself with its customers, understand their thoughts and opinions on its services, and resolve the issues that its customers are most concerned promptly. As such, the Group has formulated comprehensive procedures and guidelines for handling user complaints while helping the Group to more effectively address customers' concerns and suggestions for improvement. The Group has strictly implemented the internal policies of 'Services and Complaints' and set up clear procedures for handling complaints about equipment, service quality and service attitude, and emergencies.

本集團以客戶為中心，制定並實施了一系列內部政策收集客戶意見並重點優化客戶服務。除設置24小時服務電話外，本集團在停車場管理中重視與顧客的溝通交流。本集團北京大興國際機場停車樓內設置按鈕，司機可以隨時與客服人員進行語音溝通。本集團通過建立無障礙綠色通道，實現與顧客之間交流與溝通，瞭解顧客的想法和對服務的意見，並及時解決顧客最為關心的問題。為此，本集團已製定詳細的用戶投訴處理流程及指南，幫助本集團更加有效地解決客戶關注的問題和提出的改善意見。本集團嚴格落實《接待處理與投訴》內部政策，對設備投訴的處理、服務質量和服務態度投訴的處理、以及突發性事件投訴的處理作出明確的流程規定。

### GENERAL PROCESS FOR DEALING WITH CUSTOMER'S COMPLAINT

#### 處理客戶投訴的一般程序



The Group stringently abides by the laws on customer privacy to ensure that the rights and interests of its customers can be strictly protected. Customers' data (including the information about license plate number, vehicle model, parking market, etc.) should be carefully managed. Data in the system should be encrypted and access permissions should be set to strictly restrict personnel from accessing certain data. Staff with no necessity of data should be prohibited from accessing related information. The Group strictly complies with the national electronic data management regulations and all personal data collected from customers in the course of business is considered confidential. It is strictly forbidden to provide customer data to third parties without the customer's authorisation. The Group has built a data safety protection system to classify and ensure the security of personnel information, equipment information and other information. The Group has educated its employees to raise awareness of data breaches and signed confidentiality agreements with employees. The IT department has installed a protection system between the office network and the business network to prevent unauthorised use, export and duplication of data.

本集團嚴格遵守有關客戶隱私的法律確保客戶權益受到嚴格保護。客戶資料（包括車牌號、車型、停車市場等資訊）應專門管理，系統中數據應進行加密，並設置訪問權限，嚴格限制數據訪問人員，非必要人員禁止訪問相關資訊。本集團嚴格遵守照國家電子數據管理規定，於業務過程中收集的所有客戶的個人資料均視為機密，嚴禁未經客戶授權向第三方提供客戶資料。本集團已建立一套安全數據保護系統，對人員資訊安全、設備資訊安全和其他資訊安全做分類和特別保護。本集團教育員工提高對防止數據洩露的意識並與其簽署保密協議。IT部門在辦公網路及商業網絡之間設置了防護系統，防止未經授權的使用、輸出及複製數據。

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## 環境、社會及管治報告

### PROTECTION OF CONFIDENTIAL INFORMATION 機密信息保護



#### PERSONNEL INFORMATION SECURITY 人員信息安全

No one is allowed to divulge personal information such as the name, contact information, license plate number, and home address of relevant airport leaders and other relevant personnel. No one shall arbitrarily disclose the company's trade secrets, information about parking lot personnel, etc.

任何人禁止外洩機場相關領導及其他相關人員的姓名、聯繫方式、車牌號、家庭住址等個人信息。任何人不得隨意透露公司商業機密、停車場人員相關信息等。



#### EQUIPMENT INFORMATION SECURITY 設備信息安全

Computers for tolls must not be connected to other devices without permissions. The charge information shall not be copied at will, and the transmission is strictly prohibited.

Office computers are strictly forbidden to be used by external personnel.

收費電腦未經允許不得私自外接其他設備。收費數據信息不得隨意拷貝，嚴禁外傳。辦公電腦嚴禁轉借非公司人員使用。



#### OTHER INFORMATION SECURITY 其他信息安全

No one is allowed to shoot airport-related video materials in closed areas. When a major emergency occurs, no information can be released to the media, websites, social platforms, etc. without the consent of the person in charge of the project and relevant departments. The disclosure of other confidential documents and information related to the airport is prohibited.

任何人禁止在不對外開放區域拍攝機場相關影像資料。有重大突發事件發生時，未經項目負責人及有關部門同意，不得私自向媒體、網站、社交平台等發布任何信息。禁止外洩與機場相關的其他機密性文件、資料等信息。

At the beginning of the year 2020, the combat against coronavirus hit the 'pause button' for most industries. The coronavirus epidemic is a critical problem faced by the whole nation. Being the operator of the parking lot of Beijing Capital International Airport and Beijing Daxing International Airport, the Group has actively fulfilled its social responsibilities as a state-owned enterprise. While launching a reduction and free of charge policy, the Group ensures the effective protection and control work during the epidemic in two parking lots, thereby creating safe and convenient parking space for everyone and rewarding customers with practical actions.

二零二零年初，一場與新冠病毒的搏鬥給絕大多數行業按下了“暫停鍵”。本次新冠肺炎疫情是全國上下共同面對的困難，作為北京首都國際機場和北京大興國際機場停車樓的運營商，本集團積極踐行國企社會責任，在推出減免政策的同時，嚴保兩場的疫情防控工作，為大家營造一個安全、便捷的停車空間，用實際行動回報客戶。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Urban Renewal-Oriented Fund Management Business

The Group adopts the real estate financial model of “funds + bases + industries” to participate in the development, management, operation, and exit of industrial entities. Controlling the shareholding or investing in the enterprises in the old industrial zone will lead to the concentration of high-end industries. The investment focuses on the car park-based infrastructure and the renovation of old parks. Meanwhile, it will consider investments in healthcare-based consumer upgrades, new energy auto parts and equipment manufacturing, as well as the cutting-edge technologies.

In the project of Beijing International Talent Community, the Group set up a total fund with the scale of 6 billion and received a total investment of 2.4 billion from the National Social Security Fund, which was the first investment of the National Social Security Fund in the field of urban renewal. The international talent community will cover a plethora of areas such as hotels, apartments, commercial buildings and offices, and will introduce global business resources and partners to jointly create complex properties with international quality, thus becoming a talent gathering region in the west of Beijing.

### 以城市更新為方向的基金管理業務

本集團通過「基金+基地+產業」的不動產金融模式，參與產業載體開發、管理、運營、退出，通過控股或參股老工業區內的企業，引導高端產業聚集。投資重點專注於以停車為主的基礎設施與園區建設，同時，將考慮投資以醫療為主的消費升級、新能源汽車零配件及裝備製造，以及前沿科技等方向。

本集團圍繞著北京國際人才社區專案，搭建了總規模60億的基金，獲得全國社保基金24億元投資，係全國社保基金在城市更新領域首筆投資。國際人才社區將涵蓋酒店、公寓、商業、辦公等豐富業態，並會引入全球化的商業資源和合作夥伴，共同打造具有國際品質的複合型物業，以此成為京西地區的人才聚集區。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The large-scale urban renewal complex launched by the world's top industrial operator Tishman Speyer - Beijing Winter Olympic Plaza project 'Six Gong Hui' has been fully under construction. It is expected to be put into use in the year 2021 and will be the first large commercial complex to serve the Beijing Winter Olympics and surrounding citizens. The Group will integrate industrial heritage and future space, create a dynamic cluster of the development of enterprises and provide people with a unique experience. After the completion of the project, it will become a city landmark with global influence as a demonstration to the world.

聯合世界頂級產業運營商鐵獅門推出的大型城市更新綜合體——北京冬奧廣場“六工匯”專案全面開工建設，預計於2021年投入使用，將成為服務北京冬奧會及周邊市民的首個大型商業綜合體。我們將工業傳承和未來空間進行融合，建立充滿活力的企業發展集群，為人們提供獨特的體驗，項目竣工後將成為具有全球示範意義和影響力的城市地標。



### CASE STUDY OF URBAN RENEWAL

#### 城市更新案例



Qiaomengyuan project is the first landmark project in which the Group has been deeply involved in the development of the park, and has opened a new chapter for the company to participate in the development, construction and operation of the park. Through trustee leasing, the original office building was renovated and the income was obtained through investment promotion and project operation. The total floor area of the building is 10,000 square metres and the reconstruction has now been completed, laying a foundation for the development, construction and operation of the second phase of World Overseas Chinese Businessmen Innovation Centre. In 2018, the 'Shougang Office Building' turned into Shougang · Qiaomengyuan gorgeously, ushering into a new role positioning. Shougang · Qiaomengyuan is dedicated to creating a scientific research home for overseas academicians and experts, a service platform of technological Winter Olympic industry, Shougang Park industrial service window, high-end industrial transfer and transformation centre, Jingxi industrial activity centre. It now has become the window displaying New Shougang Park to the external world and the platform for resource connectivity.

僑夢苑項目是本集團深度參與園區開發的第一個標誌性項目，開啟了公司參與園區開發、建設、運營過程的新篇章。通過受託租賃，對原辦公大樓進行裝修改造，通過招商、項目運營獲取收益。建築面積1萬平方米，現已改造完成。為首鋼園區二期世界僑商創新中心的開發建設運營做好基礎服務。2018年，“首鋼辦公大樓”華麗轉身為首鋼·僑夢苑，迎來新的角色定位，致力於打造海外院士專家的科研轉化之家、科技冬奧產業服務平台、首鋼園區產業服務窗口、高端產業轉移轉化中心、京西產業活動中心。現已成為新首鋼園區對外展示的窗口和資源對接的平台。

In FY2019, the Group was in compliance with relevant laws and regulations regarding health and safety, advertising, labelling and privacy matters of its products and services that have a significant impact on the Group.

於二零一九年財年，本集團並無違反任何有關本集團產品及服務的健康及安全、廣告、標籤及隱私事宜的相關法律及法規。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### VIII. EMPLOYMENT AND LABOUR PRACTICES

#### Employment

### VIII. 僱傭及勞工常規

#### 僱傭

#### SHOUGANG CONCORD TALENT MANAGEMENT PRINCIPLES

##### 首長國際人才管理方針



#### KEEP IMPROVING THE TALENT MANAGEMENT SYSTEM IN THREE AREAS

##### 不斷完善三大人才工作體系建設

- Keep improving the management system of leaders
- Keep improving the promotion system of scientific and technical and highly skilled talents
- Keep improving the key talents development system
- 不斷完善領導人員管理體系
- 不斷完善科技人才和高技能人才“縱向晉升”體系
- 不斷完善關鍵人才開發體系



#### KEEP FACILITATING THE TALENT MANAGEMENT INNOVATION IN FOUR AREAS

##### 不斷推動四大人才工作創新

- Keep facilitating the innovation of talent investment mechanism
- Keep facilitating the innovation of talent acquisition mechanism
- Keep facilitating the innovation of talent training mechanism
- Keep facilitating the innovation of talent incentive mechanism
- 不斷推動人才投入機制創新
- 不斷推動人才引進機制創新
- 不斷推動人才培養機制創新
- 不斷推動人才激勵機制創新



#### PROMOTING THE EFFECTIVENESS OF TALENT MANAGEMENT IN FIVE AREAS

##### 促進五方面人才工作取得成效

- Talent concept can be widely recognised
- The overall quality of the talent team can be improved steadily
- The research and innovation ability of talent team can be enhanced continuously
- The capability of talent team can be demonstrated continuously
- Break the record in skill competitions
- 人才理念得到廣泛認同
- 人才隊伍整體素質和質量穩步提升
- 人才隊伍科研創新能力不斷增強
- 人才隊伍實力不斷彰顯
- 技能競賽取得歷史佳績

The Group believes that employees are the power source of motivation for achieving sustainable development. The Group cherishes talents and regards them as the Group's most valuable asset and the key to its success and stability. It insists on integrating people-oriented management philosophy with innovative mechanisms and has built close relationships with employees based on mutual trust and support through diversified and humanised management. The Group respects and protects the legitimate rights and interests of its employees, pays attention to the health and safety of its employees, provides a broad platform for employees' career development, forges a corporate culture with a sense of belonging, and creates a positive, healthy, proactive and safe working environment for all employees.

本集團認為僱員是實現可持續發展的動力來源。本集團珍惜人才，視其為本集團最寶貴的資產和推動本集團成功及穩定的關鍵，堅持將以人為本的管理理念與創新機制相結合，通過多元化和人性化管理，與員工建立了密切的互信與互相支持的關係，尊重和保障員工的合法權益，關注員工的健康安全，為員工職業發展提供廣闊的平臺，打造具有歸屬感的企業文化，為員工創造了積極、健康、主動、安全的工作環境。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Law compliance

Since its inception, the Group's employment policy has been continuously updated and amended to adapt to social changes and comply with relevant laws and regulations. During FY2019, the Group has abided by relevant laws and regulations in Mainland China and Hong Kong, including the following:

- Labour Law of the People's Republic of China;
- Employment Promotion Law of the People's Republic of China;
- Labour Contract Law of the People's Republic of China;
- Social Security Law of the People's Republic of China;
- Regulations on Labour Security Supervision;
- Provisions of the State Council on Employees' Working Hours
- Provisions on Minimum Wages;
- Employment Ordinance (Cap. 57 of the Laws of Hong Kong);
- Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong);
- Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong); and
- Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong).

The Group has also complied with laws and regulations regarding employee's social security schemes that are implemented by local governments in Mainland China in terms of the employee benefits. In accordance with the latest laws and regulations, the Human Resources Department of the Group is responsible for reviewing and updating the relevant policies within the company on a regular basis.

### 遵守法律

自成立以來，本集團的就業政策為迎合社會變化和遵守相關法律法規已經進行不斷更新與修訂。於二零一九財政年度，本集團已遵守中國內地和香港的相關法律及法規，包括以下各項：

- 《中華人民共和國勞動法》；
- 《中華人民共和國就業促進法》；
- 《中華人民共和國勞動合同法》；
- 《中華人民共和國社會保險法》；
- 《勞動保障監察條例》；
- 《國務院關於職工工作時間的規定》；
- 《最低工資規定》；
- 《僱傭條例》（香港法例第57章）；
- 《最低工資條例》（香港法例第608章）；
- 《強制性公積金計劃條例》（香港法例第485章）；及
- 《性別歧視條例》（香港法例第480章）。

本集團亦已遵守有關僱員社會保障計劃的法律及法規，該等計劃由中國內地地方政府就僱員福利執行。根據最新的法律法規，本集團人力資源部負責定期審查和更新公司內部的相關政策。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

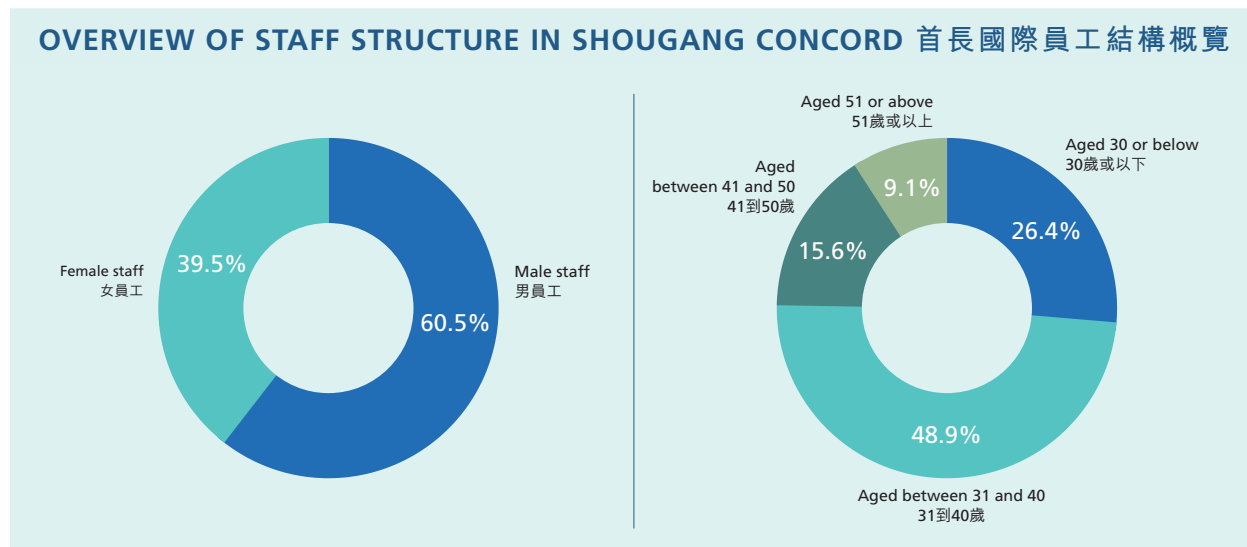
### Staff Structure

As at December 31, 2019, the Group had a total of 372 employees in Mainland China and Hong Kong, including 225 male employees and 147 female employees.

### 員工結構

截止至二零一九年十二月三十一日，本集團於中國內地及香港共擁有372名員工，其中男員工225，女員工147。

#### OVERVIEW OF STAFF STRUCTURE IN SHOUGANG CONCORD 首長國際員工結構概覽



### Recruitment and promotion

The Group selects employees with discretion through recruitment activities including social recruitment, campus job fair, partnership with headhunters, internal recommendation and other recruitment approaches, and formulates an annual recruitment plan to clarify the number of employees, vacant positions and requirements of the candidate. During the recruitment process, the Group strictly conforms to internal policies and considers the applicant's personal ability, professional qualifications, work experience and current market level as the most important decision-making factors, and strives to provide candidates with an open, fair, transparent and standard environment for hiring excellent employees. The Group also refers to market standards and internal 'Employee Manual' for employee promotion, providing an appropriate promotion platform for qualified employees who have shown outstanding performance and development potential in their positions. Employees who perform well and meet the promotion criteria can be recommended via a promotion report from their supervisors. By improving the remuneration system and career path, the Group is expected to establish a comprehensive incentive mechanism based on physical, mental, feeling-based and growth motivations to maintain a harmonious and stable employment relationship.

### 招聘與晉升

本集團通過招聘活動，包括社會招聘、校園招聘、獵頭合作、內部推薦等多種招聘方式，審慎選擇員工，並製定年度招聘計劃，明確員工人數、空缺職位名稱和候選人要求。在招聘過程中，本集團嚴格遵循內部政策要求，將應聘者的個人能力、專業資格、工作經驗和當前市場水準作為招聘決策中最重要因素進行考量，致力為候選人提供公開、公平、透明及標準的招聘優秀僱員的環境。本集團亦參考有關員工晉升的市場標準和內部「員工手冊」，為在其職位上表現突出及有發展潛力的合格僱員提供合理的晉升平台。表現出色且達到企業晉升標準的員工可由主管提請晉升報告。通過完善薪酬體系和職業道路，本集團有望建立基於身體、心理、情感和成長動機的綜合激勵機制，以維持和諧穩定的僱傭關係。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### *Compensation and dismissal*

Shougang Concord will firmly shape the flattening organisation to reduce internal levels, ensuring the sensitivity, flexibility and synergy of the organisation. In the meantime, the Group has formulated a compensation system and value sharing mechanism in line with the market-oriented reform direction. The Group has established and implemented the compensation system based on a fixed salary and a performance-oriented floating salary system. The Group performs regular appraisals of its in-service employees based on their working abilities, performance, market benchmark and corporate budgets to encourage employees with contributions. The Group also releases bonuses based on the performance of employees and develops stock option plans to motivate key management personnel who have made giant contributions to the company in years. The Group strictly prohibits any unfair or unreasonable dismissal under the dismissal procedures stipulated in the employment management policy of the 'Employee Manual'. For employees who have violated the Group's employment policies, the Group verbally warns them before issuing a warning letter. For those who remain untamed despite repetitively making the same mistakes and being advised, the Group will terminate their employment contracts in accordance with relevant national laws and regulations.

### *薪酬與解僱*

首長國際將堅定塑造扁平化組織以減少內部層級，保證組織的敏感度、靈活度和協同性，同時制定符合市場化改革方向的薪酬體系和價值分享機制。本集團建立並施行以固定薪資為基礎，績效導向的浮動薪酬體系為主題的薪酬體系，每年對在職員工根據員工工作能力、表現、市場水準、公司內部預算等因素進行定期績效考核，鼓勵表現優秀的員工，本集團也會根據員工業績及表現發放花紅，並設有股票期權計畫以激勵主要管理人員對公司長期貢獻。本集團根據員工手冊僱傭管理政策規定的解僱程式，嚴格禁止任何不公平或不合理的解僱。對於違反本集團就業政策的僱員，本集團會在發出警告信前對其口頭警告。對於不聽勸告而屢次出現相同錯誤的僱員，本集團將根據國家相關法律法規終止其僱傭合約。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### *Working hours and rest periods*

The Group has set up policies in accordance with local employment laws to strictly control employees' working hours and rest periods. The internal policies and working time attendance system of the Group control the working hours of each employee and ensure the Group's compliance with relevant local laws and regulations. For employees who work overtime, the overtime pay or additional leave benefits can be provided. In addition to the basic paid annual leave and statutory holidays stipulated by the local governments, employees are also entitled to extra leave benefits, such as marriage leave, maternity leave, compassionate leave and private affair leave.

### *Equal opportunity and anti-discrimination*

As an equal opportunity employer, the Group believes that it is of paramount importance to create a fair, respectful and diverse working environment by promoting anti-discrimination and equal opportunity in all its human resources and employment decisions. To forge a working environment with diversity and inclusiveness, the Group requires that all employees should respect each other regardless of position level, background, gender or age, and eradicate any discrimination, harassment or assault in work. The Group keeps standardising its daily corporate practice and eliminating any activity that might violate the principles of equal opportunity and anti-discrimination. The training and promotion opportunities, dismissals and retirement policies are based on factors irrespective of the employees' age, sex, marital status, pregnancy, family status, disability, race, colour, descent, national or ethnic origins, nationality, religion or any other non-job related elements. Employees are highly encouraged to report any incident involving discrimination to the Human Resource Department by the Group. The Human Resource Department holds responsibilities for assessing, dealing with, recording and taking any necessary disciplinary actions on the relevant staff.

### *工作時長和假期*

本集團根據當地就業法制定政策，嚴格控制員工的工作時間和休息時間。本集團制定內部政策和工作時間考勤系統，以管控每位員工的工作時間，確保遵守當地法律法規。如果員工在非辦公時間工作，員工可以領取加班費或補休假。除地方政府規定的基本帶薪年假和法定假日外，員工亦有權享受額外的休假權利，如婚假、產假、喪假、事假等。

### *平等機會和反歧視*

作為平等機會僱主，本集團認為在所有人力資源和就業決策中通過促進反歧視和平等機會及營造一個公平競爭、相互尊重及多元化的工作環境十分重要。為營造多元共融的工作環境，本集團要求所有員工不論職級、背景、性別或年齡，彼此尊重，杜絕在工作間遭歧視、騷擾或傷害。本集團不斷規範其日常的企業實踐，避免任何可能違反平等機會和反歧視原則的活動。本集團所有業務部門的培訓及晉升機會、解僱及退休政策並非以僱員的年齡、性別、婚姻狀況、懷孕狀況、家庭狀況、殘疾、種族、膚色、血統、民族或族裔、國籍、宗教或任何其他非工作相關因素為依據。本集團鼓勵僱員向人力資源部門報告任何涉嫌歧視的事件。人力資源部門將對相關屬實事件進行評估、處理、記錄及對相關責任人採取任何必要的紀律處分。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

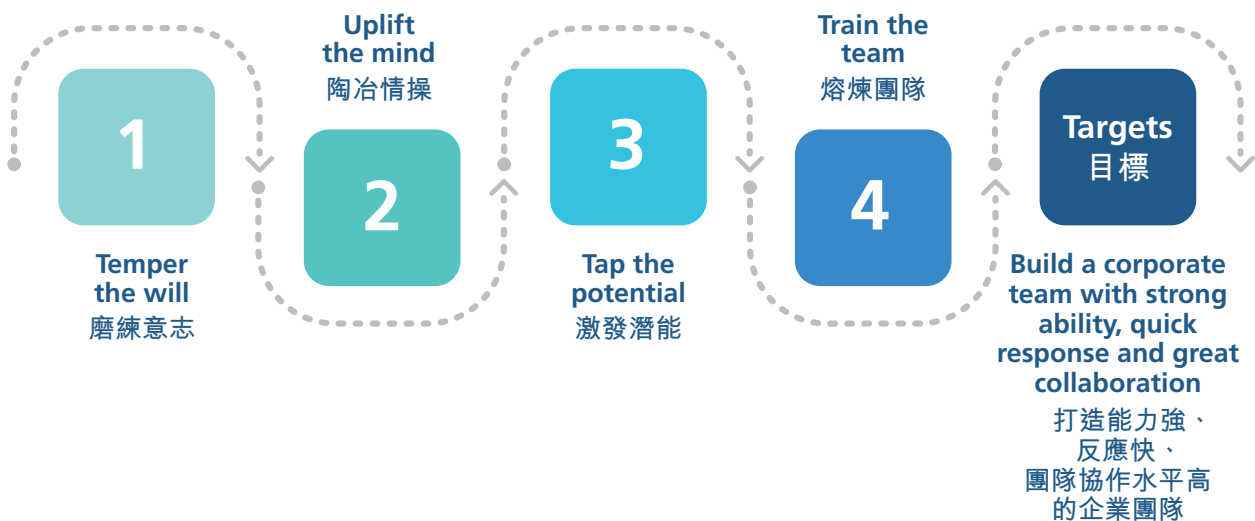
### Other benefits and welfare

To increase its employees' sense of belonging, the Group has provided its employees with a variety of benefits including annual physical examinations and abundant holiday gifts. To build stronger bonds with its employees, the Group held a series of events in 2019 to relieve the stress of its employees, including sports meet and employee conference organised by the group. The Group believes that the effective development of team building activities can help employees gain the courage and confidence to achieve goals without fear of difficulties, establish a down-to-earth and dedicated work attitude and the sense of ownership, enhance the cohesion of the entire team and improve its competitiveness in the industry. The Group makes use of social media, e-mails, meetings with managers and notice boards to maintain good communication between the management and junior staff, which allow the Group to garner a better understanding of the ideas and needs of its employees more effectively.

### 利益及福利

為了提高僱員的歸屬感，本集團為僱員提供包括年度身體檢查、豐富的節假日禮品等多種福利。為了增進員工關係，本集團於二零一九年舉行了一系列活動，為員工減壓，包括集團組織的運動會和員工大會。本集團認為團隊建設活動的有效開展，可以幫助員工培養勇於挑戰、不畏艱難去實現目標的勇氣和自信，樹立起腳踏實地、奉獻敬業的工作態度和主人翁意識，以及增強整個團隊的凝聚力和行業競爭力。本集團利用社交媒體、電子信箱、經理會議和公告欄等方式，保持管理層與基層人員的良好溝通，讓集團可以更加有效地瞭解員工的想法和需求。

### THE MEANING OF CORPORATE ACTIVITIES 企業活動的意義







### SHOUGANG CONCORD TEAM ACTIVITIES 首長國際團隊活動

In FY2019, the Group actively arranged and participated in various sports and cultural exchange activities, aiming to develop a positive attitude for employees in their spare time and promote its employees to realise self-improvement through teamwork and learning of the spirit of perseverance in sports. Meanwhile, the Group held a conference for all employees during the year to praise outstanding individuals and groups.

二零一九財政年度，本集團積極開展與參與各類體育文化交流活動，為員工在工作之餘營造積極向上的生活態度，促進員工通過團隊合作和堅持不懈的體育精神，達到提升自我的目的。同時，本集團年度內開展全員業務大會，對表現卓越的個人和團體給予表揚。



In FY2019, the Group was in compliance with relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, welfare and other benefits that have a significant impact on the Group.

於二零一九財政年度內，本集團在薪酬及解雇、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利方面，嚴格遵守對本集團有重大影響的相關法律及規例。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Health and safety

The Group has strictly abided by the relevant safety and health-related laws and regulations in Mainland China and Hong Kong, such as the 'Law of the People's Republic of China on Prevention and Control of Occupational Diseases, the 'Regulation on Work-Related Injury Insurance' and 'Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong)', and continuously improved the operating conditions and ensured the health and safety of employees. The Group has also visualised and regionalised its security management with networking tools. Specifically, the Group clearly displays accurate safety signs within its operational regions, sets up fences and access control in hazardous areas, equips employees with tools and protective materials that meet safety standards, and provides them with training, guidance and supervision of correct use. The Group is committed to comprehensively creating a clean and tidy working environment, prohibiting smoking and drinking alcohol in the workplace, and striving to build a healthy and good working atmosphere for all employees.

The Group also arranges a series of training courses on occupational safety and health to enhance employees' awareness of safety protection. The Group requires the principals in each parking lot to follow the requirements of national laws and regulations on occupational hazards and organises them to receive the occupational health training regularly, including emergency management, handling hazardous materials and occupational health and safety. The Group also supervises the formulation and implementation of the health management system and operating procedures in the daily work, and regulates the protective measures by employees through regular emergency drills. In case of occupational hazard accidents, the Group should promptly report to the local production safety supervision and management department, and organise all departments to take effective measures rapidly to reduce or eliminate the occupational hazards and prevent the deterioration of accident. The Group has experts in occupational safety management, who are responsible for studying and implementing the requirements of national laws, regulations, rules and standards on the prevention and control of occupational hazards. The experts oversee the implementation of the accountability system of occupational hazard prevention at all levels, to ensure that the health and safety of workers in the labour process can be protected.

### 健康與安全

本集團嚴格遵守《中華人民共和國職業病防治法》、《工傷保險條例》及職業安全及健康條例（香港法例第509章）等中國內地和香港有關安全衛生法律法規，持續改善營運作業條件，保障員工的健康和安全。本集團亦實行安全形象化、區域化及網絡化管理，在營運範圍內將準確的安全標誌清晰呈現，對危險區域設置圍網和門禁，並為員工配備符合安全標準的勞動工具及勞動防護用品，並培訓、指導、監督其正確使用。本集團致力於全面營造乾淨整潔的辦公環境，禁止辦公區域內吸煙、酗酒，努力為員工創造健康良好的工作氛圍。

本集團亦安排一系列有關職業安全健康的培訓課程，提高員工安全防護意識。本集團要求各個停車場主要負責人認真貫徹落實國家有關職業危害防治的法律規定，並組織其參加定期的職業衛生培訓，包括應急管理、危險材料處理和職業健康和 safety，並在日常工作中督促監督衛生管理制度和操作規程的制定和落實，通過定期開展應急演練，規範員工的應急防護措施。如遇職業病危害事故，本集團應及時向所在地安全生產監督管理部門報告，並組織各部門迅速採取有效措施，著力減少或消除職業病的危害因素，防止事故擴大。本集團配有職業安全人員負責學習貫徹落實國家有關職業危害防治的法律、法規、規章和標準，督導各級落實職業危害防治責任制，確保勞動者在勞動過程中的健康與安全。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The operation team of Shougang Concord bears great responsibilities of safeguard. To ensure the safety of services, the operation team regularly carries out emergency drills such as the failure of the toll system, the prevention of typhoon and flood, and the spontaneous combustion of vehicles. The Group constantly adjusts the planned inspection routes, increases the frequency of staff and equipment inspections, and ensures the full coverage in the field. The operation team of the parking lot in the airport is in close partnership with the airport fire control department and the police through information sharing, education and advocacy on strengthening fire safety, reinforcing the identification and handling of suspicious persons, objects and vehicles, aiming to eliminate safety risks.

首長國際運營團隊承載著重要的保障任務。為做好安全服務保障工作，運營團隊會定期進行收費系統故障、防颱防汛、車輛自燃等應急演練，不斷調整規劃巡視路線，加大人員巡視、設備巡檢頻率，保證場內無死角覆蓋。機場停車場運營團隊密切配合機場消防及公安等部門，共用資訊通報，開展消防安全培訓宣傳，加強可疑人、可疑物、可疑車輛辨別與處置，消除安全隱患。



### SHOUGANG CONCORD SAFETY MEASURES

首長國際安全保障  
措施

### OPERATION TEAM IN THE PARKING LOT 停車場運營團隊



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In FY2019, there were no work-related fatalities or injuries in the operations of the Group. During the year under review, the Group was in compliance with relevant laws and regulations in relation to providing a safe working environment and protecting the employees from occupational hazards that have a significant impact on the Group.

### Development and training

The Group believes that corporate training is crucial to its long-term development. The Group has formulated strategic guidelines for talent training and effectively implemented relevant policies, endeavouring to enable employees to obtain sufficient skills, knowledge, professional qualifications, experience, and good judgment to ensure the professionalism of their work through the provision of training in various areas. 'Urban parking lot', as a 'new infrastructure', was highlighted during the plenary session of the Politburo of the Communist Party of China in 2019. It encompasses the concepts of automation, intelligent parking solutions and the relatively scattered parking market at the current stage in China, which require the strenuous efforts of the smart parking developers in the research, study and promotion. Therefore, in addition to traditional training, the Group has built an internal network for the teaching and sharing of knowledge and experience among employees. Through the review and discussion of advanced concepts and practical experience, the Group aims to create a highly combative team and an organisation that keeps evolving.

The Group usually provides induction courses for newly hired employees who can learn the history, vision, corporate culture, values and governance of the Group. For in-service employees, the Group provides courses about the improvement of business and management, and arranges appropriate training from external organisations, which allows its employees to obtain more job-related knowledge in professional fields and corporate management.

於二零一九財年，本集團的相關活動中沒有發生與工作有關的死亡事故和因工傷造成的損失。於回顧年度內，本集團並未違反任何有關提供安全工作環境及保護僱員免受對本集團產生重大影響的職業危害的相關法律及法規。

### 發展及培訓

本集團認為企業培訓是保證長期發展的生命力。本集團製定人才培養戰略方針，擬定並有效實施相關政策要求，努力通過提供各方面的培訓，讓員工掌握足夠的技能、知識、專業資格、經驗和良好判斷力，確保其工作的專業性。“城市停車場”作為“新基建”在2019年中共中央政治局召開會議上被重點提及，其所包含的自動化理念、智慧化停車方案以及現階段相對分散的中國停車市場格局，需要智慧停車建設的參與者不斷研究、學習和發展。因此本集團為其員工在傳統培訓外，構建內部網路用於知識和經驗的傳授與分享，通過對先進理念和實操經驗的總結與探討，打造一支極具戰鬥力的團隊和一個具備進化力的組織。

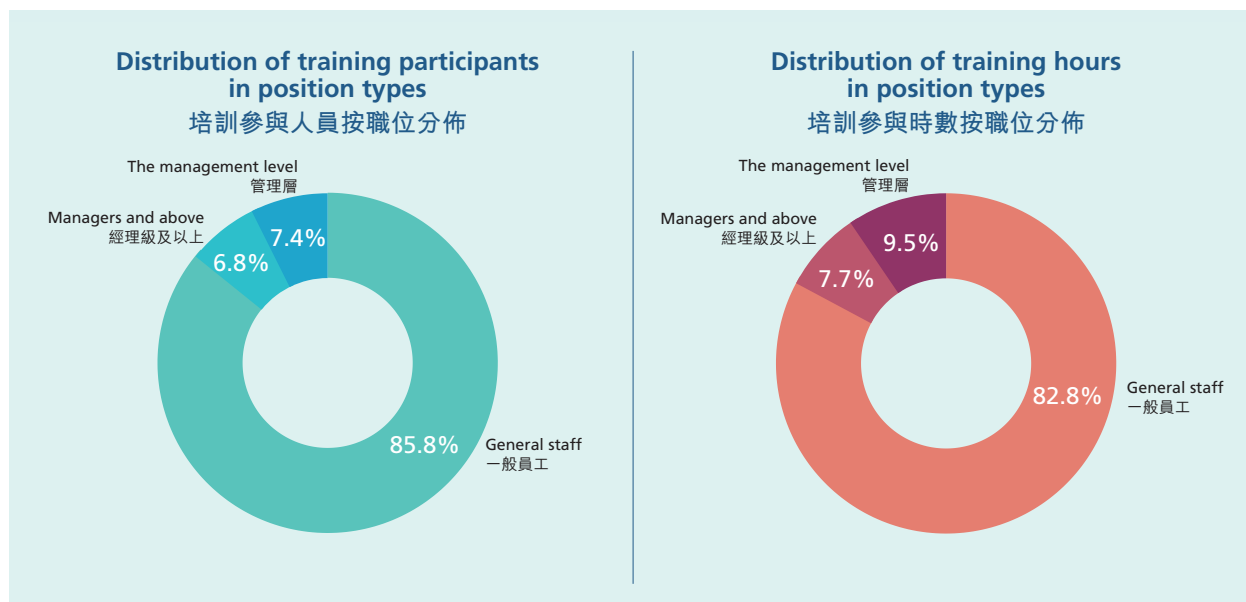
本集團通常為新聘僱員提供入職課程，讓其瞭解本集團的歷史、願景、企業文化、企業價值觀和企業管治。對於在職員工，本集團提供業務提升課程和管理能力提升課程，並安排適當的外部培訓，以獲得更多與工作相關的知識，提高員工在專業領域和企業管理方面的知識水準。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In FY2019, the total number of training participants of the Group was 352. The total training time was approximately 10,940 hours, with 31.1 hours per person on average being recorded.

於二零一九財政年度，本集團參與培訓的總人數為352，培訓時長約10,940小時，平均每人培訓時數為31.1小時。



### Labour standards

In FY2019, the Group strictly abided by local and national labour standards, including but not limited to the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Labour Law of the People's Republic of China (中華人民共和國勞動法) and other related labour laws and regulations in the PRC and Hong Kong to prohibit any child and forced labour employment. To combat illegal employment of child labour, underage workers and forced labour, the Group's Human Resource Department requires all job applicants to provide valid identity documents to ensure that they are lawfully employable prior to confirmation of any employment according to the "Employee Manual". The Group's Human Resource Department is responsible for monitoring the compliance of corporate policies and practices with the relevant laws and regulations that prohibit child labour and forced labour. Once any case which fails to conform to the relevant labour laws, regulations or standards is found, the relevant employment contract will be immediately terminated.

In FY2019, the Group was in compliance with applicable laws and regulations in relation to the prevention of child and forced labour that have a significant impact on the Group.

### 勞工準則

於二零一九財政年度，本集團嚴格遵守地方及國家勞工標準，包括但不限於《僱傭條例》(香港法例第57章)、《中華人民共和國勞動法》及中國和香港的其他相關勞工法律及法規，以禁止僱用任何童工或強制勞工。為打擊童工、未成年工人和強迫勞動有關的非法就業，本集團的人力資源部門按照員工手冊，要求所有應徵者提供有效的身份證明資訊及其他相關檔，以確保應徵者在確認任何工作之前可以合法受僱。本集團的人力資源部門亦有責任監督和確保企業政策和實踐遵守禁止童工及強制勞工相關的法律法規。本集團一旦發現任何違反勞工標準的事件，就業合同將立即終止。

於二零一九財政年度，本集團在防止童工或強制勞工方面，並無違反任何對本集團有重大影響的相關法律及規例。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Anti-corruption

To maintain a fair, honest and efficient working environment, the Group has complied with local laws and regulations concerning anti-corruption and anti-bribery in the region in which the Group operates, including the Anti-Corruption Law of the People's Republic of China, the Law of the People's Republic of China on Anti-Money Laundering, the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong), and the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong).

The Group has formulated and strictly enforced its anti-corruption policies, such as the relevant provisions in the 'Employee Manual' and financial management policies, to prevent any fraudulent practice. The Group prohibits all forms of bribery and corruption, and requires all employees to strictly stick to business ethics. By entering into the business agreements, procurement contracts, employment contracts, tender documents, etc., the Group regulates that all employees must discharge their duties with integrity and not be involved in any activities related to bribery, extortion, fraud and money laundering. The Group requires that all procurement activities should be based on 'Honesty and Integrity Clause' signed with its suppliers and organises employees to study the content of the clause.

### 反貪污

為維持一個公平、具有誠信及高效率的工作環境，本集團遵守本集團經營所在地區當地的有關反貪污及賄賂的法律及法規，包括《中華人民共和國反腐敗法》、《中華人民共和國反洗錢法》、《打擊洗錢及恐怖分子資金籌集條例》（香港法例第615章）和《防止賄賂條例》（香港法例第201章）。

本集團制定並嚴格執行其反腐政策，如「員工手冊」中的相關規定和財務管理政策等，以杜絕任何欺詐行為。本集團禁止一切形式的賄賂和腐敗，並要求所有員工嚴格遵守職業道德規範。本集團通過簽署業務協議、採購合同、僱傭合同、招標檔等，要求所有僱員恪盡職守，不得參與任何與賄賂、勒索、欺詐及洗黑錢有關的活動。本集團要求全部採購活動均與供應商簽訂《廉潔條款》，並組織員工學習《廉潔條款》的內容。

‘Honesty and Integrity Clause’  
of Shougang Concord  
首長國際《廉潔條款》



Party A and B must strictly abide by the relevant laws and regulations in relation to national anti-unfair competition and the prohibition of commercial bribe and the relevant requirements of combating corruption and upholding integrity, resolutely oppose and resist commercial bribe, jointly build a normal, orderly, legitimate and legal environment for collaboration and business, and consciously operate legally with integrity.

甲乙雙方須嚴格遵守國家反不正當競爭法和禁止商業賄賂行為的有關規定以及反腐倡廉工作的有關要求，堅決反對和抵製商業賄賂行為，共同構建正常、有序、合理、合法的合作環境和業務環境，自覺做到依法辦事，合作經營，廉潔從業。



Whistle-blowers can report any suspected misconduct to the Human Resource Department and internal regulatory department of the Group with detailed information and evidence. The regulatory department makes investigations on any suspicious or illegal acts to protect the interests of the Group. The Group has established an effective grievance mechanism to protect whistle-blowers from unfair dismissal or victimisation. Should any suspicious activity that involves crimes be found, the Group will immediately report to the relevant regulatory or law enforcement agencies when the management considers it necessary.

In FY2019, the Group was in compliance with relevant laws and regulations in relation to bribery, extortion, fraud and money laundering that have a significant impact on the Group.

舉報者可以口頭或書面向本集團人力資源部門和內部監管部門報告任何可疑的不當行為，並提供詳情及證據。監管部門將就任何可疑或非法行為進行調查，以保障本集團的利益。本集團建立有效的申訴機制，以避免舉報者遭遇不公平的解僱或傷害。若發現涉嫌犯罪行為，本集團將在管理層認為必要時立即向相關監管或執法機關報告。

於二零一九財政年度，本集團並無違反任何對本集團有重大影響的，與防止賄賂、勒索、欺詐及洗黑錢相關的法律及法規。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### IX. SUPPLY CHAIN MANAGEMENT

In the supply chain management, the Group adheres to the principles of people-oriented, risk prevent and control, and green procurement, striving to minimise the negative impact of the entire supply chain on society and the environment, while building a platform that enables mutually beneficial business collaboration. The Group is aware that effective supply chain management is the top priority of the company's business development. As a socially responsible enterprise, the Group attaches great importance to controlling the environmental and social risks of its supply chain, and requires its suppliers to abide by relevant laws and regulations. The responsible internal teams should strictly and continuously monitor the qualifications and practices of their suppliers.

#### Social risk

The major materials that the Group's intelligent parking lot purchases in procurement are the management equipment and related products. In 2019, the Group further improved its supply management system, setting up policies and requiring all departments to strictly follow the 'Measures on the Management of Qualified Suppliers'. The Tender and Procurement Committee supervises the entire process of supplier management and holds the responsibility for handling special and major supplier-related issues. The Group strictly conducts a comprehensive assessment of potential suppliers, oversees the bidding process, carries out the background check on selected suppliers and monitors the quality of the supplied products and services effectively. Specifically, in strict conformance with the requirements of its internal supplier selection system, the Group regulates that each supplier must comply with relevant national and local market rules and its qualification meets the Group's standard. The Asset Management Department and other departments of the Group are required to make necessary investigations on the technically complex suppliers and special suppliers based on the type of goods and services. 'Business license', 'National Special Equipment (Lifting Machinery) Manufacturing License', 'National Special Equipment (Lifting Machinery) Installation, Transformation, Maintenance License', 'Environmental Management System Qualification Certificate', 'Occupational

### IX. 供應鏈管理

本集團在其供應鏈管理過程中，遵循以人為本、風險預控、綠色採購的方針，力求讓整個供應鏈對社會和環境的不利影響降至最低，同時構建互利共贏的商業合作平臺。本集團深知有效的供應鏈管理是公司業務發展的重中之重，因此作為一家對社會負責任的企業，本集團十分重視控制其供應鏈的環境與社會風險，並要求其供應商遵守相關法律法規，相關團隊嚴格持續地監察其供應商資質和供應鏈慣例。

#### 社會風險

本集團的智慧停車場主要以停車場管理設備和周邊產品為採購對象。二零一九年，本集團進一步完善其供應商管理制度，發佈並要求各部門嚴格遵循《合格供應商管理辦法》，由招標採購委員會領導供應商管理的全過程，負責處理有關供應商的特殊或重大事宜。本集團通過對潛在供應商進行全面評估，嚴格把控招標過程，對選定的供應商進行嚴格的背景審查，對供應產品和服務的質量進行有效把控。具體而言，本集團嚴格按照內部供應商篩選制度和要求，明確要求各供應商須遵守相關國家及地方的相關市場規定，其資質達到集團標準，並根據供應貨品和服務類型要求資產管理部等部門對技術複雜或特殊的供應商，進行必要的考察，提供營業執照、《國家特種設備（起重機械）製造許可證》、《國家特種設備（起重機械）安裝、改造、維修許可證》、《環境管理體系資質證書》、《職業健康安全體系資質證書》、《鋼結構工程專業承包三級及以上資質證書》等資質證明，同時也將對其品質管理體系ISO9001、環境管理體系ISO14001及職業健康安全體系ISO45001的落實情況、財務狀況、市場聲譽、售後服務質量等方面進行審核。本集團定期與供應商進行溝通，以維繫與供應商的良好溝通和合作關係。對於同類產品的供



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

Health and Safety Management System Qualification Certificate', 'Steel Structure Project Specialised Contracting Grade 3 and Above Qualification Certificate' and other qualification certificates are required to submit. Meanwhile, the relevant departments should review the implementation of Quality Management System ISO9001, Environmental Management System ISO14001 and Occupational Health and Safety Management System ISO45001, financial status, market reputation, quality of post-sales service and other aspects of its suppliers. The Group maintains a reliable partnership with its suppliers for better communication and collaboration. For suppliers of the same type of products, Shougang Concord usually adopts an integrated approach with backup suppliers to lower the risk in the supply process (normally no less than 3 suppliers). The Group splits its suppliers into different groups for specialised management according to the periods of cooperation and product types. The Asset Management Department organises relevant departments of the company to evaluate and grade suppliers in the parking lots and adds up the scores of suppliers throughout the year at the end of each year. The Group ranks suppliers based on their annual scores and classifies them into level A, B and C. Suppliers in Level A, that is, high-quality suppliers, have the privilege to be invited to attend the Group's tender and procurement activities, while suppliers in level C are listed as temporarily uncooperative and not to be invited to participate in the Group's tender and procurement activities within 2 years. Suppliers that have broken the contract or been found with serious safety and quality accidents in the cooperation period will be blacklisted after being approved by the Tender and Procurement Committee, and cannot engage in the Group's tender and procurement activities any more in the future.

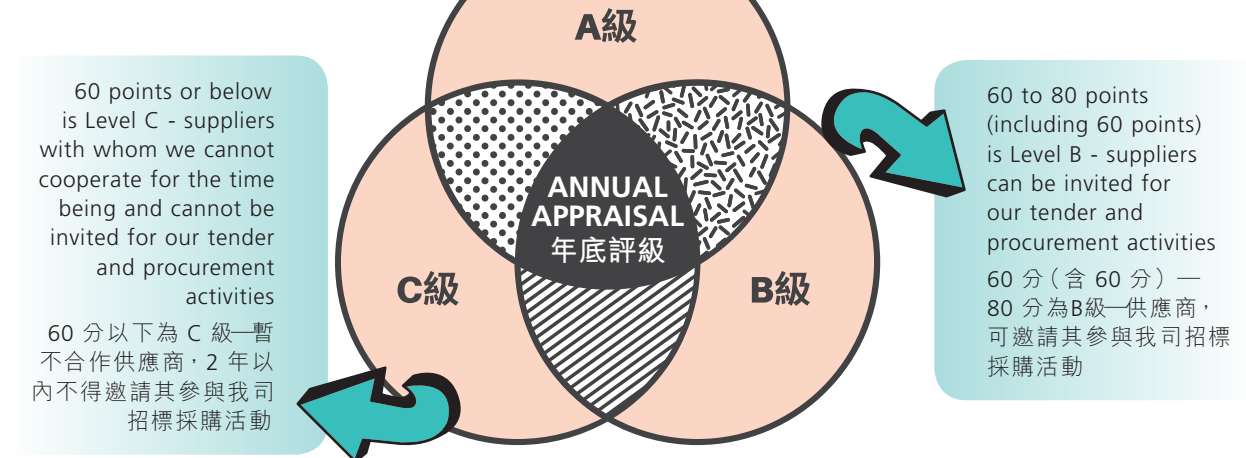
應商，首長國際通常採用供應商和備用供應商的組合來降低供應過程中的風險（一般不少於3家）。本集團根據供應商的合作期限和產品類型，對其分成不同組別進行有針對性的管理。資產管理部組織公司相關部門對庫內供應商進行評價打分，每年年底對供應商全年得分進行統計匯總。本集團根據供應商年度得分情況對供應商進行評級，將其分為A級、B級和C級。A級，即優質供應商可優先邀請參與本集團招標採購活動，而C級則列為暫不合作供應商，且2年以內不得邀請其參與本集團招標採購活動。對於在合同履行中出現嚴重違約或重大安全、質量事故的供應商，在經招標採購委員會批准後列入黑名單，未來不得參與本集團的招標採購活動。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### “MEASURES ON THE MANAGEMENT OF QUALIFIED SUPPLIERS” OF SHOUGANG CONCORD

首長國際《合格供應商管理辦法》



During daily operations, the harmonisation of the brand, logo and signage of the hardware in the parking lot, and the acquisition of long-term management rights for parking lots that determines the unchanged brands of systems enable the Group to improve its management and unify the corporate image.

### Environmental risk

The Group has not only implemented environmental policies for energy conservation and emission reduction in its daily operations, but also augmented its positive influence on the environment by optimising the procurement process and incorporating environmental factors into its process of supplier selection. The Group has gained an in-depth understanding of the environmental impact during procurement and refers to its internal sustainable procurement guidelines and requirements, prioritising local suppliers as its first choice in choosing business partners. The Group is committed to embedding the concept of circular economy in the supply chain management and cutting down on the waste of materials and energy through innovative solutions and collaboration, thereby improving the environment.

在日常運營中，本集團對停車場的硬體品牌、標識、標牌均進行統一化，包括對停車場項目長期管理權的獲取，決定未來系統硬體品牌的多年沿用，以促進更好的管理和統一企業形象。

### 環境風險

本集團不僅在日常營運中貫徹落實節能減排的環保政策，亦透過優化採購過程和將環保因素納入供應商篩選過程，擴大集團對環境的積極貢獻。本集團深度瞭解採購貨品的環境影響，並根據內部可持續性採購指引和要求，將本地供應商作為合作企業的首選。本集團希望將循環經濟理念與供應鏈管理相融合，通過創新解決方案和合作模式，減少物料和能源的浪費，改善環境。

### X. COMMUNITY INVESTMENT

As a socially responsible enterprise, the Group has been committed to integrating the concept of sustainable development and corporate citizenship into all aspects of its business development. With the mission of actively nurturing the well-being and growth of the communities where it operates, the Group has taken practical measures to care about the community, adheres to the corporate spirit of 'living for change and empowering the innovation', and relies on its own strengths, capabilities and platforms to carry out various activities supporting communities. In the promotion of community education, the Everlove Foundation of the Group continues to care about and strongly support the children in need, assisting them to realise dreams. It is one of the kernels of the Group's community care and philanthropy that employees can be volunteers and contribute to the harmonious development of local communities and society. The Group motivates and organises its employees to invariably pay attention to the community development, to deepen their engagement with local communities through the participation in projects and supporting individuals, and to influence more people around them to make efforts and effectively enlarge the scope of fulfilling its corporate social responsibilities. In the past decade, the concept of socially responsible investment that pursues long-term value growth and takes into account both economic and social benefits has drawn more and more attention in the asset management industry. Community investment and the participation in public welfare activities is one of the ESG topics of which the Board is most concerned. Shougang Concord deeply remembers its social responsibility. In FY2019, in addition to the positive benefits brought by the Group's businesses per se to people's livelihood, the Group actively involved itself in the community activities to prompt the economic development of the community and made unremitting efforts to facilitate a harmonious society.

### X. 社區投資

作為一家肩負社會責任的企業，本集團致力將可持續發展理念與企業公民責任融合進企業發展和業務拓展的各個方面。以積極培育集團營業所在社區的福祉與發展為己任，本集團透過採取切實可行的措施關懷社區，堅持秉承為“為改變而生，為創新賦能”的企業精神，利用自身優勢、能力與平臺，開展各種社區協助活動。在推動社會教育事業發展上，本集團的慈心長青公益基金持續為有困難的兒童提供關懷和大力援助，助力共同實現美好未來。讓員工參與志願者活動，為當地社區和社會的和諧發展貢獻一己之力一直是本集團開展社區援助與發展社會公益事業的核心之一。本集團鼓勵並組織其員工始終關注社區發展，通過對具體項目的參與和對象的援助，加強其與當地社區的聯動，感染身邊更多人伸出援助之手，切實擴大企業社會責任。近十年來，追求長期價值增長、兼顧經濟和社會效益的社會責任投資理念在資產管理行業受到越來越多的關注。社區投資與公益活動的參與乃董事會最關心的ESG課題之一，首長國際深刻銘記其社會責任。於二零一九財年，除業務本身對社會民生的正面效益，本集團更積極參與社區活動以促進社區的經濟發展，為構建和諧社會不懈努力。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Everlove Foundation

Everlove Foundation was initiated by the employees in Shougang Fund and Shougang Concord. It was created to sponsor the education of students in Tangshan, Jilin and other parts of the country, mainly providing educational and medical assistance services. With the purpose of 'holding the possibility for children to realise their dreams', Everlove Foundation organised a series of activities in 2019, including visiting schools, looking back on the past decade, and welcoming and making wishes for 2020 with children; taking the children to visit the centennial park changes and Winter Olympic-related facilities in Shougang Park; experiencing life changes brought by technology in the R&D centre of new energy vehicles; launching the 'Doctor in the Future' program with Peking University Shougang Hospital in which the children who dreamed of becoming doctors since childhood could learn doctor's work from practice; and building the 'Gallery of Public Welfare' which aroused students' imagination and desire of life through creative work.

### 慈心長青公益基金

慈心長青公益基金會由首鋼基金和首長國際員工發起，為唐山、吉林等全國各地學生助學所設，主要提供教育培訓和醫療救助兩方面服務。以「守護孩子們實現夢想的每一種可能性」為宗旨，慈心長青公益基金2019年組織了一系列活動，包括去學校與孩子們擁抱十年，許下心願，一同迎接2020；帶領孩子去首鋼園區參觀百年園區變遷和冬奧會相關設施；去新能源汽車研發中心體驗科技給生活帶來的改變；與北京大學首鋼醫院發起“未來醫生”計劃，讓夢想成為醫生的孩子們從小就能體驗醫生工作；打造豐富的“公益畫廊”，讓學生們通過創作，喚起對生活的想像和夢想的渴望。

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In June 2019, the employees of Shougang Concord participated in the 'Tongxin Plan' organised by the Tongxin Volunteer Association of Jilin Province and had a wonderful Children's Day with children in Province Jilin Orphan School. During the day, our employees played tug of war, rope jump with children together and chatted about their dreams. The company with each other brings warmth to these children and our employees, making the festival special.

2019年6月，首長國際員工參與吉林省同馨志願者協會組織的同馨計劃，與吉林省孤兒學校的兒童共度六一，快樂你我。活動中，我們的員工陪伴孩子一同拔河，一同跳繩，一起暢聊他們的夢想。彼此的陪伴，為這些孩子和我們的員工帶來了溫暖，讓這個六一變得特別。



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On the Mid-Autumn Festival eve in 2019, the employees of Shougang Concord were invited to participate in the sports meeting of Jilin Province Orphan School, experiencing the charm of sports with the students, conveying the spirit of sports, that is, 'It doesn't matter if you lose, it's the participation that matters', and having a warm and memorable Mid-Autumn Festival with all teachers and kids.

2019年中秋節前夕，首長國際的員工們應邀參加吉林省孤兒學校的運動會，與同學們一起感受體育的魅力，傳遞“輸了也沒關係，重在參與”的運動精神，與老師和小朋友們度過了溫馨難忘的中秋節。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Year 2019 is the fifth year of 99 Public Welfare Day and the second year of our participation in philanthropy. In 2018, around 50 children from Caofeidian were invited to Shougang Park in Beijing to experience the journey of the Winter Olympics, which paved our path to public welfare. In July 2019, the Everlove Foundation launched the Youth Dreamer-S Plan, inviting 20 orphans from Jilin to Beijing pursuing their dreams.

During the four days, the volunteers took these children on the journey to explore their dreams. With the help of doctors from Shougang Hospital, students received laparoscopic simulation training, basic first aid and laboratory knowledge. In the automotive technology R&D Centre and other places, 20 students had classes about environmental protection, drama, jigsaw puzzles, dubbing and painting, created the works with their hands and learned the development history from fueled vehicles to electric vehicles. On the last day, the students made a splendid report show with carefully rehearsed performances at the headquarter of Shougang Fund. In the end, the volunteers guided the students to visit the five-storey office of Shougang Fund and experienced first-hand the high-tech items such as digital projection in Shougang Park.

2019年是99公益日的第五年，也是我們參與公益的第二個年頭。2018年，曹妃甸的近50位孩子受邀來到北京首鋼園區體驗冬奧之旅，打開了我們公益之路。在二零一九年七月，慈心長青公益基金發起了少年夢想家-S計畫，邀請來自吉林的20位孤兒來到北京，尋找他們的夢想。

在四天的時間裡，志願者們帶著孩子們展開了關於夢想的第一次實地探索。在首鋼醫院醫生的幫助下，學生學習了腹腔鏡模擬培訓，急救常識，檢驗科知識等。在汽車技術研發中心等處，20名學生體驗了環保、戲劇、拼圖、配音、畫等素質課堂，並通過雙手創造屬於自己的鮮活作品，並學習了燃油車到電動車的發展史。最後一天，學生們在首鋼基金總部帶著精心排練的節目，開始了一場溫馨的匯報演出。結束後，志願者引導學生們去到首鋼基金共五層的辦區參觀，親身體驗了首鋼園區數字投影等高科技。



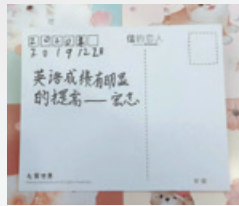
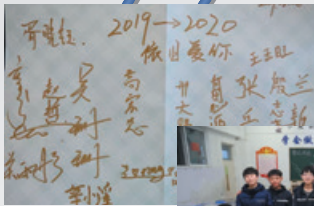
# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



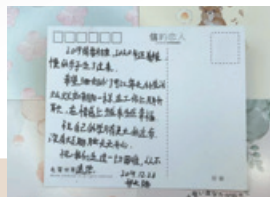
In 2020, Ever love Foundation will continue to hold summer study activities and be committed to passing love to society through the Youth Dreamer - Plan S, helping children change their destiny and engaging our employees in the event planning. Our employees will work hand-in-hand with each other, uphold the concept of sustainable development and demonstrate their responsibilities of building the community of common destiny for all mankind by finding love, understanding love and conveying love through the company.

2020年，慈心長青將繼續延續暑期研學活動，致力於通過少年夢想家——S計劃，向社會傳遞愛心，幫助孩子改變命運，讓員工參與活動策劃，發現愛、理解愛、傳遞愛，與身邊人攜手努力，秉持可持續發展理念，體現人類命運共同體擔當。



I hope to be here one day to develop my career. What I suggest is to install a thermal insulation layer in the venues of the winter games to keep the stadium cool and the auditorium warm. This trip to Beijing made me more determined to come to Beijing in the future.

我希望能夠有一天到這裡來成就一番自己的事業。我建議在冬季項目的場館中設置隔熱層，讓賽場保持低溫而觀眾席能夠有較高溫度。這次北京之行讓我逐漸到北京來的想法更堅定了。



When I grow up, I will help others and pass on this love. 'Being not affected by the surroundings and moving forward for better' is a big gain from my trip and a big aspiration and a goal that I endeavour to accomplish gradually. I hope I can use the money to realise more of my small wishes in my future life, and then step by step move towards my ambitious goal. Until I was able to live independently in Beijing and help more people. Beijing is a place where I must go in my life, and it is this wish that Shougang's uncles helped me to realise. I will study hard and won't let you down.

長大以後也要去幫助別人，傳遞這份愛。不被周遭影響，向更好前進，就是我這次旅行的一個大收穫，也是我的一個大嚮往，一個逐步的目標。希望我可以在以後的生活中用這筆錢實現自己更多的小願望，然後一步步地走向自己的大目標。直到我能夠獨立在北京生活，去幫助更多的人。北京，是人生必定要去的一個地方，是首鋼的叔叔幫助我完成的這個心願。我一定要好好學習，不會讓你們失望。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### VOLUNTEERS' AND TEACHERS' FEELINGS 志願者和老師的感悟

If we do well, we may learn a lot from children who inspire us to face this complicated world with courage. At the age full of competitions, let us find and become the 'wrinkled child' in our hearts.

如果我們做得好，我們或許從孩子身上會學到很多，激發起我們面對這複雜世界的勇氣。在後有追兵，前程隔海的年紀，讓我們重新找回心中那個“皺了的小孩”。

Only if I have participated in the activity can I realise that I have a goal, know what I am capable of, and think of that maybe I can do more.

只有參與過活動，才知道自己有某種的目標，自己能做什麼，或許能做更多。

This is the second year of our hard work. During the process, we found that a dream could not be realised with just a trip to Beijing. We also understood that our strength was far from enough. As such, we wish to gather more power, take children to experience the wonders of the world and cheer for more dreams in 2019.

這是我們努力的第二年，過程中我們發現，對於夢想而言，僅僅一次的北京之旅是遠遠不夠的，也深知我們的力量是遠遠不夠的，所以，2019年，我們希望匯集更多力量，帶領孩子們感受更加豐富的世界，為更多夢想加油助威。

The children communicated with the outstanding people and saw more beautiful things, which prompted them to set higher targets for themselves in the future. They will subtly change their behaviours and willing to put more efforts into the study.

因為接觸到更優秀的人，看到更美好的事物，所以對於未來，他們對自己的要求也更高了，潛移默化地就會改變自己的言行舉止，在學習上也肯下功夫了。

### Vstartup

In terms of space operations, Shougang Concord owns Beijing's largest entrepreneurial incubator – Vstartup, with a total operating area of 500,000 square metres. Its market layout mainly focuses on Beijing and covers the whole country with the creation of the brand of 37 Degree Apartment. Shougang Concord is deeply aware that small and medium-sized enterprises are an important force to promote the development of national economy, market prosperity and social stability. In response to the call of the State Council Leading Group for the Development of Small and Medium-Sized Enterprises that small and medium-sized enterprises are the new force to promote national economy and social development, the foundation of building a modern economic system and accelerating high-quality economic development, and the support for improving employment and people's livelihood, Vstartup, as an urban renewal service provider under Shougang Concord, activates urban space with the ecological operation mode of 'fund + base + industry chain service', brings together companies from different industries and development levels to achieve resource and information sharing, and helps small and medium-sized science and technology enterprises to realise their

### 創業公社

在空間運營方面，首長國際擁有北京最大的創業孵化器—創業公社，運營空間總面積50萬平米，空間佈局聚焦北京，輻射全國，並打造37°公寓空間品牌。首長國際深知中小企業是推動國民經濟發展，促進市場繁榮和社會穩定的重要力量。為響應國務院促進中小企業發展工作領導小組明確中小企業是國民經濟和社會發展的生力軍，是建設現代化經濟體系、推動經濟實現高質量發展的重要基礎，是擴大就業、改善民生的重要支撐，創業公社作為首長國際旗下的城市更新服務商，以「基金+基地+產業鏈服務」的生態運營模式啟動城市空間，匯集來自不同行業、發展程度各不相同的企業，實現資源及資訊共用，幫助中小微科技企業實現創

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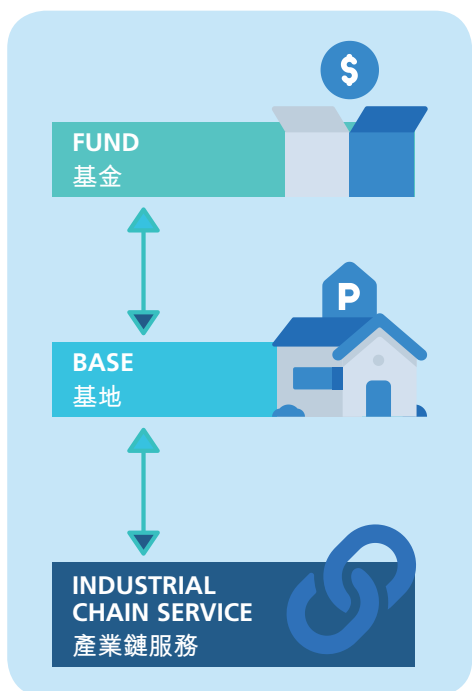
## 環境、社會及管治報告

entrepreneurial dreams. Through the realisation of intelligent facilities, standard services, socialised residence, financial assets, and platform-based operations of smart communities that prioritise hobbies and sociality, Vstartup continuously meets customer's living requirements, provides customised value-added services in butler-style and becomes a gathering place for young and high-end talents, aiming to create an open and efficient growth platform for people with aspirations. Since its establishment, Vstartup has obtained national public space, national incubator, national youth entrepreneurship demonstration park and youth entrepreneurship and employment demonstration point across the Taiwan Straits, TOP 10 of the China Venture best public space, small and medium-sized enterprises intellectual property rights centralised development demonstration region, the first SGS certification of ISO entrepreneurship service standardisation system in China and other honorary titles.

Vstartup has built an actively extended investment and service ecosystem. It has invited well-renowned scholars and lecturers from China and other countries to empower entrepreneurs in the form of college lectures, and built regional development and service business groups to deeply tap and connect regional resources for the invested enterprises.

業夢想。通過實現設施智能化、服務標準化、居住社交化、資產金融化、運營平臺化的以興趣愛好垂直社交為主的智慧社區，不斷滿足客戶居住需求，提供定制化管家式增值服務，成為青年人才和高端人才聚集地，為有志之士提供一個開放、高效的成長平臺。創業公社自成立以來，已獲得國家級眾創空間、國家級孵化器、全國青年創業示範園區、海峽兩岸青年創業就業示範點、投中中國最佳眾創空間TOP10、中小企業知識產權集聚發展示範區、全國首個SGS認證的ISO創業服務標準化體係等榮譽稱號。

創業公社打造主動延展的投資服務生態，通過請國內外知名學者和講師，以學院授課的形式為創業者賦能，並設立區域發展和服務事業群，深度為被投企業挖掘和對接區域資源。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the fight against the coronavirus epidemic in early 2020, Vstartup helped small and medium-sized enterprises to survive the crisis. It strictly followed the requirements of Beijing and the group, taking advantage of its own resource edge during the epidemic and launching a number of measures for small and medium-sized enterprises that alleviated their pressure, stabilised employment, supported enterprises and fought the epidemic together to tide over the hard time. By issuing the 'Notice on Strengthening the Prevention and Control of the COVID-19' and the 'Working System for the Prevention of the Coronavirus', Vstartup built a leading group and control centre, established a first-level early-warning system, disinfected its office buildings, set up temperature monitoring stations and implemented the entry and exit registration policy to ensure the safety of clients in the workplace.

- Collect various policies concerning small and medium-sized enterprises;
- Reduce the cost of financial loans to small and medium-sized enterprises;
- Provide a platform for small and medium-sized enterprises to join the fight against the epidemic;
- Help small and medium-sized enterprises with the provision of connectivity of industry chain services.

在2020年初抗擊疫情期間，為幫助中小企業渡過難關，創業公社嚴格按照北京市和本集團的要求，結合自身的資源優勢，在疫情期間針對小微企業陸續的推出了多項服務舉措，減輕中小微企業壓力，穩定就業，助力企業、員工與小微企業共同抗“疫”，共渡難關。通過發布《關於加強新型冠狀病毒防控的通知》，制定《創業公社預防新型冠狀病毒工作制度》成立領導小組和工作指揮部，一級建立項目日報預警機制，創業公社對運營的辦公樓宇啟動消毒、設立測溫點、建立進出登記等製度，保障辦公場地客戶安全。

- 收集各類中小企業政策；
- 降低中小企業金融貸款成本；
- 為中小企業參與抗擊疫情工作提供平臺；
- 為中小企業提供產業鏈對接服務。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Intelligent parking

Shougang Concord is committed to making urban life better and people's lives more convenient. It aims to make positive contributions to increasing operating efficiencies in important spaces such as car parks, commercial office buildings and transportation junctions through enhancing corporate capabilities and business development, thereby improving the quality of urban space. Through intelligent interconnection to achieve the efficient integration of static and dynamic management, Shougang Concord regards the building of safe, convenient and comfortable parking spaces as its purpose, and fully studies and implements the requirements of 'high-quality infrastructure' in the United Nations 2030 Agenda for Sustainable Development. Through the integration of technical approach and concepts, the Group plans, builds, manages and maintains its parking lot projects from perspectives of energy conservation, environmental protection, functionality, intelligence, and craftsmanship, aiming to create a different brand of the parking lot – S-Park and to tremendously support urban development and people's lives. The Group's parking lot project, for example, makes it an objective to achieve car pick-up within 90 seconds, 20% of parking spaces for charging stations and smart combination of intelligent, graffiti-related and other technologically trendy elements.

### 智慧化停車場

首長國際致力於讓城市生活更美好，讓人民生活更加便利，致力於通過企業能力和業務發展，為提升園區、商業寫字樓、交通樞紐等重要空間的營運效率做出積極改變，提升城市空間品質。通過智慧互聯，實現靜態與動態的高效整合，首長國際將創造安全、便捷、舒適的停車空間作為宗旨，充分學習貫徹聯合國《2030年可持續發展議程》中的“高質量基礎設施”建設要求，通過技術手段和理念融合，從節能環保、功能性、智慧化和藝術化等方面對停車場項目進行規劃、建設、管理和維護，打造不一樣的停車場品牌S-Park，為城市發展和人民生活作出積極貢獻。例如，本集團停車場項目以實現90秒取車為目標，配件20%車位比例的充電樁，並有效結合出入智慧化、塗鴉等科技潮流元素。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Space modification works for sports games

It is the strategic principle of Shougang Concord in its urban renewal to acquire industrial resources, form the industrial base, improve the quality of space development and increase asset value through the acquisition of industrial resource through funds. Shougang is the official partner of city renewal service of the Beijing Winter Olympic Games. The park has the largest area for development in the metropolitan area of Beijing. The current Winter Olympics Plaza project will be in collaboration with Tishman Speyer of the United States with an investment in the construction of a new space of 190,000 square metres, aiming to support the dissemination of ice and snow sports culture, the construction of sports power in the new era and the acceleration of the development of the sports industry.

### 體育項目空間改造

通過基金獲取產業資源，形成產業基地，提高空間開發品質和資產價值是首長國際城市更新的戰略方針。首鋼是北京冬奧會官方城市更新服務合作夥伴，園區具有北京城區內最大可開發面積，目前已簽約的冬奧廣場項目，將和美國鐵獅門合作，投資建設19萬平米新空間，為揚冰雪運動項目文化，新時代體育強國建設以及加快發展體育產業助力。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Nurturing young leaders

In July 2019, the 'Belt and Road' Global Youth Leadership – Beijing 2019 event that was co-hosted by Peking University and Hong Kong Polytechnic University and organised by Shougang Group and the Group, officially opened in the new Shougang International Talent Community. The event focused on the three major themes of 'innovation, responsibility, and development', and arranged a series of four-day keynote speeches, parallel forums, leadership dialogues, and inspection experience. The event aimed to encourage young leaders to break through the bottleneck of thinking, to innovate and make efforts, to pay attention to the global sustainable development, to actively participate in the co-building of the 'Belt and Road' to promote the building of the community of common destiny for all mankind and to propose youth programs by providing youth plan, wisdom and power. 109 young talents from 28 countries, Hong Kong, Macao and Taiwan attended the event.

### 培養青年領袖

2019年7月，由北京大學和香港理工大學聯合主辦、首鋼集團和本集團承辦的“‘一帶一路’全球青年領袖薈萃——北京·2019”活動，在新首鋼國際人才社區正式開幕。此次活動聚焦“創新、責任、發展”三大主題，開展為期4天的系列主題演講，平行論壇、領袖對話和考察體驗等活動，鼓勵與會的青年領袖們突破思維瓶頸，創新實幹，關注全球可持續發展，積極參與共建“一帶一路”，為推動人類命運共同體建設，提出青年方案，提供青年智慧，貢獻青年力量。來自28個國家、港澳臺地區109名青年人才參加此次活動。



New Shougang International Talent Community is the first batch of pilot projects in the Capital International Talent Community. It covers a total area of 19.71 hectares and a total floor area of approximately 638,700 square metres. It is the office of the Organising Committees of 2022 Beijing Winter Olympic Games and Winter Paralympics Games. The 'Belt and Road' Global Youth Leadership - Beijing 2019' event invited the former United Nations Secretary-General Ban Ki-moon and the chairman of Laureate Science Alliance Richard Roberts for a video speech. The leaders of Beijing Talent Bureau, Hong Kong Polytechnic University and Shougang Group delivered speeches.

新首鋼國際人才社區，是首都國際人才社區的首批試點，總佔地面積19.71公頃，地上總建築面積約63.87萬平方米，是北京2022年冬奧會和冬殘奧會組委會辦公區。此次“‘一帶一路’全球青年領袖薈萃——北京·2019”活動邀請聯合國前秘書長潘基文和諾貝爾獎獲得者科學聯盟主席理查德·羅伯茨先後視頻致辭。北京市人才局、香港理工大學和首鋼集團領導先後致辭。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Open day of the state-owned enterprise in the capital

Given that 2019 was the 70th anniversary of the founding of the People's Republic of China, Shougang held the 4th 'Open day of the state-owned enterprise in the capital', enabling the general public to obtain more information about Shougang Concord and the steel industry of Shougang. Under the theme of '70 Years of Glory and Re-encoding the Resplendent Chapter', the open day fully showcased the substantial changes and magnificent achievements of the state-owned enterprise in the capital since the founding of the People's Republic of China 70 years ago and the contributions made by the state-owned enterprise in the capital since the founding of the New China. The open day advocated the reputation of China's steel power and represented a gift of Shougang to New China for its 70th anniversary since the founding with actions.

### 首都國企開放日

適逢新中國成立70週年，首鋼舉辦了第四屆「首都國企開放日」，讓廣大市民進一步瞭解首長國際及首鋼的鋼鐵工業。以「輝煌七十載，再譜新華章為主題」，開放日充分展示新中國成立70年來首都國企的巨大變遷和輝煌成就，進一步深度挖掘首都國企在新中國成立以來所做的努力和貢獻，宣傳中國鋼鐵強國的美譽，以實際行動向新中國成立70週年獻禮。



COMMUNITY INVESTMENT OF SHOUGANG CONCORD  
首長國際社區投資

Open day of the state-owned enterprise in the capital  
首都國企開放日



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Health protection

Since the epidemic outbreak, the Vstartup has urgently established an epidemic prevention and control department, issued a series of guidance notices, formed and implemented various work plans, and set a protective bottom line for enterprises and residents. Vstartup has enforced strict prevention and control measures in 16 sites in and outside Beijing. The project managers in all sites reported daily information of the epidemic prevention and control practices, infection emergencies, property disinfection, mobile staff management and notifications of prevention and control with owners, and formulated the next day's work plan.

### 守護健康

自疫情爆發以來，創業公社緊急成立疫情防控指揮部，發佈多項指導通知，形成並落實各項工作計畫，為企業和住戶拉起防護底線。創業公社對分佈於京內外的16個場地實施嚴格防控，各地專案經理每日上報疫情防控日報，彙報場地突發疫情感染事件、物業消毒、流動人員管理、與業主的防控通知情況，制定次日工作計畫。



37° Apartment strictly implemented quarantine policy and epidemic prevention and control measures in accordance with Beijing and the Group's regulations, provided one-on-one follow-up services to customers and updated the health information and routes of clients on a daily basis. 37° Apartment monitored the body temperature of its residents twice a day and disinfected the public areas. Vstartup adopted unconditional cancellation of leases, extension of leases, and provision of free-of-charge rent period for those who cannot return to Beijing, to reduce clients' losses and curb population flow.

37度公寓嚴格按照北京市和集團規定要求執行人員隔離政策和疫情防控措施，對客戶實行一對一全程跟進服務，每日更新客戶健康和行程動態。公寓對入住人員每日2次體溫統計監測，對公共區域進行消毒。創業公社對未返京採取無條件退租、延長租約、提供免租期等方式減少客戶損失、控制人員流動。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

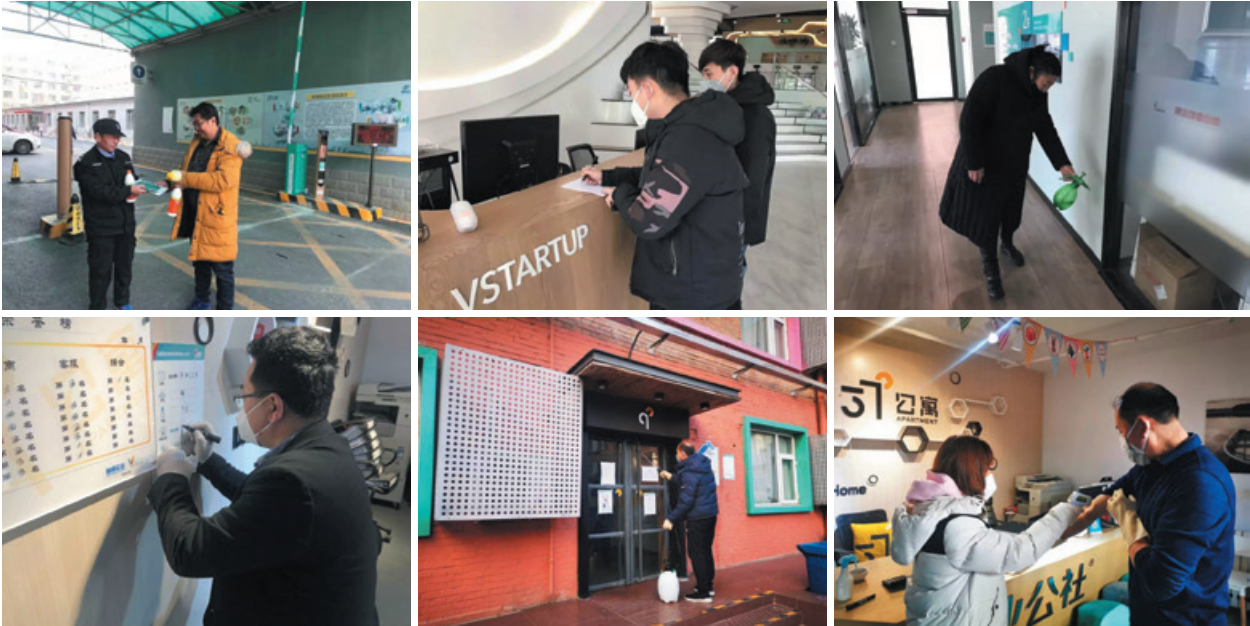


According to the overall requirements of the Group, our S-PARK actively implemented the epidemic prevention and control measures in Beijing Capital International Airport, Beijing Daxing International Airport, Shanghai Pudong Airport, Guiyang Longdongbao Airport and other parking lots in key public transportation junctions. All employees were required to take a temperature measurement before work. The management areas of all parking lots should be disinfected for 6 times a day. Personnel information registration and temperature measurement were performed for each client who entered the parking lot, and the information needed to be reported to the Company and the project party A timely.

我們的S-PARK根據集團整體要求，在北京首都國際機場、北京大興國際機場、上海浦東機場、貴陽龍洞堡機場等公共交通重要樞紐停車場積極防控疫情，要求所有員工上崗前均需進行體溫測量；對所有停車場管理區域，每天進行6次消毒殺菌；對每一個進場的客戶進行人員信息登記和體溫測量，並將信息及時向公司和項目甲方反饋。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



The Group holds on to and embeds its social responsibility of ‘focusing on human development and achieving harmonious win-win collaboration’ into corporate governance, employee values, and integrates its philosophy of philanthropy into the blood of the enterprise, making charity an important part of the corporate culture. On the road of philanthropy and value creation to all, the Group strives to explore its resources and develop its competitiveness, and promote the harmonious growth of both the enterprise and society by contributing to children’s development, the building of growth platform for small and medium-sized enterprises, creation of innovative place, sports culture, people’s livelihood and health protection.

本集團持將“關注人的發展，實現和諧共贏”的社會責任理念融入企業治理中，融入員工價值觀中，將慈善公益理念融入企業血液之中，讓做公益成為企業文化的重要組成部分。本集團作在踐行社會公益事業和創造共同價值的道路中，努力挖掘企業的資源和競爭力，從兒童發展、搭建中小企業成長平臺、創新式空間打造、助力體育文化建設、關切民生、守護健康等方面實現企業與社會的和諧共進。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SOCIAL RESPONSIBILITY OF SHOUGANG CONCORD

#### 首長國際社會責任

"Remain true to our original aspiration and keep our mission firmly in mind, deeply cultivate the virtuous circle formed by corporate social responsibility and value chain and lead the enterprise to sustainable development in a persistent and stable way", is the only way to realise the Group's economic, environmental and social responsibility. It is also a strategic need for the enterprise to take root in the masses, care about society, benefit the community and achieve common prosperity.

"不忘初心，牢記使命，深耕企業社會責任與企業價值鏈形成的良性循環，持久而穩定地引導企業走上可持續發展之路"，既是實現本集團經濟、環境、社會可持續發展的必由之路，也是企業扎根群眾、關愛社會、造福社區、共同繁榮的戰略需要。

Everlove Foundation  
Voluntary Tongxin  
Plan, Youth Dreamer  
- Plan S, etc.

慈心長青公益基金志願者同馨計劃、少年夢想家-S計劃等。

Vstartup development investment projects include reforming commercial building to office project-Zhongguancun International Entrepreneur Centre, reforming plant to office project-Xiamen Zhongchuang Space, etc. New Shougang International Talent Community strives to create a special area with overseas and multicultural atmosphere, innovative businesses, service support and livable environment. It will provide high level, international and comprehensive services for overseas young people to start businesses in Beijing.

創業公社發展投入項目包括商改辦項目中關村國際創客中心、廠房改辦項目廈門眾創空間等。新首鋼國際人才社區着力打造有海外氛圍、有多元文化、有創新事業、有服務保障、有宜居生活的特色區域，將為海外青年朋友來京創業發展提供高標準、國際化和全方位服務。

The key projects of sports space reconstruction for 2022 Beijing Olympic Winter Games.

北京2022年冬奧會重點體育項目空間改造工程。

**DEVELOPMENT OF YOUTH**  
兒童發展

**ATTRACT TALENTS AND SUPPORT STARTUPS**  
吸引人才，為創業提供支持

**PROTECT HEALTH**  
守護健康

**1. SUPPORT SOCIAL WELFARE**  
**2. FULFIL THE RESPONSIBILITY AS A CORPORATE CITIZEN**

**1. 支持社會公益事業**  
**2. 踐行企業公民的責任**

**INNOVATIVE SPACE BUILDING**  
創新式空間打造

**PROMOTE SPORTS INFRASTRUCTURE**  
助力體育文化建設

The Group operates large-scale parking lot projects such as Beijing Daxing International Airport parking building, three-dimensional parking building of China-Japan Friendship Hospital, Chengdu High-tech Park public service parking complex, Beijing Shunyi Houshayu P + R parking complex, and Beijing New World Centre parking lot.

運營北京大興國際機場停車樓、中日友好醫院立體停車樓、成都高新區公共服務停車綜合體、北京順義後沙峪P+R停車綜合體、北京新世界中心停車場等大型停車項目。

The Group built the Epidemic Prevention and Control Office immediately and divided all employees into 25 groups in areas, to assign the key protection tasks in real-time, pay attention to the health status of each employee and protect the health of people in the area where it operates with actions and cooperations.

本集團第一時間成立了疫情防控辦公室，將所有員工劃分為25個片區，實時分享防護重點工作，關注每一位員工的健康狀態，並通過行動和各方聯動，守衛所在區域民眾的健康。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### XI. ENVIRONMENTAL SUSTAINABILITY

To seek the sustainability of the environment and community where it operates, the Group has made an effort in controlling its emissions as well as its consumption of resources, ensuring that its daily operations strictly comply with relevant environmental laws and regulations in Mainland China and Hong Kong, including but not limited to the:

- Environmental Protection Law of the People's Republic of China;
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution;
- Law of the People's Republic of China on the Prevention and Control of Water Pollution;
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes;
- Law of the People's Republic of China on Conserving Energy;
- Regulations of the Management of Economical Use of Urban Water; and
- Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong).

This section primarily discloses the Group's policies, practices, and quantitative data on emissions, use of resources, the environment and natural resources in FY2019.

### XI. 環境

為了追求本集團其經營所處之環境及社區的長期可持續發展，本集團致力於嚴格控制其排放物和管理資源消耗，並於其日常營運過程中遵守中國內地和香港環境相關的法律法規，包括但不限於：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國水污染防治法》；
- 《中華人民共和國固體廢物污染防治法》；
- 《中華人民共和國節約能源法》；
- 《城市節約用水管理規定》；及
- 《廢物處置條例（香港法例第354章）》。

本節主要披露本集團於二零一九財政年度有關排放物、資源使用、環境及天然資源的政策、常規及量化數據。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Emissions

In FY2019, the Group abided by relevant basic national and local environmental laws regarding emissions during its daily operations. The Group was not in violation of the laws and regulations concerning air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous wastes, and noise that have a significant impact on the Group. Sticking to the “innovative, coordinated, green, open and shared” development concept, the Group actively controls its energy consumption and emissions, reducing the negative impact on the environment.

It is the business nature of the Group that determines that its air emissions mainly come from the fuel consumption for vehicle transportation. In FY2019, the amount of sulfur oxides (“SO<sub>x</sub>”), nitrogen oxides (“NO<sub>x</sub>”) and particulate matter (“PM”) emissions was 0.31 kg, 17.44 kg, and 1.28 kg, which dropped as compared with that in FY2018.

Greenhouse gases are acknowledged as a primary factor causing global warming. In response to the initiative of the United Nations Framework Convention on Climate Change and the “The Work Plan to Control Greenhouse Gas Emissions during the 13th Five-Year Plan Period”, the Group has been committed to effectively managing its GHG emissions. The GHG emissions of the Group are mainly from the purchase of electricity during operations. During the year under review, the Group’s total GHG emissions were 8,665.8 tonnes of CO<sub>2e</sub> and its intensity was 23.3 tonnes of CO<sub>2e</sub> per employee. In particular, the Scope 2 indirect carbon emissions accounted for 98.8% of the total emissions, while the direct emissions from Scope 1 and other indirect energy emissions from Scope 3 constituted only 1.2% of the total emissions. As such, it can be seen that electricity consumption was still the major source of the Group’s GHG emissions.

### 排放物

於二零一九財政年度，本集團在日常營運期間基本遵守有關排放物的相關國家及地方環境法律。本集團未違反任何對本集團有重大影響的法律法規，包括廢氣及溫室氣體排放，向水及土地排汙，有害和無害廢棄物的排放，以及噪音等。本集團堅持「創新、協調、綠色、開放、共用」的發展理念，積極控制其能源消耗和排放物，減少給環境帶來的負面影響。

本集團的業務性質決定了其廢氣排放主要來自公車使用過程中運輸燃料的消耗。於二零一九財年，本集團硫氧化物 (“SO<sub>x</sub>”)、氮氧化物 (“NO<sub>x</sub>”) 和顆粒物 (“PM”) 的排放量為0.31 千克、17.44 千克和1.28 千克，與二零一八財年相比有所降低。

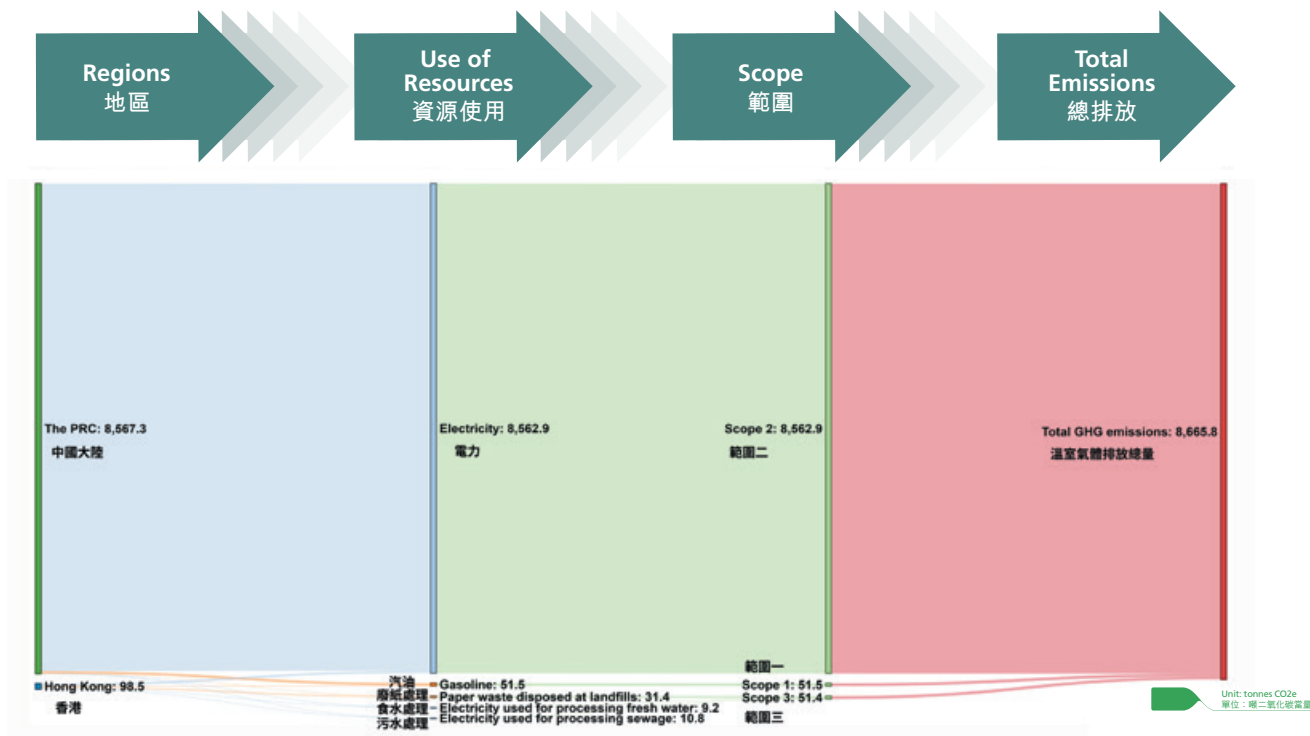
溫室氣體被公認為全球氣候變暖的重要因素，為響應「聯合國氣候變化框架公約」的倡議與「[「十三五」控制溫室氣體排放工作方案]」，本集團致力於在營運過程中有效控制其溫室氣體排放。本集團的溫室氣體排放主要來自營運期間對電力的購買。回顧年度內，本集團的溫室氣體排放總量為8,665.8噸二氧化碳當量，強度為23.3噸二氧化碳當量／員工。其中來自範圍二間接排放的二氧化碳當量占總排放量的98.8%，來自範圍一直接能源排放和範圍三其他間接能源排放則共占總排放的1.2%，由此可見電力消耗乃本集團溫室氣體排放的主要源頭。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In addition to the GHG emissions, the administrative offices and parking lots of the Group also generate a certain amount of solid waste and sewage. In FY2019, the Group had a total of 6,542 kg of non-hazardous solid waste (intensity of 17.6 kg/employee) and 58,630 m<sup>3</sup> of non-hazardous commercial wastewater (intensity of 157.6 m<sup>3</sup>/employee) during its operations. The Group did not generate any hazardous waste or wastewater during the year under review. The total emissions of the Group are summarized in Table 1. To better illustrate the GHG emissions of the Group, especially from the geographical locations, use of resources and emission scopes, a GHG emissions Sankey diagram has been formulated. It visualises the patterns of corporate GHG emissions with the width of the flows that represent the magnitudes of the amount of emissions in detail.

除溫室氣體排放，本集團其行政辦事處及停車場亦產生一定量的固體廢物及廢水。於二零一九財政年度，本集團的營運期間共有6,542千克無害固體廢棄物（強度為17.6千克／員工）及58,630立方米無害商業廢水（強度為157.6立方米／員工）。本集團回顧年度內並無產生任何有害廢棄物或廢水，本集團的總排放量於表一概述。為了更好地展現本集團溫室氣體排放的細節，特別是從地理位置、資源使用和排放範圍方面，本集團繪製了溫室氣體排放桑基圖。該桑基圖利用流量的寬度代表排放量的大小，將企業溫室氣體排放的現狀更具體化地表現出來。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### *Management of air and GHG emissions*

Through the effective management and control of vehicles for business affairs, the Group is committed to continuously reducing the generation of exhaust gas during its operations. The Group also vigorously organises training courses on energy conservation and emission reduction, and encourages its employees to pay attention to the repercussions of their daily lives and work on the environment. Meanwhile, the Group has effectively integrated parking spaces and guided vehicle owners to park quickly and efficiently through the operation of intelligent parking lots, which considerably improves the parking efficiency, shortens the time for vehicle owners to find parking lots and spaces, and benefits the reduction of air pollutants generated from parking lots. Considering the positive correlation between GHG emissions and electricity consumption, the Group has implemented policies and stepped up measures to lower electricity consumption in daily operations. Details are set out in the sub-section headed 'Electricity' in the Use of Resources of the report.

### *Waste management*

Commercial solid waste including the rubbish during cleaning up the parking lots and wastewater are the main waste generated during the Group's operations. The relevant departments of the Group in the operating area, such as the management of the property buildings, are responsible for wastewater treatment. The wastewater is discharged to the municipal sewage treatment plant through sewage pipelines. The solid waste generated by the Group is mainly the waste paper from administrative uses and solid waste generated from employees in daily operations. To lower the amount of solid waste, the Group has vigorously implemented waste classification, promoted the reuse of waste and reduced the use of packaging materials at source as many as possible. The Group has encouraged employees to bring lunch boxes to the offices, effectively use office supplies and reduce the consumption of disposable items. In the urban renewal business segment, the Group has focused its efforts on the integration of environmental protection concept into the park development projects, providing effective guidance and offering constructive advice on how to cut down on the waste during development and construction.

### *廢氣和溫室氣體管理*

本集團通過對辦公用車的有效管控，致力不斷降低其營運過程中廢氣的產生。本集團亦大力開展節能減排的培訓和課程，鼓勵員工關注其日常生活和工作對環境的影響。與此同時，本集團通過智慧停車場的運作，有效整合車位資源，指引車主快捷停車，極大提高了停車環節的效率，縮短車主尋找車場和車位的時間，為減少停車場產生的空氣污染物作出貢獻。由於溫室氣體排放與電力消耗正相關，本集團已實施政策，通過特定措施減少日常運作中的電力消耗，詳情載於本報告資源使用「用電」分節。

### *廢棄物管理*

本集團營運過程中主要產生商業固體廢棄物（包括停車場清潔垃圾）與廢水。本集團污水處理由營運區域的相關部門負責，如大廈物業管理部門，通過污水管道工程進一步排放到市政污水處理廠。本集團產生的固體廢物主要為辦公廢紙和員工日常辦公過程中產生的固體廢棄物。為減少產生的固體廢物量，本集團大力執行垃圾分類並提倡對廢棄物的重複使用，盡可能從源頭減少對包裝材料的使用。本集團鼓勵員工攜帶自己的飯盒，鼓勵有效利用辦公用品，並減少對一次性物品的消耗。在城市更新業務板塊，本集團注重將環保概念融入園區開發項目，對開發建設中減少廢棄物的產生做了有效指導並提供建設性意見。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Use of resources

During the year under review, the Group complied with relevant laws and regulations concerning the use of resources in the Group. In FY2019, the main resources consumed by the Group were electricity, water, gasoline and paper. Given the business nature, the Group did not consume any packaging materials during the year under review. Table 2 details the resources that were used by the Group during the year under review.

### Electricity

The electricity consumption of the Group comes from the daily operations of administrative offices and its car parking business. In FY2019, the total electricity consumption of the Group was 9,688.18 MWh (with an intensity of 26.0 MWh/employees), which significant increased as compared to the data last year. The major reason leading to the rise was rapid business growth during the year. In the future, the Group will strengthen its monitoring and evaluation of electricity consumption and setting up relevant policies to control the use of electricity effectively.

The growth in electricity consumption was also the major factor resulting in the drastic increase in the GHG emissions in FY2019. Thus, the Group has decided to take electricity consumption management as the most important task to improve its ESG performance. To coordinate with the electricity-saving policies of the Group, all subsidiaries and parking lots of the Group have brought in many measures to ensure the effective use of electricity, and demonstrated their resolution to preserve the environment.

### 資源使用

於回顧年度內，本集團已遵守有關本集團資源使用的相關法律及法規。於二零一九年財政年度，本集團所消耗的主要資源為電力、水、汽油及紙張。鑒於本集團的業務性質，本集團於回顧年度內未消耗任何包裝材料。表二詳細闡述了本集團於回顧年度內的資源使用量。

### 用電

集團的電力消耗來自行政辦公室和停車場業務的日常運營。於二零一九年財年，本集團的總耗電量為9,688.18千千瓦時（強度為26.0千千瓦時／員工），與去年數據相比大幅增加，其主要原因是本年度業務的飛速增長。本集團未來會進一步對其用電量進行監測和評估，擬定相應政策做到對電力使用的有效管控。

電力消耗的增加也是造成二零一九財政年度溫室氣體排放大幅增長的主要因素，本集團因此決定將耗電量管理作為改善ESG表現的首要任務。為配合本集團的節電政策，本集團所有附屬公司及停車場均已採取多項措施以確保有效的電力使用，並展示其保護環境的決心。



ELECTRICITY-  
SAVING  
MEASURES  
節電措施

Switch off idle lighting fixtures and air conditioners;  
關閉空置的照明系統和空調裝置；

Post up slogans and posters of 'Saving Electricity' in the prominent areas, and encourage employees to conserve electricity;  
在當眼位置張貼'節約用電'標語和海報，鼓勵員工節約用電；

Purchase and use the electrical equipment with 'Energy Efficiency' labels in the office;  
在辦公室購買和使用具有節能標識的用電設備；

Switch off all electronic device and equipment after work in time;  
下班後及時關閉電子用品和設備；

Upgrade and maintain the equipment such as the air conditioners, fridges and paper shredders regularly to keep their high efficiency; and  
定期對空調、冰箱、碎紙機等設備進行維護更新，以保持其高效率；及

Replace the traditional electricity-intensive bulbs with LED lights in the office.  
在辦公室用LED燈替換傳統高能耗燈泡。

**Other energy resources**

The other major energy resource consumed by the Group in its daily operations is gasoline for the use of vehicles for business affairs. In FY2019, the Group's gasoline consumption was 21,245 litres (intensity of 57.1 litres/employee). When compared with FY2018, the amount of gasoline consumption declined by approximately 70%. The Group has encouraged its employees in all business segments to take public transport or walk instead of driving to work and make full use of electronic equipment and technology for online meetings, thereby reducing the frequency of travel. The Group has strictly managed the use of vehicles for business affairs, thus reducing the use of gasoline.

**其他能源資源**

本集團日常營運中主要消耗的其他能源資源為汽油，用於公司用車的使用。於二零一九財政年度，本集團的汽油消耗量為21,245升（強度為57.1升／員工）。與二零一八財年相比，汽油消耗量下降了約70%。本集團鼓勵各個業務板塊的員工以公共交通工具或步行代替開車上班，充分利用電子設備和科技手段進行在線會議，減少差旅的頻率。本集團亦對公車的使用作出嚴格管理，從而有效降低對汽油的使用。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

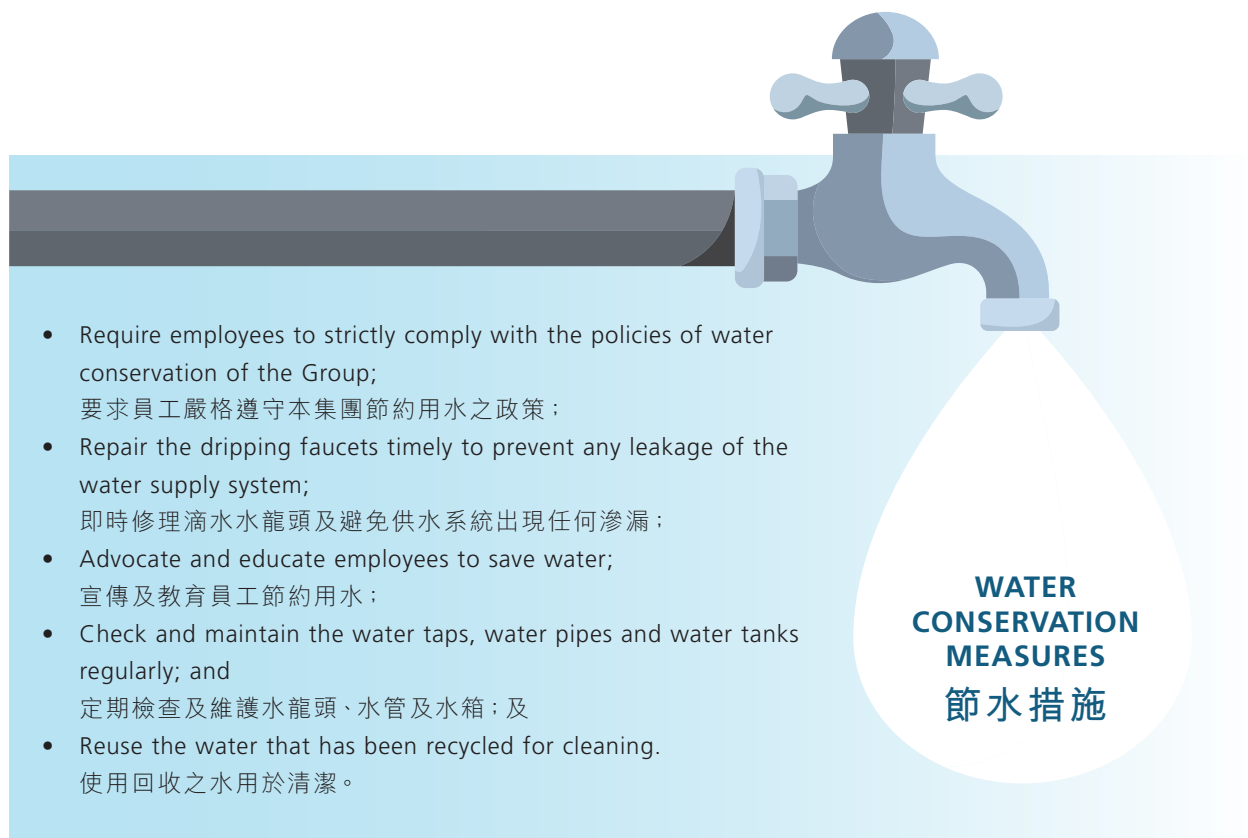
## 環境、社會及管治報告

### Water

Given the business nature, the water consumption of the Group mainly comes from the daily use of its employees. In FY2019, the Group did not face any problems in sourcing water that is fit for purpose. During the year under review, the total water consumed by Group was 58,630 m<sup>3</sup> (intensity of 157.6 m<sup>3</sup>/employee). To utilise water resources more efficiently, the Group has formulated internal regulations that require all employees to strictly follow the policies of water conservation in daily operations.

### 用水

由於業務的性質，本集團的水資源消耗主要來自員工的日常使用。於二零一九年財政年度，本集團在求取適用水源方面並無任何問題。於回顧年度內，本集團的總耗水量為58,630立方米（強度為157.6立方米／員工）。為提高水資源利用效率，本集團制定了內部規章，要求全體員工嚴格遵守日常運營中的節水政策。



- Require employees to strictly comply with the policies of water conservation of the Group;  
要求員工嚴格遵守本集團節約用水之政策；
- Repair the dripping faucets timely to prevent any leakage of the water supply system;  
即時修理滴水水龍頭及避免供水系統出現任何滲漏；
- Advocate and educate employees to save water;  
宣傳及教育員工節約用水；
- Check and maintain the water taps, water pipes and water tanks regularly; and  
定期檢查及維護水龍頭、水管及水箱；及
- Reuse the water that has been recycled for cleaning.  
使用回收之水用於清潔。

**WATER  
CONSERVATION  
MEASURES**  
節水措施

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Environment and Natural Resources

As a leading enterprise in the intelligent parking industry, the Group has long been adapting to vicissitudes of times, adhering to the principle of humanised development and insisting on the concept of sustainable development through in-depth integration and innovation. With a deep understanding of and commitment to global climate change and green urbanism, the Group is dedicated to continuously improving internal management policies, raising employees' awareness of environmental protection, mitigating adverse impacts on the environment, and alleviating and tackling climate change. Through a series of effective measures in energy conservation and emission control, the Group aims to forge a reliable, resilient and sustainable enterprise leading the flourishing development of the intelligent parking industry. While the environmental impact of the Group in FY2019 was minimal, it always bears in mind its duty of environmental protection, aiming to unswervingly realise the rapid development of both the ecosystem and enterprise and move towards building a sustainable and green city through the perseverance in reviewing and improving its performance in energy efficiency and waste management.

The Group's major impacts on the natural environment mainly come from its purchase and consumption of natural resources and energy resources. To lower its consumption and reduce the environmental destruction caused by the waste and emissions, the Group has strictly monitored, managed, and optimised its business model, focusing on the recycling plan, management of electricity consumption efficiency and the upgrade of operation process and equipment, thereby minimising its environmental impact. In terms of parking lot operations, for instance, the Group provides training on water conservation to all employees, and regulates that all washrooms be installed with water-saving equipment and regularly inspected. In addition to the replacement of the lighting fixtures in the offices, the Group's underground parking lots promote interval lighting and are setting out to adopt energy-saving lights. The Group requires its employees not to print daily meeting materials in daily operations and to make use of multimedia applications such as video projection (e.g. CVTouch intelligent conference system and Xiaoyu mobile conference system) to save paper. In the meantime and the Group is in pursuit of the concept of Paperless Office, continuously advances towards the goal of sustainable development by reusing envelopes, and file folders and vigorously recommending the use of email instead of paper.

### 環境及天然資源

作為智慧停車行業的領導者，本集團長期以來順應時代潮流，秉承人性化發展原則，努力通過深度融合開拓創新，堅守可持續發展理念。本著對全球氣候變化和綠色城市主義的深刻理解和承諾，本集團致力於不斷完善內部管理政策，提高員工對環境保護的意識，減少對環境造成不利影響並緩減及應對氣候變化所帶來的影響。本集團通過一系列在節能減排方面的有效措施，目標建立可靠、富有彈性和可持續發展的企業，引領智能停車行業蓬勃發展。儘管本集團於二零一九年財政年度對環境的影響微乎其微，但本集團時刻銘記自己的環保使命，堅持通過對業務在提高能源效率，降低廢物排放方面表現的不斷回顧與提高，為實現生態環境與企業高速發展，打造生態可持續發展綠色城市不懈努力。

本集團對自然環境的主要影響主要來自其對自然資源和能源的購買和消耗。為了盡量降低消耗，進而減少廢棄物和排放物對環境的破壞，本集團嚴格監控、管理和改善其業務模式，專注於其回收計劃，對電力使用效率進行嚴格管理，並通過對營運過程及設備的更新，力求將其環境影響降至最低。例如，本集團在停車場營運方面，對全體員工進行節水培訓教育，衛生間全部選用節水設備並定期檢修。除對辦公室的照明設備進行更新外，本集團地下停車場推廣間隔照明，並著手升級為節能燈具。本集團亦要求員工在日常工作中做到日常會議材料均不列印，採用視頻投影等多媒體方式（如CVTouch智慧會議系統及小魚移動會議系統）以節約用紙。同時，本集團追求無紙化辦公理念，通過重複使用信封，檔袋，並大力推廣電子郵件代替紙質文件，不斷向可持續發展目標前進。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

As the governments around the world are accelerating their efforts in sustainable development, use of clean energy and the exploration of new industries, new energy has become a major strategic move in global energy transition and the course of confronting climate change. The Group takes green development as its core and makes unremitting efforts in the exploration, trial and investment in new energy in its business development and operations. For example, the Group's intelligent parking has not only dramatically solved the problem of insufficient parking supply and environmental problems arising, therefrom by indirectly reducing the exhaust gas and GHGs caused by urban traffic congestion and inefficient parking, but also incorporated the development of new energy into the design and operation of its parking lots. Specifically, the new airport parking lot of Beijing Daxing International Airport is equipped with 630 charging stations for electric vehicles, demonstrating the Group's support for clean energy and the leading demonstration role that the Group plays in the industry. Furthermore, the Group has invested RMB16.31 million in the building of solar panels in the parking lot of Beijing Daxing International Airport in 2019, aiming to use sustainable energy resource to lower the GHG emissions from electricity consumption and other environmental pollutions. The investment of the Group's Fund management will also consider investing in new energy vehicles' parts and equipment manufacturing, highlighting Shougang Concord's emphasis on the development prospect of environmental friendly technologies.

Looking forward, the Group will further track the progress of its corporate sustainable development through strict monitoring measures on environmental performance and continue to deepen its understanding of the environmental impact of its development and in its value chain. The Group commits to unwaveringly striving for a sustainable and climate-resilient future with innovative and green development concepts.

隨著世界各國政府在可持續發展、清潔能源使用和新產業開拓的發展不斷加速，新能源已成為全球能源轉型及實現應對氣候變化的重大戰略舉措。本集團堅持以綠色發展為核心，在其業務發展和營運過程中不斷發展對新能源的探索、嘗試和投資。例如，本集團智慧停車不僅大大改善了停車供應不足及其引起的環境問題，間接減少了由於城市道路交通擠塞和停車低效所造成的廢氣和溫室氣體，亦將新能源發展納入停車場設計和使用中，其中北京大興國際機場項目的新機場停車場配建了630個電動汽車充電站，展示本集團對清潔能源的支援，更對行業具有強大的帶動和示範作用。與此同時，本集團於2019年投資1,631萬元人民幣於大興機場停車場建造太陽能發電設施，致力於利用可持續能源降低電力消耗帶來的溫室氣體排放等一系列環境污染問題。本集團基金管理的投資重點亦將考慮投資新能源汽車零配件及裝備製造，體現了首長國際對環境友好科技發展前景的重視。

展望未來，本集團將進一步通過嚴格的環境表現檢測方法跟蹤企業可持續發展進度，不斷加深對自身發展及其價值鏈產生環境影響的理解，以創新、綠色的發展理念，為建造共融、可持續及具有氣候適應能力的未來而不斷奮鬥。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### XII. ENVIRONMENTAL AND SOCIAL PERFORMANCE AGAINST KEY INDICATORS

TABLE 1 – TOTAL EMISSIONS OF THE GROUP BY CATEGORIES IN FY2019

	Emissions	Unit	Amount	Intensity <sup>(1)</sup> (Unit per employee) 密度 <sup>(1)</sup> (單位每僱員)
	排放物	單位	數量	
<b>Air Emissions</b> 廢氣排放	SO <sub>x</sub> 硫氧化物	Kg 千克	0.31	–
	NO <sub>x</sub> 氮氧化物	Kg 千克	17.44	–
	PM 顆粒物	Kg 千克	1.28	–
<b>GHG Emissions<sup>(3)</sup></b> 溫室氣體排放 <sup>(3)</sup>	Scope 1 (Direct Emissions) 範圍一 (直接排放)	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	51.5	0.14
	Scope 2 (Energy Indirect Emissions) 範圍二 (能源間接排放)	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	8,562.9	23.02
	Scope 3 (Other Indirect Emissions) <sup>(2)</sup> 範圍三 (其他間接排放) <sup>(2)</sup>	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	51.4	0.14
	Total (Scope 1 & 2 & 3) 總計 (範圍一、二、三)	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	8,665.8	23.30
<b>Non-hazardous Waste</b> 無害廢物排放	Solid Wastes 固體廢棄物	Kg 千克	6,542	17.59
	Wastewater 廢水	m <sup>3</sup> 立方米	58,630	157.61

### XII. 環境及社會關鍵績效表現

表一—本集團於二零一九財政年度按類別劃分的總排放量

<sup>(1)</sup> Intensity was calculated by dividing the amount of emissions by the number of employees of the Group as at 31 December 2019;

<sup>(2)</sup> The Group's Scope 3 (Other Indirect Emissions) included only paper waste disposed of at landfills and electricity used for processing fresh water and sewage by government departments; and

<sup>(3)</sup> The methodology adopted for reporting on GHG emissions set out above was based on "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and the IPCC Emission Factor Database.

<sup>(1)</sup> 密度是由排放量除以集團截止於二零一九年十二月三十一日的僱員數所得；

<sup>(2)</sup> 本集團的範圍三 (其他間接排放) 僅包括在垃圾填埋場廢紙處理以及政府部門處理淡水及污水用電產生的排放；及

<sup>(3)</sup> 上述報告溫室氣體排放所採納的方法基於聯交所發佈的「如何編製環境、社會及管治報告—附錄2：環境KPI的報告指引」及IPCC排放因數數據庫。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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**TABLE 2 – THE RESOURCES CONSUMED BY THE GROUP BY CATEGORIES IN FY2019**

表二 – 本集團於二零一九財政年度按類別劃分資源總使用情況

Type of resources	Item	Units	Amount	Intensity <sup>(1)</sup> (Unit per employee) 密度 <sup>(1)</sup> (單位每僱員)
資源類別	項目	單位	數量	密度 <sup>(1)</sup> (單位每僱員)
Energy resources 能源	Electricity 電力	MWh 千千瓦時	9,688.18	26.04
	Gasoline 汽油	L 升	21,245	57.11
Water 水	Water 水	m <sup>3</sup> 立方米	58,630	157.61
Paper 紙張	Paper 紙張	Kg 公斤	6,542	17.59

<sup>(1)</sup> Intensity was calculated by dividing the amount of consumed resources by the number of employees of the Group as at 31 December 2019

<sup>(1)</sup> 密度是由資源使用量除以集團截止於二零一九年十二月三十一日的僱員數所得。

**TABLE 3 – NUMBER OF EMPLOYEES BY GENDER, POSITION TYPE, AGE GROUP AND GEOGRAPHICAL LOCATION IN FY2019**

表三 – 二零一九財政年度按性別、就業類型、年齡組及地域分佈劃分的員工總數

Unit: Number of employees  
單位：員工人數

Age group  
年齡分佈

Gender	性別	Age group				Total 總計
		Aged below 30 30歲以下	Aged between 31 and 40 31-40歲	Aged between 41 and 50 41-50歲	Aged 50 or above 50歲或以上	
Male	男	54	103	42	26	225
Female	女	44	79	16	8	147
Total	總計	98	182	58	34	372

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Position type 就業類型		
Full time 全職	Part time 兼職	Total 總計
372	0	372

Geographical location 地域分佈		
Mainland China 中國內地	Hong Kong 香港	Total 總計
352	20	372

**TABLE 4 – EMPLOYEE TURNOVER BY GENDER AND AGE IN FY2019**

表四—二零一九財政年度按性別和年齡分類的僱員流失率

Unit: Number of employees  
單位：員工人數

		Age group 年齡分佈				Total 總計
		Aged below 30 30歲以下	Aged between 31 and 40 31-40歲	Aged between 41 and 50 41-50歲	Aged 50 or above 50歲或以上	
Gender 性別						
Male Employee turnover rate* (percentage)	男 員工離職率* (百分比)	4 1.0%	13 3.3%	3 0.8%	6 1.5%	26 6.6%
Female Employee turnover rate* (percentage)	女 員工離職率* (百分比)	8 2.0%	9 2.3%	0 0%	0 0%	17 4.3%
Total	總計	12	22	3	6	43
Total employee turnover rate* (percentage)	總員工離職率* (百分比)	3.1%	5.6%	0.8%	1.5%	11.0%

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### Geographical location 地域分佈

	Mainland China 中國內地	Hong Kong 香港	Total 總計
Employee turnover rate* (percentage) 員工離職率* (百分比)	30 7.7%	13 3.3%	43 11.0%

\* Turnover rate refers to the ration of the number of employees who resigned and the number of employees on average in FY2019.

\* 離職率指二零一九財政年度內員工離職的數量占平均員工數的比率。

**TABLE 5 – NUMBER OF TRAINING PARTICIPANTS OF THE GROUP BY GENDER AND POSITION IN FY2019**

表五—二零一九財政年度按性別和職位劃分的本集團參與培訓人數

Unit: Number of employees  
單位：員工人數

Gender 性別	Position 職位			Total 總計
	General employee 一般員工	Manager and above 經理級及以上	The management level 管理層	
Male 男	177	20	18	215
Female 女	125	4	8	137
Total training participants 培訓人數總計	302	24	26	352

**TABLE 6 – TRAINING HOURS OF THE GROUP BY GENDER AND POSITION IN FY2019**

表六—二零一九財政年度按性別和職位劃分的本集團培訓時數

Unit: Hours  
單位：小時

Gender 性別	Position 職位			Total 總計
	General employee 一般員工	Manager and above 經理級及以上	The management level 管理層	
Male 男	5,310	700	720	6,730
Female 女	3,750	140	320	4,210
Total training hours 培訓時數總計	9,060	840	1,040	10,940
Training hours per employee on average 平均每人培訓時數				31.1



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### XIII. REPORT DISCLOSURE INDEX

### XIII. 報告披露索引

Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	GRI Standards and Disclosures* GRI標準與披露*	Page 頁碼
A. Environmental A. 環境				208
A1: Emissions A1: 排放物	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排汗、有害及無害廢棄物的產生等的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例的資料。	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 305: Emissions, and GRI 306: Effluents and Waste) GRI 305: Emissions: Management approach disclosures guidance GRI 307: Environmental Compliance: Disclosure 307-1 GRI 103：管理方針：披露條款103-2 (c-i) (與GRI 305：排放物及GRI 306：廢水和廢物一併使用) GRI 305：排放：管理方針披露指南 GRI 307：有關環境保護的法律遵循：披露條款307-1	209-211
	KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emission data. 排放物種類及相關排放數據。	GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-6, and 305-7 GRI 305：排放：披露條款305-1、305-2、305-3、305-6及305-7	209
	KPI A1.2 關鍵績效指標 A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	GRI 305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-4 GRI 305：排放：披露條款305-1、305-2、305-3、305-4	217
	KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	GRI 306: Effluents and Waste: Disclosure 306-2 (a) GRI 306：廢水和廢物：披露條款306-2 (a)	217

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Aspects 層面	ESG Indicators 關鍵績效指標	Description 說明	GRI Standards and Disclosures* GRI標準與披露*	Page 頁碼
	KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	GRI 306: Effluents and Waste: Disclosure 306-2 (b) GRI 306: 廢水和廢物: 披露條款306-2 (b)	217
	KPI A1.5 關鍵績效指標 A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 305: Emissions) GRI 305: Emissions: Clause 1.2 and Disclosure 305-5 GRI 103: 管理方針: 披露條款103-2(與GRI 305: 排放物一併使用) GRI 305: 排放: 條款1.2及披露條款305-5	211
	KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所成果。	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 306: Effluents and Waste) GRI 306: Effluents and Waste: Disclosures 306-2 and 306-4 GRI 103: 管理方針: 披露條款103-2(與GRI 306: 廢水和廢物一併使用) GRI 306: 廢水和廢物: 披露條款306-2及306-4	211
A2: Use of Resources A2: 資源使用	General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 301: Materials, GRI 302: Energy, and GRI 303: Water) GRI 103: 管理方針: 披露條款103-2(c-i)(與GRI 301: 物料、GRI 302: 能源及GRI 303: 水一併使用)	212-214
	KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	GRI 302: Energy: Disclosures 302-1 and 302-3 GRI 302: 能源: 披露條款302-1及302-3	218
	KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Not covered by the GRI Standards GRI標準未涵蓋	218

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	KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計畫及所得成果。	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 302: Energy) GRI 302: Energy: Disclosures 302-4 and 302-5 GRI 103 : 管理方針 : 披露條款103-2(與GRI 302 : 能源一併使用) GRI 302 : 能源 : 披露條款302-4及302-5	213-214
	KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題, 以及提升用水效益計畫及所得成果。	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 303: Water) GRI 303: Water: Disclosure 303-3 GRI 103 : 管理方針 : 披露條款103-2(與GRI 303 : 水一併使用) GRI 303 : 水 : 披露條款303-3	214
	KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位占量。	GRI 301: Materials: Disclosure 301-1 GRI 301 : 物料 : 披露條款301-1	211
A3: The Environment and Natural Resources A3: 環境及天然資源	General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 301: Materials, GRI 302: Energy, GRI 303: Water, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Effluents and Waste). GRI 103 : 管理方針 : 披露條款103-2 (c-i) (與GRI 301 : 物料、GRI 302 : 能源、GRI 303 : 水、GRI 304 : 生物多樣性、GRI 305 : 排放及GRI 306 : 廢水和廢物一併使用) 關鍵績效指標	215-216
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	GRI 103: Management Approach: Disclosures 103-1 and 103-2 (used together with GRI 301: Materials, GRI 302: Energy, GRI 303: Water, GRI 304: Biodiversity, GRI 305: Emissions, and GRI 306: Effluents and Waste) GRI 303: Water: Disclosure 303-2 GRI 304: Biodiversity: Disclosure 304-2 GRI 306: Effluents and Waste: Disclosures 306-3 (c) and 306-5	215-216

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	<p>關鍵績效指標 A3.1 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。</p>	<p>GRI 103 : 管理方針 : 披露條款103-1及103-2( 與 GRI 301 : 材料、GRI 302 : 能源、GRI 303 : 水、GRI 304 : 生物多樣性、GRI 305 : 排放及GRI 306 : 廢水和廢物一併使用)</p> <p>GRI 303 : 水 : 披露條款303-2</p> <p>GRI 304 : 生物多樣性 : 披露條款304-2</p> <p>GRI 306 : 廢水和廢物 : 披露條款306-3 (c)及306-5</p>	
<p><i>B. Social</i> <i>B. 社會</i></p>			
<p><b>Employment and Labour Practices</b> <b>僱傭及勞工常規</b></p>			
B1: Employment	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(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.</p>	<p>GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 202:Market Presence, GRI 401: Employment, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination) GRI 419: Socioeconomic Compliance: Disclosure 419-1</p>	175
B1: 僱傭	<p>一般披露</p> <p>有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的:</p> <p>(A) 政策; 及</p> <p>(B) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>GRI 103 : 管理方針 : 披露條款103-2 (c-i) ( 與GRI 202 : 市場表現、GRI 401 : 僱傭、GRI 405 : 多元化及平等機會、GRI 406 : 反歧視一併使用)</p> <p>GRI 419 : 社會經濟法規遵循 : 披露條款419-1</p>	

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	KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, 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。	GRI 102: General Disclosures: Disclosures 102-8 (a), 102-8 (b), and 102-8 (c) GRI 405: Diversity and Equal Opportunity: Disclosure 405-1(b-ii) GRI 102 : 一般披露 : 披露條款102-8 (A)、102-8 (B)及102-8 (c) GRI 405 : 多元化及平等機會 : 披露條款405-1 (B-II)	218
	KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	GRI 401: Employment: Disclosure 401-1 (b) GRI 401 : 僱傭 : 披露條款401-1 (b)	219
B2: Health and Safety	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. 有關提供安全工作環境及保障僱員避免職業性危害的: (A) 政策; 及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 403:Occupational Health and Safety) GRI 419: Socioeconomic Compliance: Disclosure 419-1 GRI 103 : 管理方針 : 披露條款103-2(c-i) (與 GRI 403 : 職業健康及安全一併使用) GRI 419 : 社會經濟法規遵循 : 披露條款419-1	182
B2: 健康與安全	一般披露			
	KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	GRI 403: Occupational Health and Safety: Disclosure 403-2 GRI 403 : 職業健康及安全 : 披露條款403-2	184

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	KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	GRI 403: Occupational Health and Safety: Disclosure 403-2 GRI 403 : 職業健康及安全 : 披露條款403-2	184
	KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	GRI 103: Management Approach: Disclosure 103-2 and 103-3 (a-i) (used together with GRI 403: Occupational Health and Safety) GRI 103 : 管理方針 : 披露條款103-2及103-3 (a-i) (與GRI 403 : 職業健康及安全一併使用)	182-183
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 404: Training and Education) GRI 404: Training and Education: Disclosure 404-2 (a)	184-185
B3: 發展及培訓	一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	GRI 103 : 管理方針 : 披露條款103-2(c-i) (與GRI 404 : 訓練與教育一併使用) GRI 404 : 訓練與教育 : 披露條款404-2 (a)	
	KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別 (如高級管理層、中級管理層等) 劃分的受訓僱員百分比。	Not covered by the GRI Standards GRI標準未涵蓋	220
	KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	GRI 404: Training and Education: Disclosure 404-1 GRI 404 : 訓練與教育 : 披露條款404-1	220

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B4: Labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 408: Child Labor and GRI 409: Forced or Compulsory Labor) GRI 419: Socioeconomic Compliance: Disclosure 419-1	185
B4: 勞工準則	一般披露	有關防止童工或強制勞工的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103：管理方針：披露條款103-2(c-i)（與GRI 408：童工及GRI 409：強迫或強制勞動一併使用） GRI 419：社會經濟法規遵循：披露條款419-1	
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 408: Child Labor and GRI 409: Forced or Compulsory Labor) GRI 408: Child Labor: Disclosure 408-1(c) GRI 409: Forced or Compulsory Labor: Disclosure 409-1(b)	185
	關鍵績效指標 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	GRI 103：管理方針：披露條款103-2（與GRI 408：童工及GRI 409：強迫或強制勞動一併使用） GRI 408：童工：披露條款408-1(c) GRI 409：強迫或強制勞動：披露條款409-1(b)	
	KPI B4.2	Description of steps taken to eliminate such practices when discovered.	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 408: Child Labor and GRI 409: Forced or Compulsory Labor) GRI 408: Child Labor: Disclosure 408-1(c) GRI 409: Forced or Compulsory Labor: Disclosure 409-1(b)	185
	關鍵績效指標 B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	GRI 103：管理方針：披露條款103-2（與GRI 408：童工及GRI 409：強迫或強制勞動一併使用） GRI 408：童工：披露條款408-1(c) GRI 409：強迫或強制勞動：披露條款409-1(b)	

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<b>Operating Practices</b> 營運慣例			
B5: Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 308: Supplier Environmental Assessment and GRI 414: Supplier Social Assessment)	188-189
B5: 供應鏈管理	一般披露 管理供應鏈的環境及社會風險政策。	GRI 103: 管理方針: 披露條款103-2(c-i) (與 GRI 308: 供應商環境評估及GRI 414: 供應商社會評估一併使用)	
	KPI B5.1 關鍵績效指標 B5.1 Number of suppliers by geographical region. 按地區劃分的供應商數目。	GRI 102: General Disclosures: Disclosure 102-9 GRI 102: 一般披露: 披露條款102-9	
	KPI B5.2 關鍵績效指標 B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例, 向其執行有關慣例的供應商數目、以及相關執行及監察方法。	GRI 103: Management Approach: Disclosure 103-2 (used together with GRI 308: Supplier Environmental Assessment and GRI 414: Supplier Social Assessment) GRI 308: Supplier Environmental Assessment: Disclosures 308-1 and 308-2 GRI 414: Supplier Social Assessment: Disclosures 414-1 and 414-2 GRI 103: 管理方針: 披露條款103-2(與GRI 308: 供應商環境評估及GRI 414: 供應商社會評估一併使用) GRI 308: 供應商環境評估: 披露條款308-1及308-2 GRI 414: 供應商社會評估: 披露條款414-1及414-2	190



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B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 416: Customer Health and Safety, GRI 417: Marketing and Labeling, and GRI 418: Customer Privacy) GRI 416: Customer Health and Safety: Disclosure 416-2 GRI 417: Marketing and Labeling: Disclosures 417-2 and 417-3 GRI 418: Customer Privacy: Disclosure 418-1 GRI 419: Socioeconomic Compliance: Disclosure 419-1	160
B6: 產品責任	一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103：管理方針：披露條款103-2(c-i)（與GRI 416：客戶健康與安全、GRI 417：行銷和標籤以及GRI 418：客戶私隱一併使用） GRI 416：客戶健康與安全：披露條款416-2 GRI 417：行銷和標籤：披露條款417-2及417-3 GRI 418：客戶私隱：披露條款418-1 GRI 419：社會經濟法規遵循：披露條款419-1	
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 關鍵績效指標 B6.1 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Not covered by the GRI Standards GRI標準未涵蓋	170-171
	KPI B6.2	Number of products and service related complaints received and how they are dealt with. 關鍵績效指標 B6.2 接獲關於產品及服務的投訴數目以及對應方法。	GRI 102: General Disclosures: Disclosures 102-43 and 102-44 GRI 103: Management Approach: Disclosure 103-2 (c-vi) GRI 418: Customer Privacy: Disclosure 418-1 GRI 102：一般披露：披露條款102-43及102-44 GRI 103：管理方針：披露條款103-2(c-vi) GRI 418：客戶私隱：披露條款418-1	170-171

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	KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Not covered by the GRI Standards GRI標準未涵蓋	N/A
	KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量鑒定過程及產品回收程式。	Not covered by the GRI Standards GRI標準未涵蓋	N/A
	KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及隱私政策，以及相關執行及監察方法。	GRI 103: Management Approach: Disclosures 103-2 and 103-3 (a-i) (used together) GRI 103：管理方針：披露條款103-2及103-3 (a-i) (與GRI 418：客戶私隱一併使用)	172
B7: Anti-corruption B7: 反貪汙	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例。	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 205: Anti-corruption) GRI 205 Anti-corruption: Disclosure 205-3 GRI 419: Socioeconomic Compliance: Disclosure 419-1 GRI 103：管理方針：披露條款103-2(c-i) (與GRI 205：反貪汙一併使用) GRI 205：反貪汙：披露條款205-3 GRI 419：社會經濟法規遵循：披露條款419-1	186-187

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	KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	GRI 205: Anti-corruption: Disclosure 205-3 GRI 205 : 反貪污 : 披露條款205-3	186
	KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	GRI 102: General Disclosures: Disclosure 102-17 GRI 103: Management Approach: Disclosures 103-2 and 103-3 (a-i) (used together with GRI 205: Anti-corruption); GRI 205: Anti-corruption: Clause 1.2 GRI 102 : 一般披露 : 披露條款102-17 GRI 103 : 管理方針 : 披露條款103-2及103-3 (a-i) (與GRI 205 : 反貪污一併使用); GRI 205 : 反貪污 : 條款1.2	186-187
<b>Community 社區</b>				
B8: Community Investment	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. 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。	GRI 103: Management Approach: Disclosure 103-2 (c-i) (used together with GRI 413: Local Communities) GRI 103 : 管理方針 : 披露條款103-2(c-i) (與GRI 413 : 當地社區一併使用)	191
B8: 社區活動投資	一般披露			
	KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。	GRI 203: Indirect Economic Impacts: Disclosure 203-1(a) GRI 203 : 間接經濟影響 : 披露條款203-1(a)	191
	KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源 (如金錢或時間)。	GRI 201: Economic Performance: Disclosure 201-1(a-ii) GRI 201 : 經濟表現 : 披露條款201-1(a-ii)	N/A

\* The linkage between the GRI standards and disclosures that relate to each aspect in HKEX ESG Reporting Guide refers to the summary table from the "Linking the GRI Standards and HKEX ESG Reporting Guide".

\* 此GRI標準與披露和香港聯合交易所有限公司發佈的環境、社會及管治報告指引的關聯乃依照「Linking the GRI Standards and HKEX ESG Reporting Guide」的匯總表。