

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT

2023

環境、社會及
管治報告

HK01803



北京體育文化產業集團有限公司

BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED

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

(Stock code 股份代號 : 01803)

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ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED

Beijing Sports and Entertainment Industry Group Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group” or “we”) was established in June 2011, and are principally engaged in air dome construction, operation and management in the People’s Republic of China (the “PRC”). The Company was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) in January 2012 to meet the needs of future business development.

MetaSpace (Beijing) Air Dome Corp (“MetaSpace”), a non-wholly owned subsidiary of the Group, is the leading integrated service provider of construction, operation, and management of air dome facilities in the PRC. These air-supported domes are widely adapted for use in multi-functional facilities such as sports and recreational facilities, logistic and warehousing centres, industrial storage facilities as well as commercial exhibition spaces, so that those facilities could be weather-resistant and cost-efficient. China is home to a large population of sports enthusiasts, and air domes are an ideal solution to meet the growing demands for indoor sports facilities.

In January 2023, Zhejiang Yuedun Zhizao Technology Limited (“Yuedun Zhizao”) was recognised with its high level of professionalism, immense innovative capacity, and potential for development by the Anhui Province Municipal Bureau of Economy and Information Technology, and deemed as the foundational strength of high-quality small and medium-sized enterprises. Therefore, Yuedun Zhizao was honored as a ‘Zhejiang Province Specialised, Fined, Distinctive, and Innovative Small and Medium-Sized Enterprise’, encouraging and promoting high-quality development in the future.

關於北京體育文化產業集團有限公司

北京體育文化產業集團有限公司(以下簡稱「本公司」)及其附屬公司(統稱為「本集團」或「我們」)於2011年6月成立，主要於中華人民共和國(「中國」或「中國內地」)經營體育娛樂業務板塊，從事氣膜建造、營運及管理。本公司在2012年1月於香港聯合交易所有限公司(「聯交所」)主板上市，以滿足未來業務發展的需要。

北京約頓氣膜建築技術股份有限公司(「北京約頓」)乃本集團旗下一家其非全資附屬公司，為中國領先的氣膜設施建造、營運及管理的綜合服務供應商。該等氣膜為多功能結構，可用於多種用途，包括體育及娛樂設施、物流及倉庫中心、工業儲存設施及商業展覽區，使該等設施具有耐候性及成本效益。中國為眾多體育愛好者的家園，氣膜為滿足日益增長的室內體育設施需求的理想解決方案。

於2023年1月，浙江約頓智造科技有限公司(「約頓智造」)受浙江省經濟和資訊化廳認證，認可其高專業水準、龐大創新能力和發展潛力，是優質中小企業的基礎力量。因此，約頓智造榮獲「浙江省專精特新中小企業」，鼓勵推動未來高質量發展。

ABOUT BEIJING SPORTS AND ENTERTAINMENT INDUSTRY GROUP LIMITED (Cont'd)

Awards and Honours

The Group is committed to becoming a leader in professionalism and innovation within the industry. After years of effort, the Group has successfully obtained numerous awards and honors, which include, but are not limited to:



Global Ice and Snow Industry Alliance – GISIA Initiator
全球冰雪產業聯盟－發起單位



The 18th CSMF Sports Expo & Campus Sports Facilities & Equipment Exhibition – 2023 Innovation Award
2023第十八屆斯邁夫國際體育產業展覽會暨校園體育設施裝備展覽會組委會－2023年度創新獎

關於北京體育文化產業集團有限公司 (續)

獎狀及榮譽

本集團致力成為業界專業性及創新性的領頭羊。經過多年努力，本集團成功取得多項獎狀及榮譽，其中包括但不限於：



Beijing Municipal Commission of Housing and Urban-Rural Development – Construction Industry Enterprise Qualification Certificate
北京市住房和城鄉建設委員會－建築業企業資質證書



China Association of International Engineering Consultants and Beijing International Engineering Procurement Alliance – Qualified Supplier Certificate
中國國際工程諮詢協會及中國國際工程採購聯盟－合格供應商證書



bidcenter.com.cn – Excellent Supplier of Government Procurement
中國採招網－政府採購優秀供應商



Zhongguancun Science Park Administrative Committee – Zhongguancun High-tech Enterprise
中關村科技園區管理委員會－中關村高新技術企業



China Steel Construction Society – CSCS Technology Innovation Award
中國鋼結構協會－中國鋼結構協會技術創新獎



China Association for Spatial Structures under China Steel Construction Society – Certificate of Executive Council Member of the 8th Board of Directors
中國鋼結構協會空間結構分會第八屆理事會常務理事會員證書

ABOUT THE REPORT

Reporting Principle

The Report has been prepared in accordance with the Appendix C2 of the Rules Governing the Listing of Securities (the “Listing Rules”) on the Stock Exchange Environmental, Social, and Governance Reporting Guide (the “ESG Reporting Guide”) and follows the four reporting principles set out in the ESG Reporting Guide, to define the content of the Report and the presentation of information:

Materiality 重要性

The topics covered in the report are selected based on the results of the environmental, social and governance materiality analysis involving stakeholders and the management of the Group. This selection reflects the significant impact the Group has on the economy, environment, and society.

本集團根據持份者和本集團管理層參與的環境、社會及管治重要性議題分析的結果作出判定，選定本報告所涵蓋的議題，以反映本集團對經濟、環境及社會的重大影響。

Quantitative 量化

The governance effectiveness of the Group in terms of environmental, social and governance is evaluated based on environmental and social key performance indicators, which are disclosed in a measurable manner. The key performance indicators will be provided with explanations where appropriate, to elucidate their purpose and impact.

本集團在ESG的管治效益乃根據環境及社會關鍵績效指標以評估，並以可予計量的方式披露關鍵績效指標。關鍵績效指標會在適當情況下附帶說明、闡述其目的及影響。

Balance 平衡

The Group comprehensively elaborates on its performance in the environmental, social, and governance aspects, including an explanation of the challenges we have encountered and the corresponding solutions.

本集團於本報告全面闡述在環境、社會及管治方面的績效，亦包括說明我們當中所遇到的挑戰及解決方案。

Consistency 一致性

The Group uses consistent disclosure statistics so that ESG data can be meaningfully compared on a year-on-year basis. If there are any changes in statistical methods and reporting scope, they will be explained in the notes for readers' reference.

本集團使用一致的披露統計方法，務求環境、社會及管治數據可按年作有意義的比較。若有任何的統計方法及報告範圍變動，即在附註中解釋以供讀者參考。

關於本報告

匯報原則

本報告乃根據香港聯交所證券上市規則（「上市規則」）附錄C2《環境、社會及管治報告指引》（「ESG報告指引」）編製而成，遵循該指引所列明的四大匯報原則，以界定本報告的內容及資訊的呈列方式：

ABOUT THE REPORT (Cont'd)

Reporting Period and Scope

The Reporting Period for the Report is from 1 January 2023 to 31 December 2023 (the "Reporting Period" or the "Year"). The scope of the Report is consistent with last year and covers the Group's three major subsidiaries in the PRC, including Zhong Hu Sports and Culture Development (Beijing) Limited, MetaSpace and Yuedun Zhizao.

Data Source and Feedback

The data and study cases in this Report are mainly derived from the Company's statistical reports and internal related documents. The Company undertakes that this Report is free from any misrepresentation or misleading statements and is responsible for the truthfulness, accuracy, and completeness of its contents. This Report was approved by the Board of Directors following confirmation by the management in April 2024. The Report contains both Chinese and English version, and are uploaded to the SEHK website as well as the Company Website (<https://www.bsehk.com/>). In the event of any inconsistency or inconsistency between the English and Chinese versions, the Chinese version shall prevail.

Your valuable comments will help us establish a better and longer-term sustainability approach and strategy. If you have any comments on this Report or the Group's sustainability performance, please feel free to contact us through the following channels:

Address: Eastern Building, Tennis Centre,
Chaoyang Park, Chaoyang District, Beijing
Email: ir@bsehk.com
Official Website: <https://www.bsehk.com/>

關於本報告(續)

報告期間及範圍

本報告的報告期間為2023年1月1日至2023年12月31日(「報告期」或「本年度」)。報告範圍與去年一致，涵蓋本集團於中國內地的三間主要附屬公司，包括：中互體育文化發展(北京)有限公司、北京約頓，及約頓智造。

數據來源及回饋

公司統計報告及內部的相關文件為本報告數據和案例的主要來源。公司承諾本報告不存在任何虛假記載、誤導性陳述，並對其內容真實性、準確性和完整性負責。本報告經由管理層確認後，於2024年4月獲董事會通過。本報告載有中英文版本，並已上載至聯交所網站及本公司網站(<https://www.bsehk.com/>)。如中英版本有任何抵觸或不相符之處，概以中文版本為準。

閣下的寶貴意見有助我們建立更完善及長遠的可持續發展方針及策略。如閣下對本報告或本集團的可持續發展表現有任何意見，歡迎透過以下方式與我們聯絡：

位址：北京市朝陽區朝陽公園
網球中心東樓
郵件：ir@bsehk.com
官方網站：<http://www.bsehk.com/>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE FRAMEWORK

Only when a business fulfills its environmental and social responsibilities can it create a win-win situation with stakeholders. Therefore, the Group places a high emphasis on establishing a sustainable growth and stable governance framework. Our governance structure enables the Group to identify environmental, social, and governance risks in the shortest possible time, adopt targeted solutions, oversee their implementation, and mitigate the impact of such risks.

The Group adopts a top-down mechanism for Environmental, Social and Governance (“ESG”) oversight, structured into three levels to ensure steady progress in our efforts. We implement a high-level sustainable governance model, striving to integrate environmental and social responsibilities into the company’s daily operations. Each functional department assumes its corporate social responsibility role, forming a robust ESG governance structure and implementing a variety of ESG measures. In addition, the Group has appointed Riskory Consultancy Limited as the consultant to provide ESG and sustainability consulting services.

For the Group’s other corporate governance details, please refer to the “Corporate Governance Report” section in the Annual Report 2023.

環境、社會及管治框架

只有當企業履行其環境和社會責任時，才能和持分者創造雙贏的局面。因此，本集團高度重視建立一個可持續增長和穩定有效的管治框架。我們的管治架構能幫助本集團在最短的時間內識別環境、社會及管治風險，採取具針對性的解決方案，監督落實情況，減低其風險的影響程度。

本集團採用自上而下的機制進行環境、社會及管治(「ESG」)監督，並分為三個層級使其工作穩步向前。本集團實施高水平的可持續管治模式，務求將環境、社會責任融入公司的日常營運中。各職能部門擔當各自的企業社會責任角色，形成健全的環境、社會及管治的管治結構，並實施各種環境、社會和管治措施。此外，集團已委任Riskory Consultancy Limited為顧問，提供ESG及可持續發展諮詢服務。

有關本集團企業管治的更多資料，敬請參閱本集團《2023年報》內的《企業管治報告》章節。

ESG Working Group Structure
環境、社會及管治工作小組架構



ENVIRONMENTAL, SOCIAL AND GOVERNANCE FRAMEWORK (Cont'd)

Stakeholder Engagement

The Group firmly believes that close engagement with stakeholders is crucial to the direction of business operations. To formulate sustainable development plans for both the present and the future in pursuit of corporate sustainability, we understand the perspectives and expectations of stakeholders through various communication channels. The Group actively communicates with all stakeholders affected by our business, including workers, customers, shareholders, investors, government authorities, and suppliers.

環境、社會及管治框架(續)

持份者參與

本集團深信，與持份者的密切聯繫對業務營運的發展方向至關重要。為了在實現企業可持續發展的路上，制定當前和未來的可持續發展計劃，我們透過不同的溝通渠道來了解持份者的觀點和期望。本集團積極與受我們業務影響的各方持份者進行溝通，包括工人、客戶、股東、投資者、政府機構和供應商。

Stakeholders 持份者	Expectations and requirements 期望和要求	Main communication and response channels 主要溝通和回應渠道
Customers 客戶	Perform the contract in good faith 誠信履約 High quality of service 高品質服務質量 Stadium security 場館安全 Handling of opinions and complaints 意見和投訴的處理 Obtaining investment return 獲得投資回報 Protect privacy 隱私保護	Guarantee the quality of services 保證服務質量 Customer satisfaction surveys 客戶滿意度調查 Customer service hotline 客戶服務熱線 Effective complaint and feedback channels 有效投訴及意見反饋渠道
Business partners 業務合作夥伴	Perform the contract in good faith 誠信履約 Harmonious and efficient communication 和諧、高效的溝通 Resource sharing 資源共享 Win-win cooperation 合作共贏	Regular inspections, communication visits, and meetings 定期檢查、溝通訪問和會議 Online opinion surveys 網上意見調查 Annual audits and assessments 年度審計及評估 Sincere cooperation 真誠合作

ENVIRONMENTAL, SOCIAL AND GOVERNANCE FRAMEWORK
(Cont'd)

環境、社會及管治框架(續)

Stakeholder Engagement (Cont'd)

持份者參與(續)

Stakeholders 持份者	Expectations and requirements 期望和要求	Main communication and response channels 主要溝通和回應渠道
Employee 員工	Career development and promotion opportunities 職業發展和晉升機會 Wage and benefits protection 工資及福利保障 Health & safety 健康與安全 Democratic governance 民主管治 Humanistic care 人文關懷	Employee activities and training 員工活動和培訓 Employee e-mail 員工電子信箱 Online opinion surveys 網上意見調查 Organise employee care activities 組織員工關懷活動
Industry associations and chambers of commerce 行業協會和商會	Industry exchanges 行業交流 Win-win cooperation 互利合作	Industry exchanges and forums 行業交流論壇 Collaborative research 合作研究 Mutual visits 相互訪問
Investors/shareholders 投資者／股東	Information disclosure and transparency 信息公開透明 Protect the rights and interests of shareholders 保障股東權益 Return on investment 獲得投資回報 Guaranteed shareholder returns 保證股東回報	General meeting of shareholders 股東大會 Public reports and notifications 公開報告與通報 Regular disclosure of business information 定期披露經營資訊

ENVIRONMENTAL, SOCIAL AND GOVERNANCE FRAMEWORK
(Cont'd)

環境、社會及管治框架(續)

Stakeholder Engagement (Cont'd)

持份者參與(續)

Stakeholders 持份者	Expectations and requirements 期望和要求	Main communication and response channels 主要溝通和回應渠道
Regulators 監管機構	Compliance 遵紀守法 Harmonious communication 和諧溝通 Support national and local policies 支援國家和地方政策 Support regional economic development 支持地區經濟發展	Compliance reports 合規報告 Actively communicate policies 積極溝通政策 Understand the compliance requirements of relevant regulatory bodies 了解相關監管機構的合規要求 Promote regional cultural and economic development 促進區域文化和經濟發展
Charity/community-based organisations 公益／社區組織	Cooperation in public welfare activities 公益活動合作 Joint poverty alleviation 共同扶貧	Actively communicate with local residents 積極與當地居民溝通交流 Organise public welfare charity activities 組織公益慈善活動

Materiality Analysis of ESG Issues

Full communication with our stakeholders is of great importance for the Group to fulfill its environmental, social, and governance responsibilities during the Reporting Period. Their opinions and expectations assist the Group in identifying relevant issues. Therefore, as the Group develops, we place a high value on the needs, expectations, and assessments of stakeholders from all sectors, striving for excellence and taking a new step towards sustainable development.

環境、社會及管治問題的重要性分析

我們與持份者的充分溝通對於集團在報告期間內履行環境、社會及管治三方面的責任極為重要，他們的意見及期望能幫助集團識別相關議題。因此，本集團在發展的同時，高度重視各界持份者的需求、期待和評價，從而力臻完善，向可持續發展邁進新一步。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE FRAMEWORK (Cont'd)

List of Material Issues

In reviewing matters related to environmental, social, and governance from the previous year and assessing the outcomes, the Group considered stakeholder concerns, industry development trends, and the ESG Reporting Guide in Appendix C2 of the Listing Rules on the Stock Exchange to determine whether these issues are still applicable for the current year. Based on the internal materiality assessment conducted by the Group's management, the ranking of material issues for this year is as follows:

Level of importance 重要性程度	Category 範疇	Issues 議題
Most Important 最重要	Environment 環境	Energy saving and emission reduction 節能減排
Most Important 最重要		Addressing the risks (such as typhoons, floods, etc.) and opportunities associated with climate change 應對氣候變化的風險(如颱風、洪水等)與機遇
Important 重要		Environmental management 環境管理
Important 重要		Effective utilisation of resources 物盡其用
Important 重要		Ecological conservation 生態保護
Important 重要		Water conservation 節約用水

環境、社會及管治框架(續)

重要議題列表

為檢討去年與環境、社會及管治相關的事宜及評估結果，本集團考慮了持份者的關注、行業發展趨勢，以及香港聯交所上市規則附錄C2的《ESG報告指引》，以決定相關事宜是否仍適用於本年度。根據本集團管理層進行的內部重要性評估結果，本年度重要議題的排名如下：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE FRAMEWORK
(Cont'd)

環境、社會及管治框架(續)

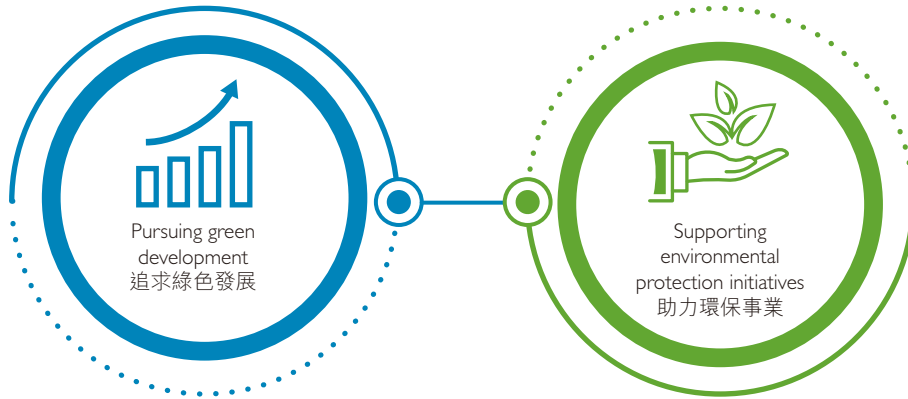
List of Material Issues (Cont'd)

重要議題列表(續)

Level of importance 重要性程度	Category 範疇	Issues 議題
Most Important 最重要	Social 社會	Employee safety and health 員工安全與健康
Important 重要		Legal compliance in employment 合規用工
Most Important 最重要		Employment and remuneration 僱傭與薪酬
Important 重要		Employee training and development 員工培訓和發展
Most Important 最重要		Diversity, equal opportunity, and anti-discrimination 多元化、平等機會及反歧視
Important 重要		Supply chain management 供應鏈管理
Most Important 最重要		Anti-corruption (including the provision of anti-corruption training) 反腐倡廉(包括提供反貪污培訓)
Most Important 最重要		Integrity and compliance management 誠信與合規管理
Most Important 最重要		Product quality management 產品質量管理
Important 重要		R&D innovation 研發創新
Important 重要		Protecting intellectual property rights 保護知識產權
Important 重要		Transparency in information disclosure 訊息披露透明度
Important 重要		Data security and privacy protection for the consumer 保護消費者訊息安全及私隱
Important 重要		Philanthropy 公益慈善

ENVIRONMENTAL • EMBRACING A SUSTAINABLE GREEN FUTURE

We are acutely aware of the importance of the environment for the sustainable development of our business, hence our corporate core values are:



環境 • 共迎綠色未來

我們深明環境對我們業務可持續發展的重要性，故我們企業的核心價值為：

In our endeavor to foster the development of a green economy, we take leadership in eco-friendly construction and fulfill our corporate responsibility to protect nature. By promoting air dome environmental protection technologies, implementing energy-saving and emission-reduction practices, conserving water, and implementing effective resource management strategies, we aim to reduce our carbon and water footprints.

Environmental Management

To ensure that the Group can comprehensively manage carbon emissions and resource consumption, we have established environmental management responsibilities for each department along with specific measures for energy conservation and emission reduction. We have also obtained the Environmental Management System Certification (GB/T24001-2006/ISO 14001:2015) to ensure compliance with relevant guidelines in the research and development as well as the processing of air dome structures, aiming to minimise the generation and emission of pollutants.

務求促進綠色經濟發展，親自擔當高舉環保建築的大旗，承擔保護大自然的企業責任。我們透過推廣氣膜環保技術、使用節能減排、珍惜用水及資源管理等有效措施，減低自身的碳足跡和水足跡。

環境管理

為確保本集團能夠全面管理碳排放和資源消耗，本集團制定了各部門的環境管理職責及節能減排的具體措施。我們亦取得環境管理體系認證(GB/T24001-2006/ISO 14001:2015)，以確保在氣膜結構的研發和氣膜加工過程中遵守相關指引，以盡量減少污染物的產生和排放。

ENVIRONMENTAL • EMBRACING A SUSTAINABLE GREEN FUTURE
(Cont'd)

Environmental Management (Cont'd)

Furthermore, we strictly adhere to applicable laws and regulations, as well as standards related to environmental protection, including, but not limited to:

- The Environmental Protection Law of the People's Republic of China;
- The Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution;
- The Water Pollution Prevention and Control Law of the People's Republic of China;
- The Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste;
- The National Hazardous Waste Inventory; and
- The Code for indoor environmental pollution control of civil building engineering.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes, which would have a significant impact on the Group.

環境 • 共迎綠色未來(續)

環境管理(續)

此外，我們嚴格遵守適用的法律及法規，以及與環境保護相關的標準，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環境防治法》；
- 《國家危險廢物名錄》；及
- 《民用建築工程室內環境污染控制規範》。

於報告期間，本集團並不知悉任何嚴重違反有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的法律及法規，且對本集團有重大影響的事宜。



ENVIRONMENTAL • EMBRACING A SUSTAINABLE GREEN FUTURE (Cont'd)

Waste Management

The Group is committed to reducing waste generation through a variety of measures. Recognising that waste, such as faulty goods and scraps of air dome fabric, is produced during the manufacturing process, we have repurposed portions of air dome fabric scraps for use as packing materials, wind-blocking materials during the construction of air dome venues, and protective floor coverings for construction projects. The remaining waste materials are sold externally to achieve waste utilisation. The vast majority of waste is recycled or reused, which not only reduces emissions but also cuts unnecessary costs.

環境 • 共迎綠色未來(續)

廢棄物管理

本集團致力透過多種措施減少廢棄物產生。由於在生產過程中會產生廢棄物，例如有殘次品、膜材邊角料等，我們已將部分膜材邊角料轉化成打包材料、建氣膜場館過程中的擋風物料以及鋪在項目地板的保護物料。剩餘的廢料將在外出售，以實現廢物利用。絕大多數廢棄物會被回收或再利用，減少排放的同時，更能減少不必要的成本。



Waste reduction measures

減廢措施

- Reduce "white pollution", stipulated that employees should not discard paper or plastic bags;
- 減少「白色污染」，規定員工不得隨意丟棄紙袋或塑料袋；
- Regulate the use of paper basket garbage bags in the office so that cleaning personnel can reuse them after dumping the garbage;
- 規定辦公室內紙簍垃圾袋的使用，以便保潔人員傾倒垃圾後可重複使用；
- Take "applicable, durable and cost-effective" as the basic principle of purchasing materials, and fully consider the indicator elements such as product material, energy consumption, noise, emissions, and their impact on the environment; and
- 以「適用、耐用、性價比」為採購材料的基本原則，充分考慮產品材料、能耗、噪音、排放及其對環境的影響等指標要素；及
- Set up the waste battery recycling point specifically at the front desk, arranged for the general department to uniformly recycle the waste battery to the professional processing agency, and strictly prohibited discarding to avoid the acid and alkali electrolytes of batteries causing severe pollution to the soil and water.
- 前台專門設置廢舊電池回收點，安排綜合部門將廢舊電池統一回收到專業處理機構，嚴禁丟棄，避免電池的酸鹼電解質對土壤和水造成嚴重污染。

ENVIRONMENTAL • EMBRACING A SUSTAINABLE GREEN FUTURE (Cont'd)

Waste Management (Cont'd)

In addition, the Huzhou production base conducts production and processing under strict compliance with the Quality Management System (GB/T 19001-2016/ISO 9001:2015) and Environmental Management System (GB/T 24001-2006/ISO 14001:2015) requirements. It comprehensively regulates the production and recycling process of waste products, such as regular statistics and verification of the number of waste products, and waste products generated during production and processing should be classified and stacked in designated locations, etc., to ensure the comprehensive recycling of waste and the Company's safe production process.

Furthermore, the Group also reviews and improves current measures and operational practices as well as explores additional waste reduction strategies with the goal of further minimising waste generation.

環境 • 共迎綠色未來(續)

廢棄物管理(續)

此外，湖州生產基地嚴格按照品質管理體系 (GB/T 19001-2016/ISO 9001:2015) 和環境管理體系 (GB/T 24001-2006/ISO 14001:2015) 進行生產加工，更全面規範生產廢品、廢料的回收流程，例如定期統計核查廢料產品量、生產加工過程中產生的廢品廢料需分類堆放於指定地點等，以保障全面回收廢料及公司的安全生產過程。

除此之外，本集團亦會檢視及改善現行措施及營運慣例，並探索其他減廢措施，以進一步減少產生廢棄物為目標。

ENVIRONMENTAL • EMBRACING A SUSTAINABLE GREEN FUTURE (Cont'd)

Energy Conservation and Emission Reduction

The Group is dedicated to enhancing overall energy efficiency and reducing energy consumption. We aim to transform waste into recycled resources and minimise waste emissions. By increasing resource efficiency, we reduce both costs and our environmental impact, ensuring that our operations and brand ethics are aligned. By adopting appropriate measures for orderly production and low energy consumption, we ensure stable output and establish long-term goals for emission reduction and energy saving. The measures defined in the Environmental Protection and Energy Conservation Regulation effectively reduce energy consumption and the unnecessary use of materials, enhancing the environmental performance of corporate operations. Environmental-friendly measures adopted in our offices include:

環境 • 共迎綠色未來(續)

節能減排

本集團致力提高整體能源效率並降低能源消耗。我們旨在將廢棄物轉化為再生資源，並盡量減少廢棄物排放，在提高資源效率的同時，降低成本和我們對環境的影響，使集團的營運與品牌產品理念相稱。通過採取適當措施，實施有序生產和低能源消耗，為公司帶來穩定的產出，使我們能夠建立長期減排和節目標。《環保節能管理規定》當中所制定的措施能有效降低能耗及相關物資的非必要消耗，提高企業營運的環境效益。辦公室採取的環保措施包括：



Emission reduction measures (including indoor air pollutants) 減排措施（包括室內空氣污染物）

- Encourage employees to adopt green communication methods, such as video and teleconferencing;
• 鼓勵員工採用綠色溝通方式，如視像及電話會議；
- Conduct regular testing for the Group's vehicles to ensure that our vehicles meet the emission standards and control the level of emission;
• 為本集團旗下車輛定期進行檢測，確保我們車輛的廢氣排放符合標準，控制排放水平；
- Smoking is strictly prohibited in any areas of the office building to ensure that the indoor air is fresh;
• 嚴禁在辦公室內任何區域吸煙，確保室內空氣清新；
- Employees are required to develop the habit of turning off the lights at will and should take the initiative to close unnecessary lighting facilities in a timely manner;
• 要求員工養成關燈的習慣，並應主動及時關閉不必要的照明設施；
- Strictly control the use of air conditioners. When the indoor temperature is suitable, employees can intermittently use the air conditioner and not open doors and windows to avoid wasting energy due to air conditioner leakage; and
• 嚴格控制空調的使用。當室內溫度適宜時，員工可以間歇性使用空調，不開門窗，避免冷風外洩浪費能源；及
- Employees are prohibited from using high-power electrical appliances without approval to avoid wasting power consumption and causing safety accidents.
• 未經批准，禁止員工使用大功率電器，以免浪費電力消耗和引發安全事故。

ENVIRONMENTAL • EMBRACING A SUSTAINABLE GREEN FUTURE (Cont'd)

Energy Conservation and Emission Reduction (Cont'd)

Technological Research

MetaSpace's air dome construction technology primarily encompasses high-efficiency thermal insulation technology for air domes, dynamic equilibrium control technology for air domes, and internal environmental control technology for air domes. Building on the distinctive architectural features of air dome structures, we have achieved significant improvements in thermal insulation performance, effectively reducing energy consumption within the air dome space. We have optimised the overall spatial control within the air dome; the air exchange rate can be adjusted based on the needs within the venue, with thermal losses less than 3%, achieving the safe, efficient, energy-saving operation of air dome constructions in harmony. This technology is suitable for cultural and sports venues, logistics storage warehouses, and others, and has been successfully included in the Beijing Energy-Saving Technology Products Recommended Catalogue (2023 Edition).

環境 • 共迎綠色未來(續)

節能減排(續)

技術研究

北京約頓的氣膜建築技術主要包括氣膜高效保溫技術、氣膜動平衡控制技術、氣膜內環境控制技術等。在充分利用氣膜建築結構特點的基礎上，成功大幅度改善保溫性能，有效降低氣膜空間內的能源消耗，優化整體氣膜內的空間控制，空氣交換量可根據場館內需求設置，冷熱損耗小於3%，實現氣膜建築安全、高效、節能，及協調運行。該技術適用於文化及體育場所、物流儲存倉庫等，並已成功納入「北京市節能技術產品推薦目錄(2023年度)」。

ENVIRONMENTAL • EMBRACING A SUSTAINABLE GREEN FUTURE (Cont'd)

Energy Conservation and Emission Reduction (Cont'd)

At the same time, we are actively participating in the Energy Saving Charter organised by the Environment and Ecology Bureau of the Hong Kong Government, demonstrating our commitment to environmental protection. We also took part in the Earth Hour, a global campaign calling for action on climate change. During this event, we joined millions around the world in turning off non-essential lights for one hour, raising awareness of the importance of reducing our carbon footprint. This event serves as a reminder of the urgent need to act on climate change and work together towards creating a more sustainable future. As a company, we are committed to reducing our environmental impact and contributing to the global efforts to address climate change. We are dedicated to implementing various emission reduction measures aimed at reducing the release of exhaust gases and greenhouse gases.

環境 • 共迎綠色未來(續)

節能減排(續)

與此同時，我們積極參與由香港政府環境及生態局舉辦的「節能約章」，以展示我們對保護環境的承諾。我們亦參加了「地球一小時」，這是一項呼籲對氣候變化採取行動的全球運動。在這次活動中，我們與全球數百萬人一起關閉了一小時的非必要用燈，以提高人們對減少碳足跡重要性的認識。這次活動提醒我們，迫切需要對氣候變化採取行動，共同努力創造一個更可持續的未來。作為一家公司，我們致力於減少對環境的影響，為應對氣候變化的全球努力做出貢獻。我們致力實施不同減排措施，以減少廢氣與溫室氣體的排放量為目標。



ENVIRONMENTAL • EMBRACING A SUSTAINABLE GREEN FUTURE (Cont'd)

Water Conservation

Given the nature of our business operations, the Group does not generate a significant amount of wastewater. All operational sites of the Group utilise municipal water supply, and thus we do not face issues in water sourcing that is fit for purpose. Despite this, the Group fully recognises the value and importance of water resources. To ensure responsible water usage and to reduce our water footprint, we actively implement the following measures:



Water conservation measures 節水措施

- Promote water conservation awareness by displaying water-saving slogans throughout various sectors of the Group, vigorously encouraging employees to cherish water resources;
- 宣傳節水意識，在集團各領域設置節水標語，大力推動員工珍惜水資源；
- Encourage employees to develop habits of turning off taps after use in daily life and work, using water in small quantities, and practicing intermittent water use;
- 鼓勵員工養成在日常生活和工作中使用後關掉水龍頭，並少量用水和間歇性用水的習慣；
- Staff responsible for water facilities should regularly monitor the operation of the water supply installations and are encouraged to supervise these facilities. Should any malfunctions be detected, they must immediately notify the relevant department for repair.
- 相關員工應及時觀察自來水裝置的運行情況，並鼓勵員工對自來水裝置進行監督，如發現故障，應立即通知相關部門進行維修。

We are committed to further enhancing water use efficiency and to collecting relevant data to assist us in progressively setting targets for future water efficiency improvements.

環境 • 共迎綠色未來(續)

珍惜用水

基於本集團的業務性質，我們不會產生大量污水。本集團所有營運地用水均來自市政供水，並無求取水源問題。儘管如此，本集團仍了解水資源的寶貴及其重要性。為確保負責任地用水，減少水足跡，我們積極採取以下措施：

我們致力繼續提升用水效率，並收集相關資料，以協助我們逐步訂定未來的用水效益目標。

ENVIRONMENTAL • EMBRACING A SUSTAINABLE GREEN FUTURE (Cont'd)

Minimising Environmental Interference

In accordance with the stipulations of our environmental management system and the potential impacts of the construction process, we have formulated relevant appropriate measures. These include measures related to air, light, and noise to mitigate disturbances to the surrounding environment and ecological system during construction, ensuring compliance with national environmental quality standards.

環境 • 共迎綠色未來(續)

減少環境干擾

我們根據環境管理體系規定和施工過程的潛在影響，制定了相關的適當措施，包括空氣、光和噪音的相關對應措施，以減少施工過程中對周圍環境和生態環境的干擾，務求符合國家各項環境質量的標準。



Air
空氣

- Implement hardening treatment and greening management of roads at the construction site;
- 對施工現場道路實施硬化處理和綠化管理；
- Implement partially enclosed construction operations to avoid construction waste dust;
- 實施部分封閉施工作業，避免建築垃圾粉塵；
- For transporting materials that are easy to scatter and fly, the carriage is required to be covered;
- 對於運輸易散落、易飛揚的材料，要求車廂進行覆蓋；
- Overloading is prohibited; and
- 嚴禁超載運輸；及
- During the construction process, it is stipulated that liquefied gas is used as fuel, and electric water heaters are used to supply water to ensure that no smoke and dust are emitted at the on-site kitchen.
- 在施工過程中，規定使用液化氣作燃料以及電熱水器供水，確保現場廚房無煙塵排放。



Light and noise
光和噪音

- Reasonable selection of construction machinery in the construction process and strengthening mechanical maintenance;
- 在施工過程中合理選擇工程機械，加強機械維護；
- Reduce equipment noise and require operators to control noise manually during the process of operation; and
- 減少設備噪音，並要求操作人員在操作過程中控制作業時產生噪音；及
- United lamps and lanterns at the construction site, equipped with directional removable lampshades, to avoid the phenomenon of construction light pollution at night and minimise the impact on the surrounding environment.
- 在施工現場統一燈具，配備定向式可拆除燈罩，避免夜間施工光污染現象，最大限度降低對周邊環境的影響。

ENVIRONMENTAL • EMBRACING A SUSTAINABLE GREEN FUTURE (Cont'd)

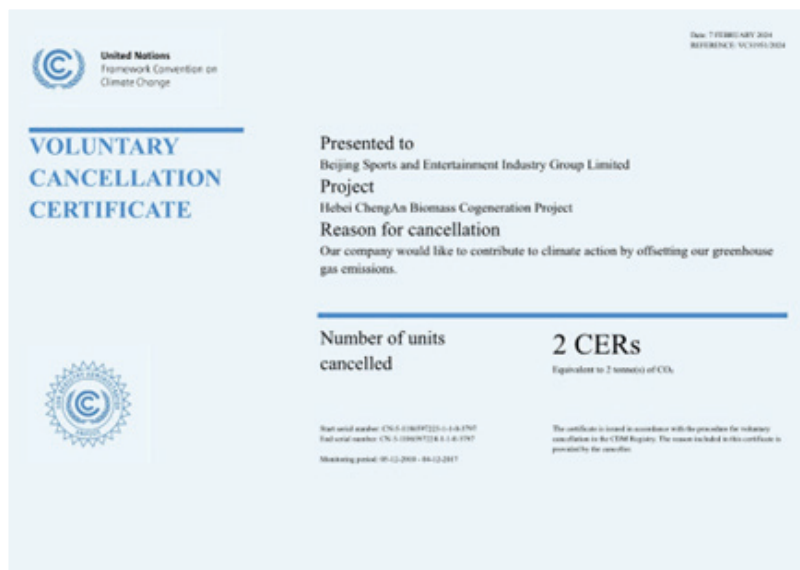
Minimising Environmental Interference (Cont'd)

With increasing global attention to environmental issues, adopting eco-friendly practices has become a vital aspect of corporate social responsibility. Carbon credits allow the Company to balance residual emissions by funding carbon reduction projects, while simultaneously investing in clean energy and enhancing energy efficiency measures. Consequently, the Company opts to purchase carbon credits to offset greenhouse gas emissions generated by our operational activities, thereby reducing our carbon footprint. These carbon credits originate from projects under the United Nations Clean Development Mechanism (CDM), and their certified emission reductions (CERs) have also been utilised to aid in achieving carbon neutrality for the Hangzhou Asian Games 2022.

環境 • 共迎綠色未來(續)

減少環境干擾(續)

隨著全球對環境問題的關注不斷增加，採取環保措施已成為社會責任的重要組成部分。碳信用允許本公司在投資清潔能源和提高能效措施的同時，通過資助碳減排項目來平衡剩餘的排放量。因此，本公司選擇購買碳信用額，通過抵銷其運營活動產生的溫室氣體排放來減少其碳足跡。此碳信用是來自聯合國清潔發展機制(「CDM」)的項目，其核證減排量(CERs)亦被用於幫助2022杭州亞運會實現碳中和。



ENVIRONMENTAL • EMBRACING A SUSTAINABLE GREEN FUTURE (Cont'd)

Climate Change

The world is facing the severe challenge of global warming, with the impacts of climate change becoming increasingly imminent. The Group is fully aware of the risks and opportunities related to climate change and is closely monitoring the potential threats it poses to our business operations. We have identified climate change as one of our operational risks, as it leads to an increased frequency and intensity of extreme weather events such as severe rain storms and floods, threatening the safety of our employees and assets.

Therefore, from the construction of the air dome structure to the operation of sports stadiums, we have meticulously calculated the construction needs of the stadiums, including timing, building materials, and scope. The robust performance of the air dome structure is designed to adapt to various extreme weather conditions, capable of withstanding strong winds, and providing heat and cold resistance. The factory premises will also preemptively adjust the pressure of the dome structure through an intelligent management system. We have also developed emergency response plans, adhering strictly to local government warnings and directives to ensure the safety of our employees and facilities.

As advocates for green building, the Group is committed to making contributions to combat global warming and climate change. We enhance our energy efficiency by adopting eco-friendly measures, thereby reducing our direct and indirect greenhouse gas emissions. We fulfill our corporate social responsibility, striving to reach peak carbon emissions by 2030 and ambitiously aiming for carbon neutrality by 2060, supporting the national "Dual Carbon" targets.

環境 • 共迎綠色未來(續)

氣候變化

全球正面臨全球暖化的嚴峻挑戰，氣候變化所帶來的影響迫在眉睫。本集團充分意識到業務與氣候變化相關的風險及機遇，並密切關注氣候變化為業務帶來的潛在威脅，本集團已將氣候變化確定為我們的營運風險之一，當中氣候變化導致極端天氣如暴雨、洪水等事件頻繁發生，強度亦隨之增加，威脅本集團的員工及財產安全。

因此，從氣膜結構的創建到體育場的營運，我們精心計算了體育場的建設需求，包括時間、建築材料和範圍。氣膜結構的穩健性能有助於適應不同的極端氣候，如抵禦強風、耐熱及耐寒。廠區亦將通過智慧管理系統提前調整膜結構的壓力。我們亦制定應急預案，嚴格按照當地政府的警告和指示，確保員工和工廠設施的安全。

作為綠色建築的宣導者，本集團致力於應對全球暖化及氣候變化出一份力。我們透過採取環保措施提升能源效益，從而減低我們的直接及間接溫室氣體排放，履行企業社會責任，致力於2030年前碳排放達到峰值，努力爭取2060年前實現碳中和，支持國家的「雙碳」目標。

PRODUCTS • CO-CREATING BUSINESS VALUE

In our product and service offerings, meeting the needs and expectations of our customers is our foremost objective. The Group actively collaborates with suppliers, guided by the following two key principles, to deliver superior products and services to our clients.



Supply Chain Management

The quality of raw materials is crucial to the quality of our products. Therefore, the Group exercises utmost diligence in the selection and management of our suppliers. We employ the elimination mechanism to update the list of approved suppliers after frequent sample testing, identification, and onsite investigation for each supply session. Our goods must fulfill environmental protection and material quality standards to comply with the national "Dual Carbon" policy. To choose the best suppliers, we communicate with them about their environmental and social performance and risks.

產品 • 共創商業價值

在我們的商品和服務方面，滿足公司顧客的要求和期望為我們的首要目標。本集團積極與供應商合作，以下列兩大原則，為客戶提供更優質的商品和服務。

供應鏈管理

原材料的質量為產品品質的關鍵，故本集團選擇和管理供應商時必須慎之又慎。我們採用淘汰機制，定期針對各供應環節進行樣品測試、鑒定及現場調查，以調查評審結果為依據，更新合格供應商的名單。我們的產品必須符合環境保護和材料質量標準，以符合國家「雙碳」政策。為了選擇最佳供應商，本集團會與供應商溝通環境、社會績效及風險的事宜。



More than three qualified and licensed vendors quotation must prepare for all project supplies. The Group selects a suitable supplier and creates a supplier list after evaluating quality, pricing, delivery time, after-sales support, and credit standing.

必須有三個以上合格和有執照的供應商為所有專案用品提供投標。本集團選擇合適的供應商，並在評估品質、定價、交貨時間、售後支援和信譽後編製供應商名單。

The technical department and supervisor must approve material procurement drawings. If the procurement plan is not prepared, procurement team is entitled to refuse the procurement.

技術部門和主管必須批准材料採購圖紙。如果沒有採購計劃，採購人員有權拒絕執行採購。

After procurement, the material lists must be cross-checked against the contract configuration list, and the material may only be purchased if its specification, model, and quantity fulfill the procurement department's standards and do not exceed the sales department's budget cost price.

採購結束後，採購的材料清單必須與合同配置清單進行核對，規格、型號、數量一致，符合採購部門的要求，不超過銷售部提供的預算成本價格，方可進行採購。

PRODUCTS • CO-CREATING BUSINESS VALUE (Cont'd)

Supply Chain Management (Cont'd)

We will actively research and invest more resources to develop environmentally friendly air dome products, and the Group may cooperate with suppliers to promote the use of more environmentally friendly materials and achieve sustainable development of mutual benefit and value sharing with long-term cooperative relationships.

Product Quality Management

Quality management is of paramount importance to the Group's operations. As such, we adhere strictly to the Quality Management System (GB/T 19001-2016/ISO 9001:2015) management requirements, exercising control over the quality of processed products and the construction of sports venues. In addition, we have developed PVC Work Instructions that clearly outline the processes for air dome processing and production, as well as operational protocols for the production factory, to standardise the production process and enhance quality control. We rigorously comply with the laws and regulations of the People's Republic of China relating to product liability, including but not limited to the Product Quality Law of the People's Republic of China and the Trademark Law of the People's Republic of China. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress, which would have a significant impact on the Group.

In recognition of our Group's stringent control over product quality, we are honored to have received the "Qualified Supplier Certificate" issued by the China Association of International Engineering Consultants and Beijing International Engineering Procurement Alliance, as well as the "Excellent Supplier of Government Procurement" Certificate issued by bidcenter.com.cn.

產品 • 共創商業價值(續)

供應鏈管理(續)

我們將積極研究及投入更多資源開發環保膜結構產品，本集團可能與供應商合作，推廣使用更環保的材料，以長期的合作關係實現互惠互利、價值共用的可持續發展。

品質管理

品質管理對本集團業務極之重要。因此，我們嚴格遵從品質管理體系(GB/T 19001-2016/ISO 9001:2015)管理要求，對加工產品的質量和體育場館的建設進行管控。除此之外，我們亦制定《PVC作業指導書》，明確列出膜材加工製作流程，生產工廠的作業守則，使生產過程規範化以及加強品質控制。我們嚴格遵守中華人民共和國關於經營產品責任的法律及法規，包括但不限於《中華人民共和國產品質量法》和《中華人民共和國商標法》。於報告期間，本集團並不知悉任何嚴重違反有關產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的法律及法規，且對本集團有重大影響的事宜。本集團並無因安全與健康理由而須回收的已售或已運送產品。

為表揚本集團對產品品質的嚴格把關，我們榮獲由中國國際工程諮詢協會及中國國際工程採購聯盟頒發的「合格供應商證書」；以及由中國採招網頒發的「政府採購優秀供應商」榮譽證書。

PRODUCTS • CO-CREATING BUSINESS VALUE (Cont'd)

Product Quality Management (Cont'd)

In terms of product quality inspection, we implement multiple safeguards:

1. Require suppliers to provide air dome testing reports from third-party certification agencies in accordance with government regulations;
2. Conduct an internal quality inspection and finished product quality inspection, test items including tensile strength, thickness, film dyeing degree, etc., to ensure that air domes meet environmental and safety standards; and
3. In terms of stadium construction, the Group strengthens the full-cycle control of all aspects of design, processing, and construction, requires compliance with enterprise standards in each session and stipulates that the on-site goods must be inspected by technical personnel to ensure that the goods meet the requirements of the project before they can be used.

產品 • 共創商業價值(續)

品質管理(續)

在產品質量檢驗方面，我們有多重把關：

1. 要求供應商按照政府規定提供第三方認證機構的膜材測試報告；
2. 進行內部質量檢查和成品質量檢查，測試專案包括抗拉力、厚度、薄膜染色程度等，以確保膜結構符合環境和安全標準；及
3. 在場館建設方面，集團加強對設計、加工、施工各環節的全週期把控，要求各個環節亦符合企業標準，並規定現場貨物必須由技術人員進行質量檢驗，確保貨物符合專案要求方可使用。



PRODUCTS • CO-CREATING BUSINESS VALUE (Cont'd)

Customer Communication

We have also developed a Complaint Handling System that specifies the procedures for addressing customer feedback and complaints, ensuring that customer grievances and input are dealt with in a timely and effective manner. We regularly hold interdepartmental meetings to discuss ways to enhance product quality. In the area of product maintenance, we offer maintenance services; some clients enter into technical service agreements with us, wherein personnel are dispatched monthly to project sites for inspections, ensuring the normal operation of the air-supported venues. Customers can receive technical support during the warranty period of the product via official account or by phone.

Intellectual Property Right

Intellectual property rights serve as a critical means of protecting patents, trademarks, etc. As an enterprise engaged in air dome structure construction and material processing, the Group is acutely aware of the significance of intellectual property rights. MetaSpace and Yuedun Zhizao jointly hold eight patents, which are as follows:

Air dome structure ventilation device and air dome architecture;

An exhaust duct structure for air dome structures;

A connecting device for aluminum channels used in air dome structures;

A photovoltaic component anchoring device for air dome structures;

An air dome with an integrated retractable passage;

A dual-layer air dome with air convection between the inner and outer dome;

A quick-installation device, quick-installation components, and air dome structure of air dome; and

An integrated snow removal and cooling system for air dome structures.

產品 • 共創商業價值(續)

客戶溝通

我們亦制定《投訴處理制度》，訂明處理客戶回饋及投訴的處理程序，以適時有效地處理客戶投訴及反饋。我們定期舉行跨部門會議，探討如何提高產品品質。在產品維護方面，我們提供維護服務；部分客戶與我們簽訂技術服務協定，每月指派人員到專案現場進行巡檢，確保氣膜場館能夠正常運行。客戶在產品保修期內可通過公眾號或電話獲得技術支援。

知識產權

知識產權是保護專利及商標等的重要手段。作為一家從事氣膜建造及材料加工的企業，本集團更深知知識產權的重要性。北京約頓及約頓智造共有8項專利，分別為：

氣膜建築換氣裝置及氣膜建築；

一種用於氣膜建築的排風管結構；

一種用於氣膜建築鋁槽的連接裝置；

一種用於氣膜結構的光伏組件錨固裝置；

一種內置伸縮通道的氣膜；

一種內、外膜空氣對流式氣膜；

一種氣膜結構的快裝裝置、快裝組件及氣膜結構；及

一種氣膜結構除雪降溫一體系統。

PRODUCTS • CO-CREATING BUSINESS VALUE (Cont'd)

Intellectual Property Right (Cont'd)

產品 • 共創商業價值(續)

知識產權(續)



PRODUCTS • CO-CREATING BUSINESS VALUE (Cont'd)

Intellectual Property Right (Cont'd)

Therefore, we are committed to safeguarding our own intellectual property rights in the course of our business operations, and we also strive to avoid infringing the intellectual property rights of other companies. In recognition of efforts to protect intellectual property rights, MetaSpace was granted the “little giant” enterprise by the Ministry of Industry and Information Technology of the People's Republic of China, fully demonstrating MetaSpace's innovative R&D strength and professional service capabilities, and also being an affirmation of the company's achievements in the field of air dome structure innovation and research and development, as well as professional technology application solutions.

In order to prevent the occurrence of product infringement, the company obtained the “Intellectual Property Management System Certification” and formulated a series of intellectual property procedures, such as “Intellectual Property Application Procedures”, “Intellectual Property Confidentiality Control Procedures”, and “Document Control Procedures”, which are clearly listed the intellectual property application process and the management of the Company's confidential information:

- All documents involving intellectual property rights are kept confidential by the relevant commissioners;
- Only the inventors, directors, intellectual property commissioners and other personnel of the patent application have the right to review top-secret documents such as drawings;
- Require all employees to sign a confidentiality agreement, and technical department personnel and some engineering after-sales department personnel must sign a non-compete agreement;

產品 • 共創商業價值(續)

知識產權(續)

因此，我們致力於在業務營運過程中保護自己的知識產權，亦努力避免誤犯其他公司的知識產權。為表揚對保護知識產權的努力，北京約頓被中華人民共和國工業和信息化部授予「轉精特新《小巨人》企業」稱號，充分體現了北京約頓的創新研發實力和專業服務能力，也是對公司在膜結構創新研發、專業技術應用解決方案領域取得的成就的肯定。

為防止遭受產品侵權，本公司取得《知識產權管理體系認證證書》，並制定了一系列的知識產權程序文件，例如《知識產權申請程序》、《知識產權保密控制程序》、《文件控制程序》等，清楚列明知識產權申請流程以及對於公司機密資料的管理：

- 所有涉及知識產權的文件皆由相關專員進行保密處理；
- 只有專利申請的發明人、負責人、知識產權專員和相關人員才有權審查附圖等絕密檔；
- 要求所有員工簽署保密協議，技術部人員及部分工程售後部人員則必須簽署競業限制協議；

PRODUCTS • CO-CREATING BUSINESS VALUE (Cont'd)

Intellectual Property Right (Cont'd)

- For electronic data, we use the antivirus software "360 Total Security" to prevent confidential information from being leaked due to viruses and hacker intrusions; and
- Monitor the market information of the industry once a month with the help of external agencies and relevant resources of intellectual property offices, to enhance the ability to avoid intellectual property early warning and prevent the risk of infringement and infringement.

During the Reporting Period, the Group did not identify any disputes arising from intellectual property rights.

Customer Privacy

The foundation for establishing long-term business partnerships with our clients within the Group is the ability to protect client privacy. We are committed to complying with relevant laws and regulations and to explicitly defining internal confidentiality principles, which include, but are not limited to:

Relevant laws and regulations

相關法律及法規

The Law of the People's Republic of China on the Protection of Consumer Rights and Interests

《中華人民共和國消費者權益保護法》

The Civil Procedure Law of the People's Republic of China

《中華人民共和國民事訴訟法》

Internal policy documents

內部制度文件

Non-disclosure Agreement

《保密協議》

Employee Handbook

《員工手冊》

To prevent the leakage and loss of customer privacy, we mandate our employees to handle customer data with prudence. They must not disclose any information pertaining to the company's clients, in order to protect customer privacy and intellectual property rights from unnecessary harm. Serious violators will be subject to termination of employment and legal liability.

產品 • 共創商業價值(續)

知識產權(續)

- 針對電子數據，我們使用360殺毒軟件，防止機密資料因病毒、黑客入侵而外泄；及
- 借助外部代理公司及知識產權局的相關資源，每月進行一次監控行業市場信息，增強知識產權預警規避能力，防範侵權與被侵權風險。

於報告期內，本集團並不知悉任何因知識產權而引起的爭議。

客戶隱私

本集團與客戶建立長遠業務合作關係的基礎為保護客戶私隱的能力。我們致力遵守相關法律及法規，並明確規範內部保密原則，包括但不限於：

為防止客戶私隱洩漏和丟失，我們規定員工謹慎處理客戶的資料，不得洩漏公司客戶的任何資料，以保障客戶私隱及知識產權，免受不必要損失。嚴重違例者將被解除僱傭關係及追究法律責任。

PRODUCTS • CO-CREATING BUSINESS VALUE (Cont'd)

Advertising and Promotion

The Group fully understands the importance of corporate reputation to the brand and does not tolerate any misleading, inaccurate, or exaggerated elements regarding its products and services, adhering to the fundamental principle of honesty and factual accuracy. Therefore, when conducting advertising and promotion, the Group strictly complies with the relevant advertising laws and regulations, including but not limited to the Advertising Law of the People's Republic of China. For advertising and promotion, we have developed the MetaSpace VIS ("Visual Identification System") Handbook, which is a corporate identification system that manages relevant brand trademarks and product design, so as to effectively carry out brand promotion and establish a good corporate reputation. On the other hand, before releasing the promotional content of the product, we need to review the relevant promotional materials internally to ensure their authenticity in order to prevent the transmission of misleading information to the public and protect the rights and interests of consumers.

During the Reporting Period, the Group did not receive any complaints regarding advertising and labeling.

OPERATIONS • COLLABORATING TO ACHIEVE THE HIGHEST STANDARDS OF COMPLIANCE

Operational Integrity and Compliance

High standards of integrity are paramount to the Group's business operations and reputation. Therefore, the Group conforms to stringent national rules and regulations, as well as high standards of honesty and commercial ethics. The Group continually improves its internal control and risk management system, with the legal department taking the lead in enhancing compliance management control to maintain the Company's operation and management standards. The Group maintains an open attitude to external supervision and sets up compliance hotlines, mailboxes, and website comments to provide contact information for employees, customers, suppliers, and other members of the community to report suspected violations of laws and regulations or violations of the Company policies.

產品 • 共創商業價值(續)

廣告宣傳

本集團深明企業信譽對品牌的重要性，絕不容許有關其產品及服務有任何誤導性、不準確或誇大的成分，堅守實事求是的基本原則。因此，本集團在進行廣告宣傳時，嚴格遵守廣告相關法律及法規，包括但不限於《中華人民共和國廣告法》。針對廣告宣傳，我們開發了《約頓VIS手冊》，這是一個管理相關品牌商標和產品設計的企業識別系統，從而有效地進行品牌推廣，樹立良好的企業形象。另一方面，在發佈產品的宣傳內容之前，我們需要在內部審查相關宣傳材料，以確保其真實性，以防止誤導性資訊向公眾傳播，保護消費者的權益。

於報告期間，本集團並無收到任何有關廣告及標籤的投訴。

營運 • 共建最高合規水平

誠信合規經營

高標準的誠信對本集團業務營運及聲譽為重中之重。因此，本集團嚴格遵循國家的法律及法規，堅守商業道德。本集團不斷優化內部控制和風險管理體系，由法務部牽頭加強合規經營管控，以確保公司經營管理規範。本集團保持開放的態度接受外界監督，設立合規熱線、郵箱及網站留言，為員工、客戶、供應商和其他社會人士提供聯繫方式，以舉報涉嫌違法違規或違反公司政策的情況。

OPERATIONS • COLLABORATING TO ACHIEVE THE HIGHEST STANDARDS OF COMPLIANCE (Cont'd)

Anti-corruption

The Group adopts a “Zero Tolerance” stance towards any acts of corruption, bribery, extortion, money laundering, and other forms of fraud. To this end, we are committed to the construction of integrity and anti-corruption efforts, and we expect all of our employees to act in an honest and ethical manner. We comply with all relevant laws and regulations and have established internal policy documents that clearly outline anti-corruption mechanisms and specific measures, enhancing process supervision and establishing a comprehensive integrity internal control system.

Relevant laws and regulations

相關法律及法規

The Company Law of the People's Republic of China

《中華人民共和國公司法》

The Anti-Money Laundering Law of the People's Republic of China

《中華人民共和國反洗錢法》

The Anti Unfair Competition Law of the People's Republic of China

《中華人民共和國反不正當競爭法》

The Interim Provisions on Banning Commercial Bribery

《關於禁止商業賄賂行為的暫行規定》

The Anti-Monopoly Law of the People's Republic of China

《中華人民共和國反壟斷法》

The Bidding Law of the People's Republic of China

《中華人民共和國招標投標法》

Internal policy documents

內部制度文件

Provisions on the Administration of Integrity and Self-Discipline

《廉潔自律管理規定》

Measures on Contract Management

《合同管理辦法》

Interim Regulations on the Establishment of Subsidiaries by the Subsidiaries of Beijing Sports Entertainment Industry Group

《北京體育文化產業集團下屬子公司設立附屬公司暫行規定》

營運 • 共建最高合規水平(續)

反貪倡廉

本集團對任何貪污、賄賂、勒索、洗黑錢及其他形式的欺詐行為採取「零容忍」態度。為此，我們一直致力於廉政建設和反貪污工作，並希望我們所有的員工都以誠實和道德的方式行事。我們遵守所有相關法律及法規，並已制定內部制度性文件，明確列出防貪腐機制及相關具體措施，加強過程監督，建立完善的廉政內控體系。

OPERATIONS • COLLABORATING TO ACHIEVE THE HIGHEST STANDARDS OF COMPLIANCE (Cont'd)

Anti-corruption (Cont'd)

We have provided the anti-corruption training and related teaching materials to the Board, the employees of the Group will sign an Integrity and Self-discipline Agreement when they are hired. We will also include content on integrity and self-discipline in the new employee orientation for new employees to understand the internal system documents and measures of the Group for anti-corruption so as to enhance their knowledge and awareness of corruption prevention.

Whistle-blowing Policy

The Group has established a Whistle-blowing Policy that encourages employees to report any acts of corruption, bribery, extortion, money laundering, or fraud. Upon receiving such a report, the Group will promptly initiate an investigation and report to management, as well as notify governmental authorities. During the investigation, the Group pledges to provide adequate confidentiality measures to protect the identity of the whistleblower. Should the allegations prove to be true, the employee(s) involved will be subject to immediate dismissal.

During the Reporting Period, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees. The Group was not aware of any material non-compliance with laws and regulations relating to bribery, extortion, fraud and money laundering, which would have a significant impact on the Group. We will continuously refine our reporting mechanisms and persist in fortifying our defenses against corruption and the promotion of integrity. We rigorously investigate and rectify instances of corruption, effectively preventing risks to integrity.

營運 • 共建最高合規水平(續)

反貪倡廉(續)

此外，我們為董事會提供反貪污培訓及相關教材，本集團的員工在入職時會簽署一份《廉潔自律協議》，我們亦會為新員工舉辦的新入職培訓中加入廉潔自律的內容，讓新員工了解集團內部針對反腐倡廉的制度文件及措施，以增加其相關知識及加強拒腐防變意識。

舉報政策

本集團已制定舉報政策，鼓勵員工舉報任何貪污、賄賂、勒索、洗黑錢或欺詐等不當行為。本集團在接獲舉報後會即時展開調查，並向管理人員匯報，以及通報政府機關。於調查期間，本集團承諾對舉報人身份提供足夠保密措施。倘若舉報屬實，涉事員工將會即時受解僱。

於報告期間，本集團或其僱員並不涉及有關貪污的已審結訴訟案件。本集團並不知悉任何嚴重違反有關貪污、賄賂、勒索、欺詐及洗黑錢的法律及法規，且對本集團有重大影響的事宜。我們將不斷優化通報機制，持續築牢反貪倡廉防線。我們嚴格查處和整治腐敗現象，有效防範廉政風險。

EMPLOYEES • GROWTH TOGETHER

Employees are the Group's valuable assets and a crucial cornerstone in business operations. Our human resource management adheres to the principle of being "people-oriented" by creating a high-quality working environment that can help employees grow personally and develop their careers, protect the rights and interests of employees, pay attention to their mental and physical health, and make every effort to be considerate of their needs, and send them family-like warmth. To this end, the Group is committed to providing competitive salary and welfare packages to attract and retain outstanding talents and build a high-level talent team. We have formulated the "Employee Handbook", which lists a series of Company human resource management systems, fully covering the recruitment, promotion, dismissal, salary, welfare, training, performance appraisal, and other aspects of employees, to protect the legitimate rights and interests of employees and welfare.

The Group strictly complies with laws and regulations related to employment, including but not limited to the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Minors and the Provisions on the Prohibition of Using Child Labour. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, which would have a significant impact on the Group.

員工 • 共同成長

員工是本集團的寶貴資產及業務營運中的重要基石。我們的人力資源管理秉持「以人為本」的原則，透過建造一個能幫助員工個人成長及事業發展的優質工作環境、保護員工權益、關注他們的心身健康，盡力體貼他們的需要，為他們送上家庭般的溫暖。為此，本集團致力於提供具競爭力的薪酬及福利待遇，以吸引及挽留優秀人才，打造高水平的人才建設隊伍。我們制定了《員工手冊》，列出了公司一系列人力資源管理制度，全面涵蓋了員工的招聘、晉升、解僱、薪酬、福利、培訓、績效考核等各個方面，保障員工的合法權益及福利。

本集團嚴格遵循有關僱傭的法律及法規，當中包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》及《禁止使用童工規定》。於報告期間，本集團並不知悉任何嚴重違反有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視及其他待遇及福利的法律及法規，且對本集團有重大影響的事宜。

EMPLOYEES • GROWTH TOGETHER (Cont'd)

Salary and Welfare

The Group is well aware of the importance of attractive remuneration and benefits in retaining talent. Therefore, the Group provides employees with a competitive salary and welfare system, and the salary of employees is composed of fixed wages and performance bonuses and fully utilises reasonable salaries to stimulate the endogenous progress of employees. At the same time, our policies and procedures clearly state the employee leave process, salary arrangements, etc., and employees who meet the specific provisions of the salary and welfare system can enjoy allowances and benefits such as housing allowance. The Group also purchases additional accident insurance for employees to protect employees who need to travel overseas.

Equal Opportunity and Diversity

Throughout the recruitment process, the Group has consistently adhered to the principle of "Meritocracy". Not only can outstanding employees enhance the Group's competitiveness within the industry, but they also contribute to the sustainable development of the Group. As long as candidates meet the position's requirements, we provide equal employment opportunities, eliminate discrimination based on gender, race, ethnicity, religious beliefs, and cultural background, and strive to create a diverse, inclusive, and harmonious talent team. The Group builds two-way communication channels, consistently develop multiple recruiting channels, and expands the recruitment channels for professional talent, primarily including a signing website, public website, internal recommendation, and other channels. In addition, we steadily enhance the localisation ratio of workers, so contributing to the employment of community residents.

員工 • 共同成長(續)

薪資福利

本集團深明具吸引力的薪資福利對留住人才的重要性。因此，本集團為員工提供具行業競爭力的薪酬與福利體系，員工薪酬由固定工資和績效獎金組成，充分利用合理薪酬激勵員工進步。同時，我們的政策和程序明確規定了員工休假流程、薪酬安排等，合規定的員工可以享受住房補貼等福利。本集團亦為員工購買額外的意外保險，以保障需要出國旅行的員工。

平等機會及多元共融

在招聘過程中，本集團一直秉持「任人唯賢」的原則。優秀的員工不只能提高公司於行內的競爭力，而且有助於推動公司的可持續發展。只要應聘者符合崗位要求，我們就提供平等的就業機會，消除基於性別、種族、民族、宗教信仰、文化背景的歧視，努力打造多元化、包容、和諧的人才隊伍。本集團構建雙向溝通渠道，持續增加不同招聘管道，拓展專業人才招聘管道，主要包括簽約網站、公共網站、內部推薦等管道。此外，我們穩步提高本地員工比例，從而為當地人就業做出貢獻。

EMPLOYEES • GROWTH TOGETHER (Cont'd)

Employee Promotion and Performance Management

Ensuring that each employee can utilise their strengths is an important element in the Group's stable development. Therefore, we are dedicated to creating a platform for workers to play to their strengths. Employees may successfully ensure the development of diverse abilities by transferring jobs based on their own growth and aptitude to a certain degree. In the Employee Handbook, we provide the pertinent management systems for employee promotion, which regulate the procedures and processes of employee promotion evaluation and the promotion workflow.

Staff training and performance management are inextricably intertwined, and an effective performance management system may simultaneously enhance the skills of workers and the Group's commercial success. We have a performance management and associated evaluation system so that managers may frequently analyse each employee and create objectives based on that employee's performance, and assistance and suggestions will be supplied based on the assessment findings so that workers' advantages can be used.

Safety and Health

"Safety First and Prevention Foremost" is our management philosophy for product manufacturing and operational activities. The Group strictly adheres to laws and regulations related to production safety, including but not limited to the Work Safety Law of the People's Republic of China and the Labour Law of the People's Republic of China. During the Reporting Period, the Group did not have any lost days due to injury, there were no work-related fatalities occurred in each of the past three years (including the Reporting Period). During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards, which would have a significant impact on the Group.

員工 • 共同成長(續)

員工晉升和績效管理

每名員工能發揮所長是本集團穩健發展的重要一環。因此，我們致力於為員工創造一個發揮所長的平台，員工可在一定程度下依據個人發展及能力進行崗位調動，切實保障多元化人才的發展，與企業共同成長。我們在《員工手冊》中亦列明員工晉升的相關管理制度，當中規範員工晉升考核的方法與流程、晉級工作流程。

員工培訓和績效管理密不可分，有效的績效管理系統可以同時提高員工的技能並取得集團的商業成功。因此，我們設有績效管理和相關考核制度，以便管理人員可以經常分析每個員工並根據該員工的績效制定目標，提供幫助和建議，發揮員工所長。

安全與健康

「安全第一，預防為主」是我們產品製造和營運的管理方針。本集團嚴格遵守與安全生產相關的法律及法規，包括但不限於《中華人民共和國安全生產法》和《中華人民共和國勞動法》。於報告期間，本集團未有因嚴重工傷損失工作日數，過去三年(包括報告期間)亦無任何因工亡故的事件發生。於報告期間，本集團並不知悉任何嚴重違反有關提供安全工作環境及保障僱員避免職業性危害的法律及法規，且對本集團有重大影響的事宜。

EMPLOYEES • GROWTH TOGETHER (Cont'd)

Safety and Health (Cont'd)

In order to provide a comprehensive and safe working environment for every employee, we have formulated internal policy documents such as the Regulations on Safety Management of Office Areas, which clearly list the responsible persons and specific contents of safety management at each level, and we have also obtained the Occupational Health and Safety Management System certification (GB/T 45001:2020/ISO 45001:2018) to effectively ensure that various security measures are in place. In view of various laws and regulations and internal rules, the Group regularly organises safety knowledge training activities to continuously enhance employees' awareness of safe production, including:

員工 • 共同成長(續)

安全與健康(續)

為了向每一位員工提供全面、安全的工作環境，我們制定了《辦公區域安全管理條例》等內部政策文件，明確列出了各級安全管理的責任人和具體內容，我們亦取得職業健康安全管理体系認證(GB/T 45001:2020/ISO 45001:2018)，有效確保各項安全措施到位。因應各項法律及法規及內部規章制度，本集團定期舉辦安全知識培訓活動，不斷提升員工的安全生產意識，包括：



EMPLOYEES • GROWTH TOGETHER (Cont'd)

Safety and Health (Cont'd)

The occupational health of employees is of great importance to the Group's operations. Therefore, we regularly organise all group members to undergo health check-ups. For employees involved in special dangerous types of work, we will strengthen the education of protection knowledge and provide them with professional protective equipment to avoid industrial accidents. In case of any work-related injuries, the Company's human resources department will follow up and conduct work injury identification and compensation measures.

The mental health of employees is equally important. Therefore, We also organise various staff care activities to fully protect and pay attention to the physical and mental health of employees. We provide psychological counselling for employees in need, care for employees with actions, and hope that every employee can work in a mentally and physically healthy state.

Although the COVID-19 pandemic is gradually subsiding, we remain attentive and informed about global and local epidemic trends to timely adjust the Group's response strategies. We continued to take a number of epidemic prevention measures, including providing a sufficient number of disposable masks for each employee, regularly disinfecting and cleaning the office area, and using the online platform "DingTalk" to know the location of the travelling employees in real-time, if the area is of intermediate risk level or above, we require employees to report to their superiors so that the Company can grasp the latest situation of employees and follow up on the treatment. In addition to vaccinations, we arrange nucleic acid testing for employees travelling to and from medium- and high-risk areas as well as home office arrangements.

員工 • 共同成長(續)

安全與健康(續)

員工的職業健康對於本集團營運非常重要。因此，我們定期組織所有集團成員進行健康檢查。對於從事特殊危險工種的員工，我們將加強防護知識教育，為他們提供專業的防護設備，避免發生工業事故。若有工傷事件，本公司人力資源部會跟進並開展傷識別和賠償措施。

員工的精神健康亦同等重要。因此，我們組織各種員工關懷活動，充分保護和關注員工的身心健康。我們會為有需要的員工提供心理疏導，用行動關懷員工，希望每一位員工都能在身心健康的狀態下工作。

雖然新冠病毒疫情逐漸緩和，但我們保持關注和了解全球和本地的疫情動態，以便及時調整公司的應對策略。我們堅持採取多項防疫措施，包括為每位員工提供足夠的一次性口罩，定期對辦公區域進行消毒和清潔，以及利用線上平台「釘釘」實時了解員工的位置，如果該區域處於中等風險級別或以上，我們要求員工向上級匯報，以便公司掌握員工的最新情況並作出跟進。除疫苗接種外，我們亦為員工安排往返中高風險地區的核酸檢測以及在家工作的安排。

EMPLOYEES • GROWTH TOGETHER (Cont'd)

Development and Training

We attach great importance to the career development of employees, train talents at different levels and professions, and comprehensively improve the professional level of employee business and operation management. The Group offers employees ample opportunities for advancement through various training activities, enhancing their professional knowledge and skills, and supporting their continued personal growth and career development.

The Group is committed to building a multi-level, all-round, three-dimensional talent echelon, continuously promoting school-enterprise cooperation, helping talents learn in practice, and providing professional talent reserves for the Thousand Museums Program. To enhance the work efficiency and professional capabilities of new employees, we have intensified our onboarding training program, which includes training on company policies, office software, and business practices. During the Reporting Period, we organised various types of training, the details are as follows:

員工 • 共同成長(續)

發展和培訓

我們高度重視員工的職業發展，並致力培養不同層次、不同專業的人才，以全面提升員工業務和營運管理的專業水準。本集團透過各項培訓活動，為員工提供廣闊的晉升機會，提升員工專業知識和技能，支援員工在個人成長和職業發展方面繼續前行。

本集團致力於打造具一個多層次、全方位、立體化的人才梯隊，持續推進校企合作，幫助人才在實踐中學習，為千館計劃提供專業人才儲備。為提高新員工的工作效率和專業能力，我們更加強入職培訓，並增加制度培訓、辦公軟件培訓及商務培訓等。於報告期間，我們舉辦了不同類型的培訓，詳列如下：

Technical Training 技術培訓

- 3D3S software training
- Rhinoceros software training
- Photovoltaic power generation training
- Modeling training
- 3D3S軟體培訓
- 犀牛軟體學習培訓
- 光伏發電學習培訓
- 建模學習培訓

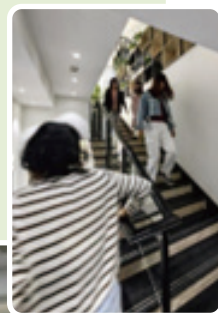


Internal General Training 內部培訓

- Bidding techniques training
- New employee orientation training
- Labor dispute resolution training
- 投標技巧培訓
- 新員工入職培訓
- 勞動爭議培訓

Safety Training 安全培訓

- Fire evacuation drill training
- Occupational health training
- Safety production month training
- Construction operation training
- 消防疏散演練培訓
- 職業健康培訓
- 安全生產月培訓
- 施工動火作業培訓



EMPLOYEES • GROWTH TOGETHER (Cont'd)

Legal Compliance in Employment

The Group strictly prohibits the employment of child and forced labour, adhering rigorously to relevant laws and regulations, including, but not limited to, the Law of the People's Republic of China on the Protection of Minors and the Provisions on the Prohibition of Using Child Labour. To eliminate the occurrence of employing child and forced labour, the Group has established clear policies and procedures:

- New employees are required to submit identification documents during the induction to ensure that their age meet minimum employment standards in order to prevent child labour; and
- During the Reporting Period, we signed labour contracts with all of our employees, and in the case of labour dispatch, we comply with the relevant regulations of the PRC and prohibit forced labour.

Should any instances of child or forced labor be discovered, we will conduct a serious investigation, hold the responsible employees accountable, and take appropriate measures to rectify the shortcomings. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to preventing child and forced labour, which would have a significant impact on the Group.

員工 • 共同成長(續)

僱傭合規

本集團嚴禁聘用童工及強制勞工，並嚴格遵守相關法律及法規，其中包括但不限於《中華人民共和國未成年人保護法》及《禁止使用童工規定》。為杜絕僱傭童工及強制勞工現象的出現，本集團已建立明確的政策及程序：

- 新員工在入職時須提交身份證明文件，確保其年齡達到最低的員工標準，以杜絕僱傭童工；及
- 於報告期間，我們與所有員工簽訂了勞動合同，在勞務派遣的情況下，須遵守國家有關規定，堅決抵制強制勞工。

如果發現童工或強制勞工，我們將嚴肅調查處理，追究相關員工的責任，並採取適當措施糾正漏洞。於報告期間，本集團並不知悉任何嚴重違反有關防止童工或強制勞工的法律及法規，且對本集團有重大影響的事宜。

COMMUNITY • COLLABORATING TO BUILD A BETTER COMMUNITY

Community Investment

The Group deeply understands that corporate commercial growth is closely linked with societal progress. As a responsible corporate citizen, we are fully committed to various community care initiatives and actively participate in philanthropic endeavors. We strive to bring long-term benefits to the community and accelerate socio-economic development. In this year, we took an active part in the Dress Casual Day event organised by the Community Chest of Hong Kong in October 2023, which marked the thirtieth anniversary of the initiative under the theme "Wear Your Moment". We encouraged our employees to make donations, spreading love through good deeds and enhancing and strengthening the societal awareness of child protection.

社區 • 共建美好社區

社區投資

本集團深刻理解，企業的商業成長與社會的進步緊密相連。身為負責任的企業公民，我們全力投入各種關懷社群的活動，並積極參與公益事業，為社區帶來長久的優勢，並加速社會經濟的蓬勃發展。於本年度，我們積極參與香港公益金於2023年10月舉辦的「公益金便服日」，今年是公益金便服日三十周年，主題是「Wear Your Moment」。我們鼓勵員工進行捐款，以善行把愛心傳遞，提升及加強社會對保護兒童的意識。



ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS

環境與社會關鍵績效指標

ESG Indicator 環境、社會及管治指標	Unit 單位	2023 2023年	2022 2022年
Aspect A1: Emissions 層面A1：排放物			
A1.1	Air Emissions 廢氣排放		
	Nitrogen oxides 氮氧化物	Kg 千克	50.80 4.18
	Sulfur oxides 硫氧化物	Kg 千克	0.24 0.21
	Particulate Matter 顆粒物	Kg 千克	3.33 0.31
A1.2	Greenhouse Gas (GHG) Emissions 溫室氣體排放		
	Direct GHG emissions (Scope 1) 直接溫室氣體排放量(範圍一)	tCO ₂ e 噸二氧化碳當量	47.69 49.13
	Energy indirect GHG emissions (Scope 2) 能源間接溫室氣體排放量(範圍二)	tCO ₂ e 噸二氧化碳當量	365.16 468.75
	Total 總量	tCO ₂ e 噸二氧化碳當量	412.85 517.88
	Intensity 密度	tCO ₂ e/revenue in million HKD 噸二氧化碳當量/ 百萬港元收益	6.62 7.55
A1.3	Hazardous Waste Generated 所產生的有害廢棄物		
	Total 總量	Kg 千克	104.00 3,906.30
	Intensity 密度	Kg/revenue in million HKD 千克/百萬港元收益	1.67 56.97
A1.4	Non-hazardous Waste Generated 所產生的無害廢棄物		
	Total 總量	Kg 千克	19,102.09 12,243.66
	Intensity 密度	Kg/revenue in million HKD 千克/百萬港元收益	306.18 178.55

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS

環境與社會關鍵績效指標(續)

(Cont'd)

ESG Indicator	Unit	2023	2022	
環境、社會及管治指標	單位	2023年	2022年	
Aspect A2: Use of Resources				
層面A2：資源使用				
A2.1	Energy Consumption			
	能源消耗量			
	<i>Direct Energy</i>			
	<i>直接能源</i>			
	Petrol	kWh	149,214.28	130,527.00
	汽油	千瓦時		
	Diesel	kWh	15,050.00	9,993.20
	柴油	千瓦時		
	<i>Indirect Energy</i>			
	<i>間接能源</i>			
	Purchased electricity	kWh	640,287.00	768,316.00
	外購電力	千瓦時		
	Total energy consumption	kWh	804,551.28	908,836.20
	能源總耗量	千瓦時		
	Intensity	kWh/revenue in million HKD	12,895.93	13,253.94
	密度	千瓦時／百萬港元收益		
A2.2	Water Resource			
	水資源			
	Total water consumption	m ³	4,604.00	4,278.00
	總耗水量	立方米		
	Intensity	m ³ /revenue in million HKD	73.80	62.39
	密度	立方米／百萬港元收益		
A2.5	Packaging Materials Used in Finished Products			
	製成品所用的包裝物料			
	Total	Kg	5,257.31	1,278.00
	總量	千克		
	Intensity	Kg/revenue in million HKD	84.27	18.64
	密度	千克／百萬港元收益		

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS

環境與社會關鍵績效指標(續)

(Cont'd)

ESG Indicator 環境、社會及管治指標	Unit 單位	2023 2023年	2022 2022年
Aspect BI: Employment			
層面BI：僱傭			
BI.1	Workforce Number		
	僱員數目		
	Total workforce	112	118
	僱員總數	人	
	By Gender		
	按性別劃分		
	Male	65	71
	男性	人	
	Female	47	47
	女性	人	
	By Employment Type		
	按僱傭類型劃分		
	Full-time	105	110
	全職	人	
	Part-time	7	8
	兼職	人	
	By Employee Category		
	按僱員類別劃分		
	Senior management	12	13
	高級管理人員	人	
	Middle management	15	14
	中層管理人員	人	
	Junior-level employees	85	91
	基層人員	人	
	By Age Group		
	按年齡組別劃分		
	Under 29 years old	16	21
	29歲以下	人	
	29-49 years old	88	89
	29-49歲	人	
	50 years old or above	8	8
	50歲或以上	人	

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS

環境與社會關鍵績效指標(續)

(Cont'd)

ESG Indicator 環境、社會及管治指標	Unit 單位	2023 2023年	2022 2022年
By Geographical Region			
按地區劃分			
PRC 中國內地	Person 人	111	118
Hong Kong, Macau, and Taiwan 港澳台	Person 人	1	0
Overseas 海外	Person 人	0	0
B1.2 Employee Turnover Rate			
僱員流失比率			
By Gender			
按性別劃分			
Male 男性	Percentage 百分比	31	32
Female 女性	Percentage 百分比	26	28
By Age Group			
按年齡組別劃分			
Under 29 years old 29歲以下	Percentage 百分比	69	57
29-49 years old 29-49歲	Percentage 百分比	19	27
50 years old or above 50歲或以上	Percentage 百分比	50	0
By Geographical Region			
按地區劃分			
PRC 中國內地	Percentage 百分比	29	31
Hong Kong, Macau, and Taiwan 港澳台	Percentage 百分比	0	0
Overseas 海外	Percentage 百分比	0	0

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS
(Cont'd)

環境與社會關鍵績效指標(續)

ESG Indicator 環境、社會及管治指標	Unit 單位	2023 2023年	2022 2022年
Aspect B2: Health and Safety			
層面B2：健康與安全			
B2.1	Number and Rate of Work-related Fatalities 因工亡故的人數及比率		
	Number of work-related fatalities 因工亡故的人數	Person 人	0 0
	Rate of work-related fatalities 因工亡故的比率	Percentage 百分比	0 0
B2.2	Work Injuries Occurrence 工傷發生次數	Times 次	1 0
	Lost Days Due to Work Injuries 因工傷損失工作日數	Days 天	90 0
Aspect B3: Development and Training			
層面B3：發展與培訓			
B3.1	Percentage of Employees Trained 受訓僱員百分比	Person 人	102 111
	By Gender 按性別劃分		
	Male 男性	Percentage 百分比	91 94
	Female 女性	Percentage 百分比	91 94
	By Employee Category 按僱員類別劃分		
	Senior management 高級管理人員	Percentage 百分比	92 100
	Middle management 中層管理人員	Percentage 百分比	93 79
	Junior-level employees 基層人員	Percentage 百分比	91 96

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS

環境與社會關鍵績效指標(續)

(Cont'd)

ESG Indicator 環境、社會及管治指標	Unit 單位	2023 2023年	2022 2022年
B3.2	Average Training Hours Completed Per Employee 每名僱員完成受訓的平均時數		
	By Gender 按性別劃分		
	Male 男性	Hour 小時	4 7
	Female 女性	Hour 小時	4 7
	By Employee Category 按僱員類別劃分		
	Senior management 高層管理人員	Hour 小時	3 3
	Middle management 中層管理人員	Hour 小時	4 3
	Junior-level employees 基層人員	Hour 小時	4 8
Aspect B5: Supply Chain Management			
層面B5：供應鏈管理			
B5.1	Number of Suppliers 供應商數目		
	PRC 中國內地	Supplier 家供應商	16 81
	Number of Suppliers that have been Evaluated During the Reporting Period 於報告期已進行評核的供應商數目	Supplier 家供應商	10 60

ENVIRONMENTAL & SOCIAL KEY PERFORMANCE INDICATORS

環境與社會關鍵績效指標(續)

(Cont'd)

ESG Indicator	Unit	2023	2022
環境、社會及管治指標	單位	2023年	2022年
Aspect B6: Product Responsibility			
層面B6：產品責任			
B6.2	Number of Products and Service Related Complaints Received	0	0
	產品及服務投訴數目		
	Case		
	件		
Aspect B7: Anti-corruption			
層面B7：反貪污			
B7.1	Number of Concluded Legal Cases Regarding Corrupt Practices	0	0
	對本集團或其僱員提出並已審結的貪污訴訟案件數目		
	Case		
	件		

Content 內容		Chapter/Disclosure 章節
Mandatory Disclosure Requirement 強制披露規定		
Governance Structure 管治架構	<p>A Statement from the board containing the following elements: 由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (l) disclosure of the board's oversight of ESG issues. (i) 披露董事會對環境、社會及管治事宜的監管； (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's business); and (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及 (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's business. (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	Environmental, Social and Governance Framework 環境、社會及管治框架
Reporting Principles	A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report.	About the Report – Reporting Principle
匯報原則	描述或解釋在編備環境、社會及管治報告時如何應用匯報原則(重要性、量化和一致性)。	關於本報告－匯報原則
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.	About the Report – Reporting Period and Scope
匯報範圍	解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。	關於本報告－報告期間及範圍

Content 內容	Chapter/Disclosure 章節
“Comply or explain” Provision 「不遵守就解釋」條文	
A. Environmental A.環境	
Aspect A1: Emissions A1.排放物	
General Disclosure 一般披露	Information on: 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：
	(a) the policies; and (a) 政策；及
	(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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。
KPI A1.1	The types of emissions and respective emissions data.
關鍵績效指標A1.1	排放物種類及相關排放數據。
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.
關鍵績效指標A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度。
KPI A1.3	Total hazardous waste produced (tonnes) and where appropriate, intensity.
關鍵績效指標A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度。
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.
關鍵績效指標A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度。
	Environmental • Embracing a Sustainable Green Future 環境 • 共迎綠色未來
	Environmental & Social Key Performance Indicator 環境與社會關鍵績效指標
	Environmental & Social Key Performance Indicator 環境與社會關鍵績效指標
	Environmental & Social Key Performance Indicator 環境與社會關鍵績效指標
	Environmental & Social Key Performance Indicator 環境與社會關鍵績效指標

Content 內容		Chapter/Disclosure 章節
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Energy Conservation and Emission Reduction
關鍵績效指標A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	節能減排
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management
關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	廢棄物管理
Aspect A2: Use of Resources		
A2.資源使用		
General Disclosure	Policies on the efficient use of resources, including energy, water, and other raw materials.	Energy Conservation and Emission Reduction
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	節能減排
KPI A2.1	Direct and/or indirect energy consumption by type in total (Kwh in '000s) and intensity.	Environmental & Social Key Performance Indicator
關鍵績效指標A2.1	按類型劃分的直接及/或間接能源總耗量(以千個千瓦時計算)及密度。	環境與社會關鍵績效指標
KPI A2.2	Water consumption in total and intensity.	Environmental & Social Key Performance Indicator
關鍵績效指標A2.2	總耗水量及密度。	環境與社會關鍵績效指標
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Conservation and Emission Reduction
關鍵績效指標A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	節能減排
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s), and steps taken to achieve them.	Water Conservation
關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	珍惜用水
KPI A2.5	Total packing material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Environmental & Social Key Performance Indicator
關鍵績效指標A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	環境與社會關鍵績效指標

Content 內容		Chapter/Disclosure 章節
Aspect A3: The Environment and Natural Resources		
A3.環境及天然資源		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Minimising Environmental Interference
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	減少環境干擾
KPI A3.I	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	
關鍵績效指標A3.I	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。	
Aspect A4: Climate Change		
A4.氣候變化		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	氣候變化
KPI A4.I	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	
關鍵績效指標A4.I	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	

Content 內容	Chapter/Disclosure 章節
B. Social B. 社會	
Employment and Labour Practice 僱傭及勞工常規	
Aspect BI: Employment B1. 僱傭	
General Disclosure 一般披露	Information on: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：
	(a) the policies; and (a) 政策；及
	(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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。
KPI BI.1	Total workforce by gender, employment type, age group and geographical region.
關鍵績效指標BI.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。
KPI BI.2	Employee turnover rate by gender, age group and geographical region.
關鍵績效指標BI.2	按性別、年齡組別及地區劃分的僱員流失比率。
	Employees • Growth Together 員工 • 共同成長

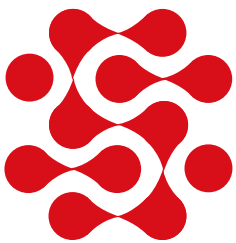
Content 內容	Chapter/Disclosure 章節
Aspect B2: Health and Safety B2.健康與安全	
General Disclosure 一般披露	Safety and Health 安全與健康
Information on: 有關提供安全工作環境及保障僱員避免職業性危害的：	
(a) the policies; and (a) 政策；及	
(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI B2.1	
Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	
關鍵績效指標B2.1	
KPI B2.2	
Lost days due to work injury. 因工傷損失工作日數。	
關鍵績效指標B2.2	
KPI B2.3	
Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	
關鍵績效指標B2.3	
Aspect B3: Development and Training B3.發展及培訓	
General Disclosure 一般披露	Development and Training 發展和培訓
Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	
KPI B3.1	
The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	
關鍵績效指標B3.1	
KPI 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。	
關鍵績效指標B3.2	

Content 內容	Chapter/Disclosure 章節
Aspect B4: Labour Standards B4.勞工準則	
General Disclosure Information on: 有關防止童工或強制勞工的： 一般披露	Legal Compliance in Employment 僱傭合規
(a) the policies; and (a) 政策；及	
(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI B4.1 Description of measures to review employment practices to avoid child and forced labour. 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。	
KPI B4.2 Description of steps taken to eliminate such practices when discovered. 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。	
Operating Practice 營運慣例	
Aspect B5: Supply Chain Management B5.供應鏈管理	
General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。	Products • Co-creating Business Value – Supply Chain Management 產品 • 共創商業價值 – 供 應鏈管理
KPI B5.1 Number of suppliers by geographical region. 關鍵績效指標B5.1 按地區劃分的供應商數目。	

Content 內容		Chapter/Disclosure 章節
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	
關鍵績效指標B5.2	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。	
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	
關鍵績效指標B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	
關鍵績效指標B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	
Aspect B6: Product Responsibility		
B6. 產品責任		
General Disclosure 一般披露	Information on: 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) the policies; and (a) 政策；及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Products • Co-creating Business Value – Product Quality Management 產品 • 共創商業價值—品 質管理

Content 內容		Chapter/Disclosure 章節
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Quality Management
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。	品質管理
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Customer Communication
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	客戶溝通
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Right
關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	知識產權
KPI B6.4	Description of quality assurance process and recall procedures.	Product Quality Management
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	品質管理
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Customer Privacy
關鍵績效指標B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	客戶隱私
Aspect B7: Anti-corruption		
B7.反貪污		
General Disclosure	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的：	Operations • Collaborating to Achieve the Highest Standards of Compliance 營運 • 共建最高合規水平
一般披露	(a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	

Content 內容		Chapter/Disclosure 章節
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Environmental & Social Key Performance Indicator
關鍵績效指標B7.1	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。	環境與社會關鍵績效指標
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Whistle-blowing Policy
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	舉報政策
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	反貪倡廉
Social		
社區		
Aspect B8: Community Investment		
B8.社區投資		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community • Collaborating to Build a Better Community
一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	社區 • 共建美好社區
KPI B8.1	Focus areas of contribution.	
關鍵績效指標B8.1	專注貢獻範疇。	
KPI B8.2	Resources contributed to the focus area.	
關鍵績效指標B8.2	在專注範疇所動用資源。	



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北京體育文化產業集團有限公司
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