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德信中国控股有限公司

Dexin China Holdings Company Limited

(於開曼群島註冊成立的有限公司)

(Incorporated in the Cayman Islands with limited liability)

股票代號 Stock Code: 2019



2023

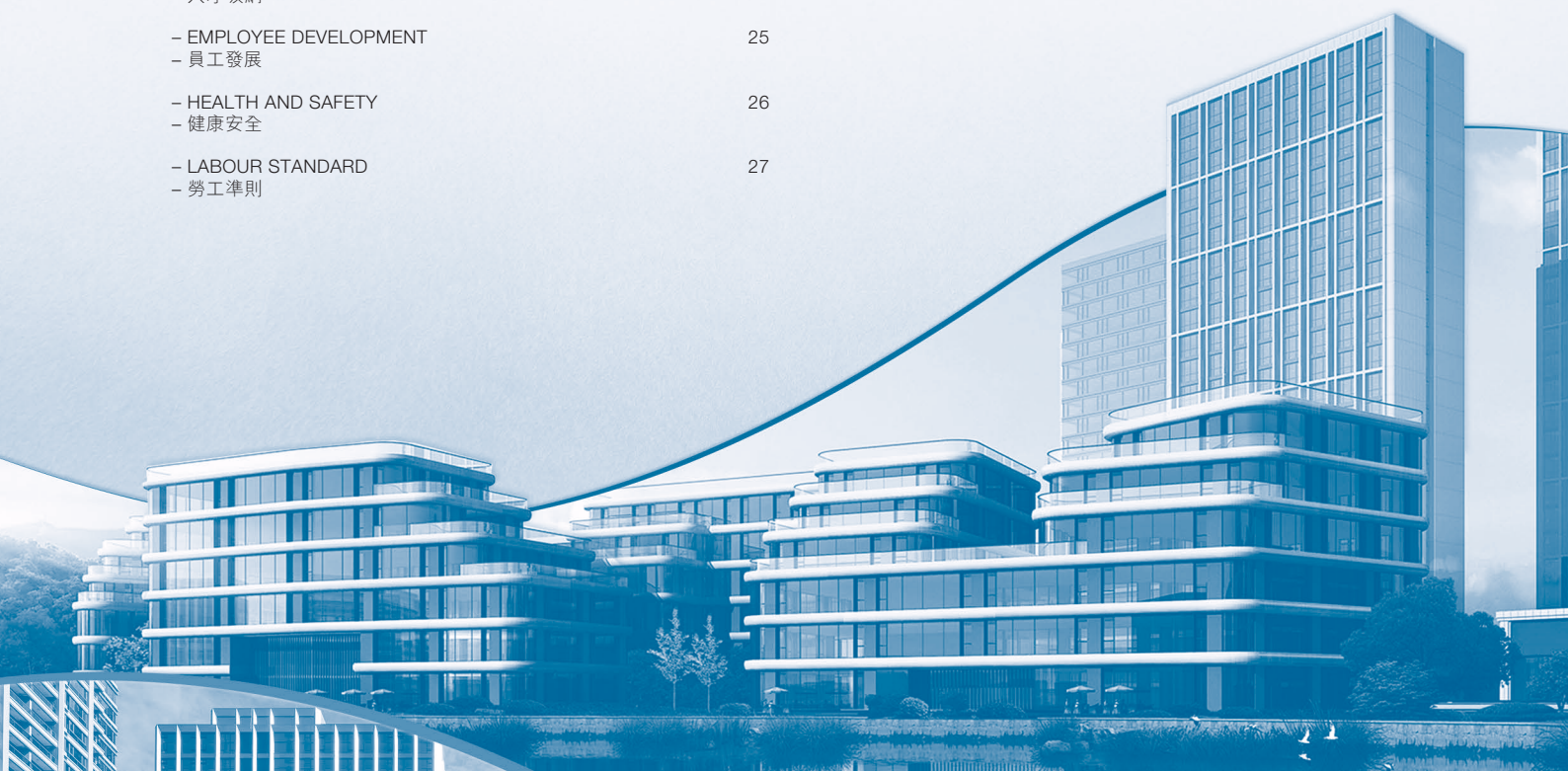
ENVIRONMENTAL SOCIAL
AND GOVERNANCE REPORT

年度環境、社會及管治報告

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ABOUT THIS REPORT

關於本報告

This is the Environmental, Social and Governance (“ESG”) report of Dexin China Holdings Company Limited (the “Company”) and together with its subsidiaries (collectively the “Group”, “we” or “Dexin”). The objective of this ESG Report is to highlight the Group’s ESG performance for the purpose of assisting all stakeholders in understanding the Group’s ESG concepts and practices in achieving sustainable development for the future.

Unless otherwise stated, this ESG Report includes our major operations, property development and construction services, in China during the period from 1 January 2023 to 31 December 2023 (the “Reporting Period”) relating to the overall performance, risks, strategies, measures and commitments of four aspects: quality of the working environment, environmental protection, operating practices and community participation.

REPORTING STANDARD

The Report has been prepared in accordance with the disclosure requirements set out in the “Environmental, Social and Governance Reporting Guide” contained in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “HKEx”). The content index for the ESG Reporting Guide is listed in Appendix II to this Report. The Board reviewed, confirmed and approved the Report on 23 April 2024.

REPORTING PRINCIPLES

The following principles are adopted in the Report:

- **Materiality:** Important and relevant information to stakeholders on different ESG aspects is covered in the Report. A materiality assessment was conducted to determine material ESG issues with results approved by the Board.
- **Quantitative:** The relevant standards, methodologies and assumptions used to prepare the quantitative information are disclosed, as appropriate. Quantitative information is provided with narrative and comparative figures, where possible.

本報告為德信中国控股有限公司(以下簡稱「本公司」)連同其附屬公司(統稱「本集團」、「我們」或「德信」)的環境、社會及管治(「ESG」)報告。ESG報告旨在突顯本集團之ESG表現，以協助全體利益相關方了解本集團之ESG概念及常規，達致未來可持續發展。

除非另行說明，ESG報告包括我們於自2023年1月1日至2023年12月31日期間(以下簡稱「報告期內」)內於中國之主要營運、物業開發及建築服務，內容涉及工作環境質素、環境保護、營運實踐及社區參與四個方面之整體表現、風險、戰略、措施及承諾。

報告標準

本報告遵從香港聯合交易所有限公司(以下簡稱「聯交所」)證券上市規則附錄二十七所載《環境、社會及管治報告指引》的披露規定編製。環境、社會及管治報告指引內容索引載於本報告附錄二。董事會於2024年4月23日審閱、確認及批准本報告。

報告原則

本報告已採納以下原則：

- **重要性：**本報告涵蓋於不同ESG方面對利益相關方而言屬重要且相關的資料。我們已進行重要性評估以釐定重要環境、社會及管治事宜，且評估結果獲董事會批准。
- **量化：**用於編製量化資料的相關標準、方法及假設已適當披露。在可能情況下，通過敘述及比較數字提供量化資料。

ABOUT THIS REPORT

關於本報告

- Consistency: Consistent methodologies are used to prepare and present ESG data in the Report, unless otherwise specified, to allow for meaningful comparisons.
 - Balance: The information is presented without the inappropriate use of selections, omissions or other forms of manipulation that would influence a decision or judgment by the reader.
- 一致性：除另有指明外，本報告使用一致的方法編製及呈列ESG數據，以便進行有意義的比較。
 - 平衡：資料的呈列並無不恰當使用影響讀者決策或判斷的選擇、遺漏或其他形式的操縱。

GOVERNANCE STRUCTURE

The Board has overall responsibility for the Group's ESG strategy and reporting. The Board is responsible for evaluating and determining the Group's ESG-related risks, and ensuring that appropriate and effective ESG risk management and internal control systems are in place. Our management has delegated the responsibility of coordinating the implementation of the Group's environment, employment and service quality assurance policies.

The Board leads and provides direction to management by instituting ESG policies and initiatives, supervising their implementation and monitoring ESG performance. The Board reviews ESG affairs regularly, including environmental protection, employment and labour practices, operating practices and community investment, and implements appropriate measures to enhance the ESG performance of the Group. The Board continues to explore ways to strengthen the ESG governance of the Group further.

STAKEHOLDERS' FEEDBACK

As the Group strives for excellence, stakeholders' feedback is appreciated, especially on topics listed as of the highest importance in the materiality assessment and its ESG approach and performance. If you have any comments or suggestions on the environmental, social and governance disclosure and performance of the Group, please communicate them with us by the means as follows:

Tel: +86 0571-85831088

Address: Dexin Group, No. 588 Huanzhan East Road, Jianggan District, Hangzhou, Zhejiang, PRC.

管治結構

董事會對本集團之ESG策略及匯報負有全部責任。董事會負責評估及釐定本集團之ESG相關風險，並確保採取適當及有效之ESG風險管理及內部監控系統。我們的管理層獲授予責任，協調執行本集團之環境、僱傭及服務質素保證政策。

董事會透過制定ESG政策及措施、監督其執行及監管ESG表現，帶領及指導管理層。董事會定期審核ESG事宜，包括環境保護、僱傭及勞工慣例、營運慣例及社區投資，並實施適當措施加強本集團的ESG表現。董事會持續開拓進一步加強本集團ESG的管治方法。

利益相關方之反饋

本集團在追求卓越的過程中，尤其是在重要性評估及其ESG方法及績效中被列為最重要的議題上，始終歡迎利益相關方的反饋。倘閣下對本集團環境、社會及管治披露及績效有任何意見或建議，請透過以下方式與我們溝通：

電話：+86 0571-8583 1088

地址：中國浙江杭州市江乾區環站東路588號德信集團。

STAKEHOLDER ENGAGEMENT

利益相關方之參與

We value our stakeholders and their feedback in regard to our businesses and ESG aspects. With the goal of strengthening the sustainability approach and performance of the Group, we put effort into maintaining close communication with our key stakeholders, including but not limited to government and regulatory authorities, shareholders, employees, customers, suppliers, and the general public. We take stakeholders' expectations into consideration in formulating our businesses and ESG strategies by utilising diversified engagement methods and communication channels, as shown below.

我們重視我們的利益相關方及其對我們業務及ESG方面的反饋意見。我們的目標是加強本集團的可持續發展方法及績效，努力與我們的主要利益相關方(包括但不限於政府及監管機構、股東、僱員、客戶、供應商及公眾)保持密切溝通。在制定我們的業務及ESG戰略時，我們會通過利用如下所示的多種參與方式及溝通渠道，考慮利益相關方的期望。

Stakeholders 利益相關方	Expectations and Concerns 期望與訴求	Communication channels 溝通渠道
Government and regulatory authorities 政府及監管機構	<ul style="list-style-type: none"> Compliance with laws and regulations 遵守法律法規 	<ul style="list-style-type: none"> Announcements and other regulatory reports 公告及其他監管報告
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Return on investments Corporate governance Sustainable development Compliance with laws and regulations 回饋投資者 企業管治 可持續發展 遵守法律法規 	<ul style="list-style-type: none"> Information disclosed on the HKEX website and corporate website Annual general meetings and other shareholders' meetings 在港交所網站及公司網站上披露的資料 股東週年大會及其他股東大會
Employees 員工	<ul style="list-style-type: none"> Employees' compensation and benefits Career development Occupational health and safety 員工薪酬福利 職業發展 職業健康及安全 	<ul style="list-style-type: none"> Employee performance evaluation On-the-job training Internal e-mail Staff activities 員工表現評估 在職培訓 內部電郵 員工活動

STAKEHOLDER ENGAGEMENT

利益相關方之參與

Stakeholders 利益相關方	Expectations and Concerns 期望與訴求	Communication channels 溝通渠道
Suppliers and contractors 供應商及承包商	<ul style="list-style-type: none"> • Transparency and fairness • Long-term cooperation 	<ul style="list-style-type: none"> • Meetings • Performance assessment • On-site visits • Industry activities
	<ul style="list-style-type: none"> • 透明及公平 • 長期合作 	<ul style="list-style-type: none"> • 會議 • 業績評估 • 實地考察 • 行業活動
Customers 客戶	<ul style="list-style-type: none"> • Service quality and satisfaction • Protection of customer rights • Confidentiality of privacy information 	<ul style="list-style-type: none"> • Market research • Corporate website • Customer service hotline and social media platform • Customer market research
	<ul style="list-style-type: none"> • 服務品質及滿意度 • 客戶權益保護 • 隱私資料保密 	<ul style="list-style-type: none"> • 市場研究 • 公司網站 • 客戶服務熱線及社會媒體平台 • 客戶市場調研
Community/Public 社區／公眾	<ul style="list-style-type: none"> • Protecting the community environment • Devoting to community welfare • Building harmonious society 	<ul style="list-style-type: none"> • Industry events • Charitable donations • Corporate social responsibility activities
	<ul style="list-style-type: none"> • 保護社區環境 • 致力於社區福祉 • 建構和諧社會 	<ul style="list-style-type: none"> • 行業活動 • 慈善捐款 • 企業社會責任活動

STAKEHOLDER ENGAGEMENT

利益相關方之參與

IDENTIFICATION AND DETERMINATION OF MATERIAL ISSUES

重大性議題識別與判定

During the reporting period, the Group benchmarked against the practices of leading companies in the industry and the focus of ESG in the capital market, identified a number of environmental, social and operating items and assessed their importance to stakeholders and the Group. This assessment helps to ensure that the Group's business objectives and development direction satisfy with the stakeholders' expectations and requirements.

於報告期內，本集團對標行業領導企業的慣例以及資本市場ESG關注的焦點，已識別多項環境、社會及營運項目，並評估其對利益相關方及本集團的重要性。是項評估有助確保本集團業務目標及發展方向符合利益相關方的期望及要求。

Identification of issues

識別議題

- Through a detailed review of media analysis, peer benchmarking analysis and other relevant documents, we identified the potentially important issues that reflect the environmental and social impact of the Group's business or affect stakeholder assessment and decision-making of the Group
- 我們通過媒體分析、同行對標分析及其他相關文件等詳細檢閱，識別能夠反映本集團業務對環境和社會的影響，或影響利益相關方對本集團評估和決策的潛在重要議題

Prioritising the issues

對議題進行排序

- Development of the stakeholder communication plan, conducted in-depth interviews and on-site research to understand the priorities of each stakeholder, and finally obtained the materiality matrix, which can be used to analyze and identify the truly significant issues
- 制定了利益相關方溝通計劃，進行深度訪談及現場調研，了解各利益相關方所優先關注的議題，最後得出重大性矩陣，由矩陣分析辨別真正具有重大性的議題

Result verification

驗證結果

- The results of the materiality matrix were submitted to management to identify the materiality and impact of identified issues. We would faithfully reflect on the Group's performance on relevant issues in the report
- 將重大性矩陣結果呈交管理層，確認已識別議題的重大性及其影響。我們將會在報告中如實反映本集團在相關議題上的表現

Review of issues

議題回顧

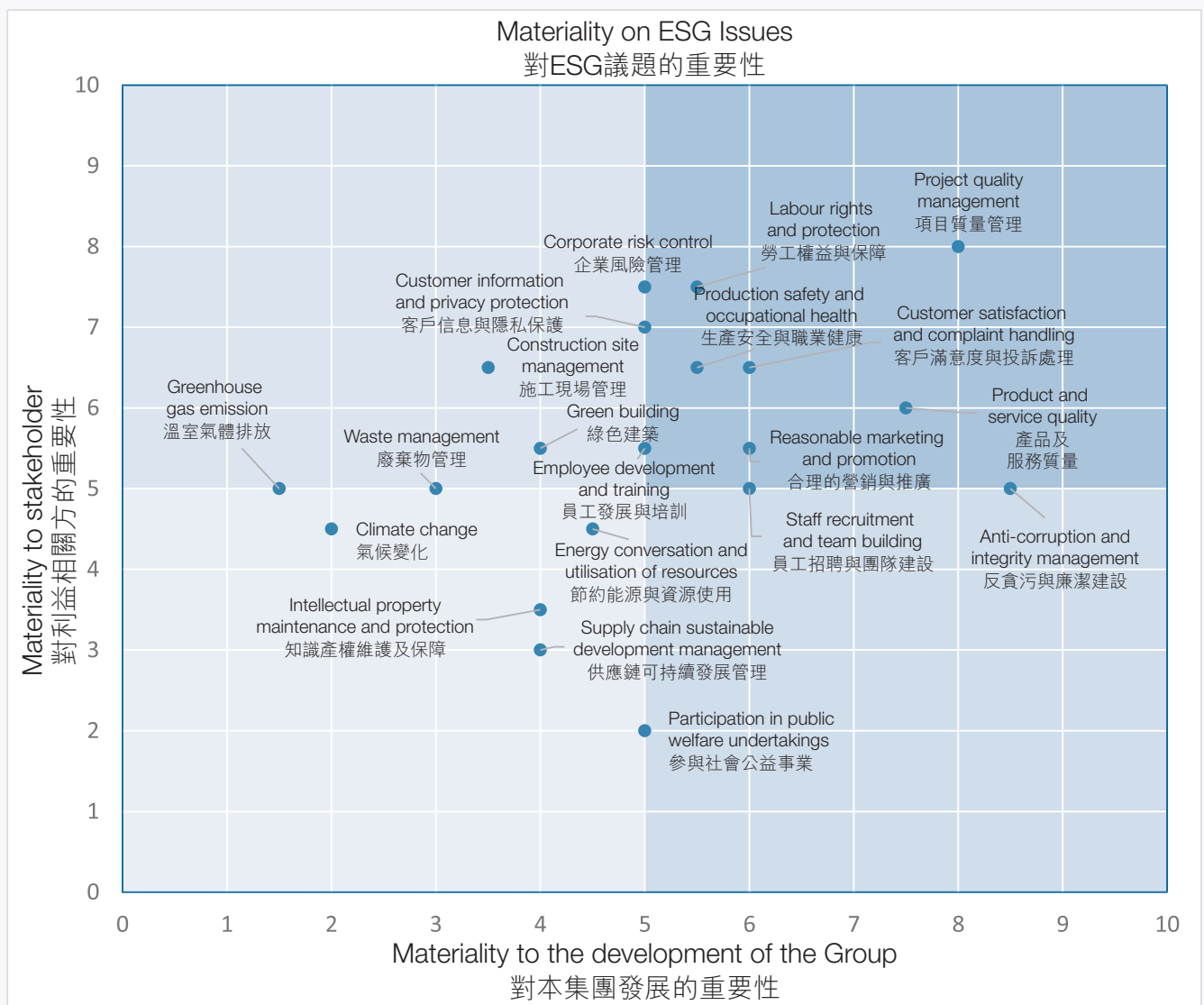
- We would examine whether the content of the report provides a reasonable description of the Group's impact and sustainability performance, and whether the process for preparing the content of the report reflects the intent of the reporting principles, and invite input from stakeholders
- 檢查報告內容是否提供了關於本集團的影響和可持續發展表現的合理描述，以及編製報告內容的流程是否反映了報告原則的意圖，並邀請利益相關方提供意見

STAKEHOLDER ENGAGEMENT

利益相關方之參與

The matters of concern for both the Group and stakeholders are listed in the following materiality matrix. The relevance/importance of each of the ESG issues was assessed and scored according to their views on a scale of 0 to 10 (0 is irrelevant and 10 is crucial). The ESG issues that fall within the top right-hand quadrant are of the greatest importance. The Group will re-evaluate and update the Group's materiality matrix periodically, depending on the changes in the external environment and business development.

本集團及利益相關方共同關注的事項載於以下重要性矩陣。每個ESG議題的相關性／重要性均根據其觀點進行評估及評分，評分範圍為0至10(0為不相關，10為至關重要)。位於右上方的ESG議題最為重要。本集團將根據外部環境及業務發展的變化，定期重新評估及更新本集團的重要性矩陣。



STATEMENT OF THE MANAGEMENT

管理層致辭

In reflecting on the financial year, we observed noteworthy fluctuations in the market informed by state regulations concerning real estate. Despite these headwinds however, the collective of Dexin forged onward with an unwavering commitment to quality products and services. As a “strong long-distance runner” the firm maintained an astonishing level of development, reflected in financial growth and praised contributions to cities high and low. Thus, our esteemed stakeholders were amply satisfied with our performance.

Throughout the year, we worked to enhance our brand image by remaining steadfast in positioning ourselves as “your life companion” and ensuring our construction quality was up to high standards. In response to industry policy changes, our business model shifted from “one body two wings” to a “dual-driven” system (incorporating residential and commercial properties). In 2023, with major product series and major product lines, Dexin seeks to meet the needs of all its users while promoting green building systems. These systems are characterised by “green ecology, healthy community, technological life and smart services” to adhere to the new carbon neutrality policy. Additionally, we are dedicated to building a supportive and collaborative user-centred triangle model of a community of companions for families to find joy and satisfaction within.

Over the course of the year, we made significant efforts to foster a comprehensive employee development platform. Therefore, in 2023 we took measures to heighten Dexin’s training program in all its aspects, while at the same time endeavouring to provide our employees with a healthy and harmonious working atmosphere, as well as emphasising their physical and psychological well-being. Consequently, we have been able to guarantee each individual’s basic rights and interests are respected and protected. We are confident that our staff’s ongoing growth and development will continue to foster the consistent advancement of Dexin, allowing everyone’s contribution to be appreciated and recognised.

回顧本財政年度，我們注意到市場因國家房地產法規所產生的顯著變動。儘管存在此等挫折，但德信集團依舊致力於產品及服務之質量。作為一個「穩健長跑者」，本公司保持驚人的發展水平，這體現在財務增長上，並讚揚對高低城市的貢獻。因此，我們敬重的利益相關方十分滿意我們的表現。

本年度整年，我們致力於提升品牌形象，堅定不移將自身定位為「你的生活知己」及確保我們的構建質量達致高標準。為應對行業政策改變，我們住宅、商用物業的業務模式由「一體兩翼」轉向「雙輪驅動」系統。2023年，憑藉主要的產品系列及主要的生產線，德信在促進綠色建築系統的同時，尋求達致全體用戶之需求。該等系統具備「綠色生態、社區健康、科技生活及智能服務」，以遵循新碳中和政策。此外，我們致力於構建一個支持性及協作性的、以用戶為中心的陪伴型社區三角模式，令家庭於其中尋得歡樂與滿足。

在過去的一年裡，我們在促進員工全面發展平台方面做出了重大努力。因此，2023年，我們採取措施以加強德信各方面之培訓計劃，同時努力為員工提供一個健康和諧的氛圍，以及強調彼等之身心健康。因此，我們能夠保證每個人之基礎權益得到尊重及保護。我們相信，員工的持續成長及發展將促進德信的不斷進步，令每個人的貢獻都得到讚賞和認可。

STATEMENT OF THE MANAGEMENT

管理層致辭

This year, we remain steadfast in our pursuit of the national objectives of “maximum carbon dioxide emissions” and “carbon neutrality” and promoting the green development of capital markets. We have established a secure Green Bond Framework (SPO) as part of our comprehensive green concept implementation. Through constant technological and process innovation, Dexin has been successful in reducing the environmental impact of project design, construction, operation, and maintenance. Following a thorough climate risk analysis, we have set ecological goals to further strengthen our green management process, with the intention to foster more efficient resource management and sustainable transformation, while at the same time advancing an eco-friendly and resource-conservative society.

This year, we have further improved our supply chain management and fulfilled the social responsibilities of a safe and well-run supply chain. We are proud to have formed a trustful bond with our business partners. The ties between the supplier and consumer have become closer and even more profitable through deepened communication, effective collaboration, mutual support, and joint prosperity. We hope everyone wins in this cooperative process.

The Group stands with an unwavering focus on the mission and responsibility entrusted to us by society, and will strive for excellence in all endeavours. As a constant innovator, we will seek to achieve integrated growth across the real estate industry’s entire value chain. We shall create an environment where our employees are empowered to realize their full potential while creating value for shareholders, fulfilling our social obligations, being a dependable companions to customers, and providing opportunities for partners to succeed in a mutually beneficial relationship.

本年度，我們堅定不移保持國家「碳達峰」及「碳中和」目標，以及促進資本市場綠色發展。作為我們全面綠色概念實施的一部分，我們已建立安全的綠色債券框架(SPO)。通過不斷的技術及工藝創新，德信已成功減少項目設計、修建、營運及維修之環境影響。經細緻的氣候風險分析，我們已設立生態目標，以進一步加強綠色管理程序，旨在促進更有效的資源管理及可持續轉型，同時推進構建生態友好型及資源節約型社會。

本年度，我們已進一步完善供應鏈管理，履行安全及妥善的供應鏈社會責任。我們很滿意能與業務夥伴建立信任紐帶。通過加深交流、高效協作、互相支持及共同繁榮，供應商及客戶之間的關係愈加緊密，並甚至愈加有利可圖。我們希望各方在合作過程中共贏。

本集團堅定不移地專注於社會賦予我們的使命與責任，並將竭力追求卓越。作為一個持續創新者，我們將尋求達致房地產行業之整體價值鏈的全體增長。我們須構建一個賦能員工實現彼等所有潛力的環境，同時為利益相關方創造價值，履行社會責任，成為客戶可靠的夥伴及為合作夥伴提供互利共贏取得成功的機會。

ABOUT DEXIN

走進德信

CORPORATE PROFILE

Dexin China Holdings Company Limited is a leading comprehensive property developer based in Zhejiang Province, China, the shares of which are listed on the Main Board of the HKEX (stock code: 2019.HK). Since its establishment, Dexin has persistently adhered to the corporate tenet of “good morals and good faith”, the core values of “upholding integrity, doing what is right and manufacturing authentic products”, and the quality management concept of “focusing on customer needs and creating value for customers”. Through all these efforts, we are widely recognized in the market and by the customers.

Corporate tenets	<ul style="list-style-type: none">• Good morals• Good faith
Core values	<ul style="list-style-type: none">• Uphold integrity• Do what is right• Manufacture authentic products
Brand concept	<ul style="list-style-type: none">• Your life companion

With 29 years of development, Dexin has established its presence in more than 30 cities, providing services to more than 100,000 families in China. Meanwhile, Dexin owns China's first-class real estate development qualification. It has been consistently ranked among the top 100 local real estate companies in Hangzhou for the past few years and earned 68th spot among China's top sales real estate enterprises.

公司簡介

德信中國控股有限公司是一家根植於中國浙江省的領先綜合型房地產開發商，為聯交所主板上市公司，股份代號：2019.HK。自其成立以來，德信始終堅持「厚德載物、誠信致遠」的企業宗旨，秉持「樹正氣、走正道、做正品」的核心價值觀，堅守以客戶需求為中心，為客戶創造價值的品質經營觀。透過所有該等努力，我們得到市場及客戶的廣泛認可。

企業宗旨	<ul style="list-style-type: none">• 厚德載物• 誠信致遠
核心價值觀	<ul style="list-style-type: none">• 樹正氣• 走正道• 做正品
品牌理念	<ul style="list-style-type: none">• 你的生活知己

歷經29年發展，德信目前已進駐全國30餘個城市，服務超10萬戶家庭。同時，德信擁有中國房地產開發一級資質。其連續多年躋身杭州本土房地產百強企業，並在中國房地產銷售百強企業中位列第68位。

BUSINESS OVERVIEW

The business operation of Dexin focuses on property development and sales. We also provide property construction services, lease of properties and hotel operations. Our property construction services refer to the provision of property project management services to non-owned residential projects. Similar to our owned property projects, we outsource the construction works of these residential projects to third-party construction companies. Dexin sticks to the “dual-driven” model of development (i.e., residential and industrial, commercial and cultural properties) and focuses on projects with favourable resources for mutual empowerment.

- For strategic presence, Dexin adheres to the strategy of focusing on deep cultivation and being based in Zhejiang, and continues to expand the business into cities with high potential and high-quality land resources, with projects covering all four core metropolitan areas in China, namely the Yangtze River Delta, the Pearl River Delta, Chengdu-Chongqing and Central China.
- For product development, Dexin Real Estate has developed three product lines, namely “Yueju (悦居)”, “Yuexiang (悦享)” and “Zunxiang (尊享)”, and created products matching the living needs of local people through five product series, namely Yuecheng Series (悦城系), Chenfu Series (宸府系), Dayuan Series (大院系), Yunzhuang Series (雲莊系) and Jiangshan Series (江山系), to meet the different housing needs of home buyers of all ages.

業務概況

德信的業務運營專注於物業開發及銷售。同時我們也提供物業建築服務、物業租賃以及酒店營運。我們的物業建築服務指我們向非自有住宅項目提供的物業項目管理服務。與我們自有物業項目類似，我們將該等住宅項目的建設工作外包予第三方建築公司。德信堅持住宅與產商文的「雙輪驅動」發展模式，聚焦優勢資源，相互賦能。

- 從戰略佈局上，德信堅持深耕聚焦的戰略，並立足浙江，持續向有發展潛力和優質土地資源的城市拓展業務，項目遍及長三角、珠三角、成渝、華中四大核心都市圈。
- 從產品打造上，德信地產研發出「悦居」、「悦享」、「尊享」三大產品綫，通過五大產品系：悦城系、宸府系、大院系、雲莊系、江山系，打造符合當地人居需求的作品，滿足全年齡段置業者的不同居住需求。

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GREEN OFFICE

Dexin is consistently devoted to diminishing carbon dioxide emissions and curbing their effect on the environment. The Group has strictly complied with governmental regulations, and formulated and published the Regulations on Civilized Office Management of Dexin Real Estate Group Co., Ltd. to enhance and actualise the green operation model of the Group, and improve the staff's ecological protection cognizance to achieve the Company's sustainable development. We are frequently refreshing our eco-friendly office practices to incorporate the notion of environmental preservation into the workplace.

綠色辦公

德信始終如一地致力於減少碳排放及控制對環境的影響。本集團嚴格遵守政府法規的同時，制定並發佈《德信地產集團有限公司文明辦公管理規定》加強及落實本集團綠色運營方式，提高員工生態保護意識，以達致本公司的可持續發展。我們頻繁更新生態友好辦公實踐，以將環境保護觀念融入辦公場所。

Saving energy consumption 節約用能

- Utilise natural light and use electrical appliances with high energy efficiency and low power consumption
- 採用自然光及高能效、低功耗的電器
- Replace the partitions in office area into transparent glass and use LED light and other energy saving and environmental protection means for lighting
- 辦公區域隔斷更換為透明玻璃，並更換LED燈等節能環保方式進行照明
- Set a reasonable air conditioning temperature in the office area to reduce electricity consumption.
- 設定辦公區域的合理的空調溫度，減少電力消耗。
- Control the settings of elevator and optimised the usage of elevator
- 控制電梯設置並優化電梯的使用

Saving water 節約用水

- Use water-saving sanitary ware
- 採用節水型衛生間用具
- Regularly check the use of water tanks and other facilities, and maintain them regularly to reduce the loss of water resources.
- 定期排查水箱等設施的使用情況，並定期維護，減少水資源流失。

Saving resources 節約資源

- Use office automation system and advocate paperless office in the Group
- 本集團範圍內使用辦公自動化系統，倡導無紙化辦公
- Centralised management on office supplies and other consumables by the Group and provide only when necessary to reduce damage and waste
- 本集團集中管理辦公用品及其他耗材，並僅在必要時提供以減少物品損壞及浪費

Enhancing management 加強管理

- Control the use of official vehicles by enhancing the approval process and encouraging the use of public transport
- 透過加強審批流程及鼓勵員工使用公共交通來控制公務車輛的使用
- Promote video conferences, and avoid carbon emissions caused by travelling.
- 推廣視頻形式會議，及避免差旅碳排放。

Promotion 推廣

- Water saving and electronic saving signs are posted at prominent positions
- 節約用水及節約用電標誌張貼於當眼位置
- 3Rs (Reduce, Recycle, Reuse) and waste classification posters are posted at prominent positions.
- 3R (減少、循環、重複使用) 及垃圾分類海報貼於當眼位置。

During the Reporting Period, the Group has optimised the office space by combining all office areas located in Hangzhou province with the Group headquarters office to save resources and reduce unnecessary energy consumption.

GREEN DESIGN

The Group adheres to the related Chinese national and local legislation and rules such as the Environmental Impact Assessment Law of the People's Republic of China and the Green Building Regulations of Zhejiang Province. In order to promote the construction of its green construction system, it has implemented the Evaluation Standard for Green Building GB/T50378-2019, in which all relevant green configuration requirements are clearly outlined. It is also committed to conducting environmental impact assessments and energy conservation evaluations for each project.

To ensure the well-being of property owners, indoor air quality is taken into consideration at the interior design stage. Materials and technology are in accordance with market advancement and modern residential demands. Heat pump air conditioning system, air conditioning system with capillary tube and air circulation system are installed and used to create a comfortable environment with consistent temperature, humidity and oxygen.

In 2023, the Group obtained Guangsha Award (“廣廈獎”) and Tian Tan Internation Award (“TTIA天壇國際獎”) for the design and development of innovative, resource-saving and environmentally friendly properties.

於報告期內，本集團優化辦公空間，將位於杭州市的所有辦公區域與本集團總部辦公室合併，以節省資源並減少不必要的能源消耗。

綠色設計

本集團遵守《中華人民共和國環境影響評價法》、《浙江省綠色建築條例》等相關中國國家和地方的法律法規。為促進其綠色建築系統的構建，其已實施《綠色建築評價標準GB/T50378-2019》，其中明確列出所有綠色配置相關要求。其亦致力於對各項目進行環境影響評估及節能評估。

為確保物業業主之福利，室內空氣質量亦納入室內設計範疇。材料及技術均符合市場發展及現代住宅的需求。安裝使用熱泵空調系統、毛细管空調系統及空氣循環系統，用於構建一個溫度、濕度及氧氣恒定的舒適環境。

於2023年，本集團憑藉創新、資源節約、環保物業的設計開發榮獲「廣廈獎」及「TTIA天壇國際獎」。

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GREEN CONSTRUCTION

To avoid environmental impact during the construction process, Dexin took proactive measures to observe and oversee the environmental protection activities conducted by the outsourced contractors to minimise unfavourable ecological consequences caused during the construction process. During the current period, Dexin incorporated pertinent regulations on eco-protection in the joint venture contract to encourage sustainable construction.

In accordance with the Environmental Protection Law of the People's Republic of China and other relevant laws and regulations, the Group strictly controls the engineering contractors. We have established Standard Guidelines for Secure and Civilized Construction with the purpose of guaranteeing the quality and safety of construction projects. We sought to minimise energy consumption and environmental harm through strict environmental protection management during the execution of these projects.

The Group has established and implemented various measures and schemes for water conservation, energy conservation, material conservation, land conservation and environmental protection in the course of construction, to effectively protect the ecological environment and save energy. During the monitoring process of the contractors, the Group continuously improved the green construction system to establish a comprehensive, systematic and standardised system.

The Group strictly adheres to the functional zoning regulations of the project site to abstain from developing projects that are located in areas with important ecosystems. Furthermore, during the project design stage, we actively adopted other forms of development technology such as roof greening and vertical greening to increase green zones in cities and provide substantial support for the construction of their respective environment construction.

綠色施工

為避免施工過程中對環境造成的影響，德信採取積極措施，對外承包商的環保活動進行觀察及監督，盡量減少施工過程中造成的不利生態後果。於本期間，德信在合資合同中納入生態保護的相關規定，以鼓勵可持續建設。

本集團根據《中華人民共和國環境保護法》等法律法規，嚴格管控工程承包商。我們制定了《安全文明施工標準化指引》，旨在保障項目建設質量及安全。於該等項目施工過程中，我們力求通過嚴格的環境保護管理，將能源消耗及環境危害降到最低。

於建造過程中，本集團已建立並實施節水、節能、節材、保護土地及環境保護的各項措施方案，以有效保護生態環境，節約能源。在監控承包商的過程中，本集團不斷完善綠色施工體系，建立全面、系統化及規範的系統。

本集團嚴格依據項目建設所在地的功能區域規定，以避免於重要生態區域開發項目。此外，於項目設計階段，我們積極採用屋頂綠化、垂直綠化等其他形式的開發技術，以增加城市綠色區域，也為其各自的環境建設提供強勁支撐。

GREEN CONSTRUCTION MANAGEMENT

綠色施工管理

The resources that the Group used consisted of water consumption, electricity and raw materials. The primary resources used are electricity and water. The management has established the following measures for the efficient use of resources during production to reduce waste:

• Wastewater discharge

The Group is committed to reducing the generation and discharge of wastewater through source control. We have constructed drainage ditches at the construction site to prevent mud, sewage and wastewater from flowing out. Moreover, all projects are equipped with sewage treatment systems and sedimentation tanks to maintain compliance with discharging construction sewage into municipal pipes or rivers after treatment.

• Dust management

Dust management will be one of the Group's main focus during the construction. The Group has taken multiple measures such as sprinkling, ground hardening, building temporary construction walls, barriers and fences or setting up covering nets to prevent the generation of dust. For cement and other materials that easily lift by air movement, the raw materials should be properly sealed or covered.

• Waste discharge

The Group has established a management system that clearly indicates waste classification, collection, storage, transfer and disposal requirements. We assigned full-time cleaners at the construction site to ensure waste is categorised, treated and disposed of timely, and strictly prohibited from burning all kinds of waste at the construction site.

本集團使用的資源包括耗水、電力及原材料。所用主要資源為電力及水。管理層已制定下列在生產過程中有效利用資源的措施，以減少廢棄物：

• 廢水排放

本集團致力於通過源頭控制的方式減少廢水產生與排放。我們在施工現場建設排水溝，防止泥漿、污水、廢水外流。此外，所有項目均設計污水處理系統和沉澱池，確保施工污水處理後達標排放至市政管道或河道。

• 揚塵管理

揚塵管理將為本集團施工期間的重點工作之一。本集團採取灑水、硬化地面、建造臨時施工圍牆、圍擋、圍籬或設置覆蓋網，以防止產生揚塵。對於水泥和其他容易隨空氣流動揚起的物料應適當密封或覆蓋。

• 廢棄物排放

本集團建立管理制度，明確廢棄物的分類、收集、存放、轉移和處理要求。我們在施工現場設置專職清潔工，保證垃圾及時分類、處理和處置，並嚴禁在施工現場焚燒各類廢棄物。

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• Noise management

The Group follows the Environmental Noise Emission Standard at the Construction Site Boundary at the construction site and adopts sound insulation, vibration isolation and noise reduction measures for construction equipment. If it is necessary to carry out construction process that exceeds the noise standard at night due to special conditions, it should be approved by the relevant department before proceeding.

We have pursued a comprehensive green operational model to contribute towards a sustainable environment and align with our environmental objectives. We have achieved this objective through research and development of eco-friendly products and technologies, promoting the implementation of green building initiatives, along with the propagation of low-carbon and sustainable development ideas among our suppliers, contractors, and partners.

During the Reporting Period, the EIA (“Environmental Impact Assessment”) compliance results of construction projects of Dexin were satisfied, and the Group did not face any events that negatively impacted the environment during the construction process.

ENVIRONMENT GOALS IN CARBON EMISSIONS AND ENERGY USE

A comprehensive review was conducted on Dexin’s environmental performance for the past few years and a detailed analysis of its emission patterns enabled us to identify possible areas for further improvement. Moreover, taking into account the particular characteristics of our business operations, our headquarters and related companies have set ambitious goals in terms of carbon emissions, energy use, water resources and waste management. Moving forward, we will continue to monitor all relevant energy requirements and carbon outputs while making timely adjustments to our green operation initiatives. We also promised that will regularly announce our annual environmental performance results to the public.

• 噪聲管理

本集團在施工現場遵循《建築施工場界環境噪聲排放標準》，對施工設備採取隔音、隔震和降噪措施，因特殊要求需要在夜間進行超過噪聲標準施工的情況，需由相關部門批准後方可進行。

我們追求全面綠色營運模式，為建設可持續發展環境作出貢獻並與我們的環境目標保持一致。我們通過研發環保產品及技術實現這一目標，推動綠色建築舉措的實施，同時，向供應商、承包商及合作夥伴宣傳低碳可持續發展理念。

報告期內，德信的建築施工項目環評（「環境影響評估」）達標結果良好，本集團於施工過程中未發生對環境造成負面影響的事件。

碳排放及能源使用的環境目標

對德信過往數年的環境績效進行了全面審查，並對其排放模式進行詳細分析，使我們能夠確定進一步可能改進的領域。此外，計及我們業務營運的獨有特色，總部及相關公司已就碳排放、能源使用、水資源及廢棄物管理方面設立宏偉目標。展望未來，我們將持續監控所有相關能源要求及碳輸出量，同時，及時調整我們的綠色營運舉措。我們亦承諾會定期向公眾發佈我們的年度環境績效業績。

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	Unit 單位	FY 2020 2020財政年度	FY2023 2023財政年度	Our goal 我們的目標	Achievement 成果
Carbon emissions intensity* 碳排放密度*	Tonne of CO ₂ equivalent/square meter of office area 噸二氧化碳當量/平方米辦公區域	0.017	0.01	↓ 17%	↓ 41%
Water consumption intensity* 耗水密度*	Tonne/square meter of office area 噸/平方米辦公區域	0.46	0.28	↓ 30%	↓ 39%
Non-hazardous waste intensity 無害廢棄物密度	Kg/square meter of office area 千克/平方米辦公區域	1.71	0.5	↓ 2%	↓ 71%
Hazardous waste intensity 有害廢棄物密度	Kg/square meter of office area 千克/平方米辦公區域	0.005	0.0008	↓ 2%	↓ 84%

* Reduction targets by FY 2030 are set based on the result of FY 2020 as the base year.

* 到2030財政年度的減少目標是以2020財政年度的結果為基準年設定。

RESPONSE TO CLIMATE CHANGE

應對氣候變化

With the acceleration of global warming, climate change has become significantly important and has become the most challenging global issue in the 21st century. Taking into account the condition of climate change, the Group analysed the risks and opportunities affected by climate change and disclosed the Group information related to climate change.

隨着全球變暖進程的加快，氣候變化的重要程度日益增強，已成為21世紀最具挑戰性的全球性問題。結合氣候變化情況，本集團分析了氣候變化影響的風險和機遇，披露了本集團與氣候變化相關的信息。

The Group identified climate risks in the aspect of transition risk and physical risks by considering the possible impact of climate change and the industrial characteristics.

本集團通過考慮氣候變化可能帶來的影響及自身所處行業特點，從轉型風險和實體風險識別了氣候風險。

TRANSITION RISKS

轉型風險

Aspects in 維度	Climate change risks 氣候變化風險	Major impacts 主要影響描述
Laws and regulations 法律及法規	Emission targets and policies	<ul style="list-style-type: none"> Steel and building materials will soon included in the scope of the second batch of mandatory carbon emission trading, which may increase the purchasing costs of Dexin. By interpreting the existing laws and regulations, the requirements for construction will become stricter, which may increase the operating costs of Dexin. Impacted by ZEB planning that implemented in many other countries, China may impose requirements on ZEB in the future and it will increase Dexin's cost in building design, clean energy construction, technology improvement and construction investment.
	排放目標及政策	<ul style="list-style-type: none"> 鋼鐵、建材即將納入第二批強制碳交易範圍，可能導致德信採購成本的增加。 通過對於現階段法律法規的解讀，建築建設要求將會提高，會導致德信運營成本的增加。 受各國對零能耗建築(ZEB)相關規劃規劃影響，未來中國若ZEB要求，將增加德信在建築設計、清潔能源建設、技術提高、建設投資方面的成本。

RESPONSE TO CLIMATE CHANGE

應對氣候變化

Aspects in 維度	Climate change risks 氣候變化風險	Major impacts 主要影響描述
Technology 技術	Technological innovation and product R&D	<ul style="list-style-type: none"> Dexin reduces the carbon emission from buildings through investment and research and development of new construction technologies. Due to the global concern about climate change, low-carbon technologies related to building design and construction have innovated rapidly, and Dexin's costs on independent research and development have been reduced. However, the competition with other enterprises with advance technology will become more aggressive. There is a possibility of failure in the investment of new low-carbon and environmental protection technologies.
	技術創新和產品研發	<ul style="list-style-type: none"> 德信通過資金投入，研發新的建築相關技術，以減少建築物的碳排放。 由於全球對氣候變化的關注，使得建築物設計以及建設相關的低碳排放技術快速創新，德信自主研發的成本得以降低，但同時與其他先進企業的競爭將更加激烈。 投資新型低碳環保技術的過程中存在失敗的可能性。
Market 市場	Changes in customer behaviour	<ul style="list-style-type: none"> Increase in the demand for environmentally friendly and low-carbon products leads to a reduction in demand for our products. Development of sustainable buildings to meet the demand of customers.
	客戶行為變化	<ul style="list-style-type: none"> 環保及低碳產品的需求增加導致我們的產品需求減少。 開發可持續樓宇，滿足客戶需求。
Reputation 聲譽	Changes in investor evaluation	<ul style="list-style-type: none"> Investors' expectations increase. If Dexin fails to improve or upgrade on time, it will have adverse impact on the business.
	投資者評價變化	<ul style="list-style-type: none"> 投資者的期望增加，若德信不能及時改善或提升，將會對業務造成負面影響。

RESPONSE TO CLIMATE CHANGE

應對氣候變化

PHYSICAL RISKS

實體風險

Aspects in 維度	Climate change risks 氣候變化風險	Major impacts 主要影響描述
Acute risks 急性風險	Frequent abnormal climate phenomena	<ul style="list-style-type: none"> Frequent typhoons, rainstorms, floods, droughts and other abnormal climate phenomena will affect the construction process and affect the transportation, usage and storage of raw materials, leading to delays of construction progress of the project. Abnormal climate phenomena may lead to damage on the building structures and consequently require extra cost for repairment.
	異常氣候現象頻發	<ul style="list-style-type: none"> 颱風、暴雨、洪水、乾旱等異常氣候現象的頻發，將影響施工進程，影響原材料的運輸、使用和儲存，導致工程建設進度延誤。 異常氣候現象可能導致建築結構損壞，從而需要額外維修成本。
Chronic risks 慢性風險	Rise in average temperature	Rising temperature will increase energy consumption and the burden on workers, resulting in increased of operation cost.
	平均氣溫上升	氣溫上升對於能源消耗和勞動者的負擔均會增加，從而導致運營成本增加。

In response to the project risks brought by climate change and extreme weather, the Group pays focus on weather forecast especially on severe weather such as typhoons, rainstorms, high rising temperatures and and others climate issues. We have conducted various special inspections, targeted to detect the potential quality and safety risks and minimise the impact of extreme weather on project progress and quality. The Group has established the Notice on Strengthening Construction Management in Winter Season, which listed the specific construction measures during winter. The notice is applicable to all projects and provides guidelines such as heat preservation and anti-freezing methods in different construction stages to eliminate incidents happened and ensuring the quality and safety of construction during winter. Companies that are located in different province have also formulated detailed response plans according to the local situation.

針對氣候變化和極端天氣所帶來的項目風險，本集團對颱風、暴雨、高溫等惡劣氣候的天氣預報以及其他氣候議題予以重點關注。我們進行了各項專項檢查，針對性地排查潛在的質量安全風險，盡量減低極端天氣對項目進度與質量造成的影響。本集團已制定關於加強冬季施工管理的通知，當中載列冬季施工的具體措施。通知適用於所有工程，並對不同施工階段的保溫、防凍方法等進行指導，杜絕事故發生，確保冬季施工質量及安全。各城市公司也根據當地情況制定了詳細的應對計劃。

RESPONSE TO CLIMATE CHANGE

應對氣候變化

ENVIRONMENTAL PERFORMANCE

環境績效

Key Performance Indicators 關鍵績效指標	Unit 單位	2023 2023年	2022 2022年
Greenhouse gas emission 溫室氣體排放			
Scope 1 – Fuel combustion 範疇一 – 燃料燃燒	Tonne of CO ₂ equivalent 噸二氧化碳當量	173.3	256.8
Scope 2 – Electricity consumption 範疇二 – 用電量	Tonne of CO ₂ equivalent 噸二氧化碳當量	142.6	174.3
Total emissions (scope I + scope II) 總排放量(範疇一+範疇二)	Tonne of CO ₂ equivalent 噸二氧化碳當量	315.8	431.1
Greenhouse gas emission intensity 溫室氣體排放密度	Tonne of CO ₂ equivalent/square meter of office area 噸二氧化碳當量/平方米辦公區域	0.01	0.01
Air emission 廢氣排放物			
SOx 硫氧化物	kg 千克	0.9	1.4
NOx 氮氧化物	kg 千克	90.6	885.6
Particulate matter 顆粒物	kg 千克	6.7	65.2
Wastes 廢棄物			
Non-hazardous wastes 無害廢棄物	Tonne 噸	18.2	19.7
Intensity of non-hazardous wastes 無害廢棄物密度	Kg/square meter of office area 千克/平方米辦公區域	0.5	0.5
Hazardous wastes 有害廢棄物	Tonne 噸	0.03	0.05
Intensity of hazardous wastes 有害廢棄物密度	Kg/square meter of office area 千克/平方米辦公區域	0.0008	0.001
Wastewater discharges 污水排放量	Tonne 噸	11,420.0	18,660.1
Intensity of wastewater discharged 污水排放密度	Tonne/square meter of office area 噸/平方米辦公區域	0.3	0.5

RESPONSE TO CLIMATE CHANGE

應對氣候變化

Key Performance Indicators 關鍵績效指標	Unit 單位	2023 2023年	2022 2022年
Use of resources 資源使用			
Energy consumption 能源消耗			
Electricity 電力	kWh 千瓦時	233,691.9	285,734.4
Petrol 汽油	kWh 千瓦時	585,721.1	919,098.7
Natural gas 天然氣	kWh 千瓦時	46,834.9	50,967.1
Total energy consumption 能源消耗總量	kWh 千瓦時	866,247.9	1,255,800.2
Energy consumption intensity 能源消耗密度	kWh/square meter of office area 千瓦時／平方米辦公區域	23.1	33.6
Water 水資源	Tonne 噸	10,488.7	37,537.7
Water consumption intensity 水耗密度	Tonne/square meter of office area 噸／平方米辦公區域	0.28	1.00

ADHERE TO PEOPLE ORIENTATION

堅持以人為本

Employees are the foundation of the Group development and regards employees as its most valuable asset. Dexin has attached great importance to the employee development, and fully respected and protected the basic rights and interests of every employee. We have designed a comprehensive incentive system and paid attention to the safety and health of employees. We have also encourage diversified culture in order to built harmonious working environment and creating bonds between the enterprise and the employees. We believes that a good working environment will attracts talented employees and provide a platform for us to development more ambitious employees that are aligned with company visions.

TALENT ATTRACTION

Every industries are competing for talented employees. Dexin has placed significant focus on every employee and had established a comprehensive system to attracts talented employees. We regularly evaluate our organisational structure, and analyse the current situation and challenge of faced by the Group as well as each subsidiaries. Our human resource department will provide suggestions and plan accordingly based on organisation structure and the current progress development of the Group's goals. The Group has streamlined the organisation structure to improve the efficiency of the Group through region integration, function integration and zone integration, and implemented corresponding internal systems to support employee development through internal competition and internship management.

Employee profile and turnover rate

The Group is strictly committed to non-discrimination policy and focus on equal opportunities provided for all, regardless of age, gender, race, disability or marital status, to foster greater employee satisfaction. We seek to diversify the staff in terms of gender and age to create a balanced and professional working environment. Moreover, the Group actively encourages diversity among its workforce and warmly welcomes people of any background, thus effectively bringing the principle of fairness into practice.

員工是本集團發展之根本，並為最有價值的資產。德信高度重視員工的發展，充分尊重和保護每一位員工的基本權益。我們設計了全面的激勵制度，關注員工安全與健康。我們亦鼓勵多元文化，以構建和諧的工作環境，建立企業與員工之間的連繫。我們相信，良好的工作環境將吸引有才華的員工，並為我們提供一個平台，培養更多有抱負並配合本公司願景的員工。

人才吸納

各行各業都在爭奪人才。德信高度重視每位員工，並建立完善的人才引進制度。我們定期評估組織架構，分析本集團及各附屬公司面臨的現況與挑戰。人力資源部門將根據組織架構和目前本集團目標的進展情況，提出相應的建議及規劃。本集團通過區域整合、功能整合及片區整合簡化組織架構以提升本集團效益，並實施相應的內部制度，以支持內部競聘及見習管理等員工發展。

員工概況及流失率

本集團嚴格致力於對所有人非歧視政策及提供平等機會，不分年齡、性別、種族、殘疾或婚姻狀況，以提升員工的滿意度。集團尋求員工於性別及年齡方面的多元化，以打造一個平衡及專業的工作環境。而且，本集團積極鼓勵員工團隊的多元化，並熱烈歡迎任何背景的人，從而有效地將公平原則付諸實踐。

ADHERE TO PEOPLE ORIENTATION 堅持以人為本

The employment contract specifies the terms, including compensation and dismissal, working hours, rest periods and other benefits and welfare for staff. The staff handbook also highlights important information on policies on compensation, employee benefits, rights on termination, business conduct and leave benefits. Social activities such as the annual dinner, team building and other social events are organized for employees to increase their work-life balance and enhance their relationship with employees.

As of 31 December 2023, the Group has 1,273 employees (2022: 1,561 employees) who are all located in PRC and the staff turnover rate is approximately 18.4%. The details of staff distribution and staff turnover rate are as follows:

僱傭合同訂明員工的薪酬及解僱、工作時數、休息時間以及其他利益及福利等條款。員工手冊亦強調薪酬、僱員福利、終止權利、商業操守及休假福利政策等重要資料。本集團會為員工舉行週年晚宴、團隊建設及其他社交事項等社會活動，令彼等於工作與生活之間取得更大的平衡，並增強與員工的關係。

截至2023年12月31日止，本集團的1,273名(2022年：1,561名)員工均於中國，僱員流失率約為18.4%。員工的分佈及員工流失率詳情載列如下：

		No. of staff 員工數	Staff turnover rate 員工流失率
Total number of employees	員工總數	1,273	18.4%
<i>Gender</i>	<i>性別</i>		
Male	男員工	785	18.9%
Female	女員工	488	17.7%
<i>Age Group</i>	<i>年齡組別</i>		
18-29	18歲至29歲	304	34.6%
30-39	30歲至39歲	763	14.8%
40-49	40歲至49歲	184	–
50 and above	50歲及以上	22	–
<i>Region</i>	<i>區域</i>		
Central China	華中地區	127	42.5%
East China	華東地區	1961	24.4%
South China	華南地區	129	–
Other regions	中國其他地區	56	–
<i>Employment type</i>	<i>類別</i>		
Full time	全職	1,273	18.4%
Part-time	兼職	–	–

Performance appraisal

We conduct annual performance appraisals for each regional and headquarter management team and department head and quarterly performance reviews will also be conducted for general staff. The Group ensure adequate controls on employees' performance appraisal by establishing feedback channels to increase the reliability of the performance appraisal results.

績效考核

我們對各區域、總部管理團隊及部門主管進行年度績效考核，並對一般員工進行季度績效評估。本集團透過建立反饋管道，提升績效考核結果的可靠性，確保對員工績效考核的充分掌控。

ADHERE TO PEOPLE ORIENTATION

堅持以為人本

Staff communication

The Group encourages our staff to express their opinions through democratic communication. We organised management meetings, induction meetings, annual meetings and others forms of communication channel to provide opportunities for the employees to have a better understanding on the Group's culture. The Group has established effective communication channels between the management and employees.

Work-life balance

The Group not only provides its employees with competitive compensation and benefits, but also values employees' work-life balance. The Company prioritises its employees' well-being and strives to ensure that they maintain a proper balance between their personal and professional lives. During the Reporting Period, the Group held various employee activities, including birthday celebrations, gatherings and other team-building activities to enhance cohesion and promote sense of belonging and team spirit among employees.

EMPLOYEE DEVELOPMENT

The continuous growth and development of employees are crucial factors in enabling an enterprise to achieve its strategic objectives. The Group implemented systematic and progressive training and development programmes for its key talents across all occupational levels. We have provided regular training sessions to employees at both Group level and local branches. The training system is divided into three main streams, namely fundamental and specified training, talent echelon and functional study, to ensure comprehensive coverage. Through these programmes, we aim to equip our employees with the necessary skills and knowledge to excel in their roles and contribute to the Group's success.

During the Reporting Period, the total number of training attendances in the Group was 972. The total training hours provided to the employees is 2,913 hours and there are approximately 76.4% of staff have attended training this year.

員工溝通

本集團鼓勵員工以民主溝通的方式表達意見。我們組織管理層會議、入職會議、年會等多種形式的溝通管道，為員工提供深入了解本集團文化的機會。本集團已建立管理層和員工之間有效的溝通渠道。

工作與生活平衡

本集團不僅提供員工有競爭力的薪資福利，更重視員工工作與生活的平衡。本公司優先考慮員工的福祉，並努力確保彼等在個人生活與職業生活之間保持適當的平衡。於報告期內，本集團舉辦了豐富多彩的員工活動，包括生日慶祝、聚會等團建活動，增強員工凝聚力，提高員工歸屬感及團隊精神。

員工發展

員工的持續成長及發展是企業實現策略目標的關鍵因素。本集團對各職業層級的關鍵人才實施系統、循序漸進的培訓及發展計劃。我們為本集團各層級及當地分公司的員工提供定期培訓課程。培訓體系分為基礎及專項培訓、人才梯隊、職能學習三大類，確保全面涵蓋。透過該等計劃，我們的目標是為員工提供必要的技能和知識，使其在職位上表現出色，並為本集團的成功做出貢獻。

報告期內，本集團總受訓人數達972人次。本年度為員工提供的培訓總時數為2,913小時，約76.4%的員工參加了培訓。

ADHERE TO PEOPLE ORIENTATION

堅持以人為本

		Number of people that attended training 參加培訓人數	Percentage of staff attended training 參加培訓的員工百分比
Gender	性別		
Male	男性	680	86.6%
Female	女性	292	59.8%
Job position	職位		
Senior management	高級管理層	7	63.6%
Middle management	中級管理層	159	58.0%
General staff	一般員工	806	81.6%

HEALTH AND SAFETY

The Group has established related management systems and organised safety training programmes for its workforce to proactively reduce the risk of injuries and occupational health issues.

The Group has particular focus on managing employees' health and safety risks, especially in the area of construction fire safety. The Group has established a sound fire responsibility system and management system. We have also formed a firefighting leadership group, equipped with sufficient and appropriate fire equipment (e.g. fire hydrant, fire extinguisher, fire pool, fire pipe, etc.) and firefighting personnel, and apply strict approval process for the fire usage in the construction site.

During the Reporting Period, the Group has arranged training activities for engineers to strengthen their awareness of quality and safety control. We have also conducted regular training to promote construction quality and safety to the management personnel of each project. Additionally, the Group has taken additional steps to protect and ensure the health and safety of its employees by providing pre-employment health checks, annual health examinations and work-related injury leaves. In order to meet the management requirements for safety and quality, the Group regularly held meetings to summarise the quality and safety assessment conducted by third parties. Management also works together with the developer, construction parties and other consultants to conduct daily patrols and weekly inspections at the construction site. In the past three years, the Group did not have any work-related injury accidents.

健康安全

本集團已建立相關管理系統，並為員工舉辦安全培訓計劃，積極降低工傷及職業健康問題的風險。

本集團尤其注重管理員工的健康及安全風險，特別是在施工消防安全領域。本集團建立了完善的消防責任制度和管理制度。我們亦成立了消防領導小組，配備充足、合適的消防器材(如消防栓、滅火器、消防水池、消防管等)和消防人員，對施工現場的明火使用實行嚴格的審批程序。

於報告期內，本集團已安排工程師培訓活動，強化其品質和安全控制意識。我們亦定期對各項管理人員進行培訓，提升施工質量及安全。此外，本集團亦採取額外措施，透過提供入職前健康檢查、年度健康檢查及工傷假來保護及確保員工的健康和安全。為滿足安全品質管理要求，本集團定期召開會議，總結第三方質量安全評估狀況。管理層亦與開發商、施工方及其他顧問合作，對施工現場進行日常巡邏及每週檢查。近三年，本集團未發生工傷事故。

ADHERE TO PEOPLE ORIENTATION

堅持以人為本

LABOUR STANDARD

The Group is committed to upholding the labour rights of staff and has established a compliant mechanism for staff to report any labour violations. The Group strictly prohibits the employment of staff members who are under the legal working age. There are no labour disputes between the Company and its staff have been recorded during the Reporting Period.

The Group's policy is to disqualify the person from employment if they are found to be hired against the requirements of the Labour Contract Law. The Group adhere to the laws and regulations prohibiting child labour and forced labour, which mainly include the following:

- Labour Law
- Labour Contract Law
- Law on Protection of Minors
- Provisions on the Prohibition of Using Child Labour

勞工準則

本集團致力於保障員工的勞工權利，並已建立投訴機制，供員工舉報任何違反勞工法例的行為。本集團嚴格禁止聘用未達到法定工作年齡的員工。報告期內，公司與其員工之間並無勞資糾紛記錄。

本集團設有政策，倘發現所僱傭的人員違反《勞動合同法》的規定，則取消其就業資格。本集團遵守禁止僱傭童工及強迫勞工的法律及法規，主要包括以下法律：

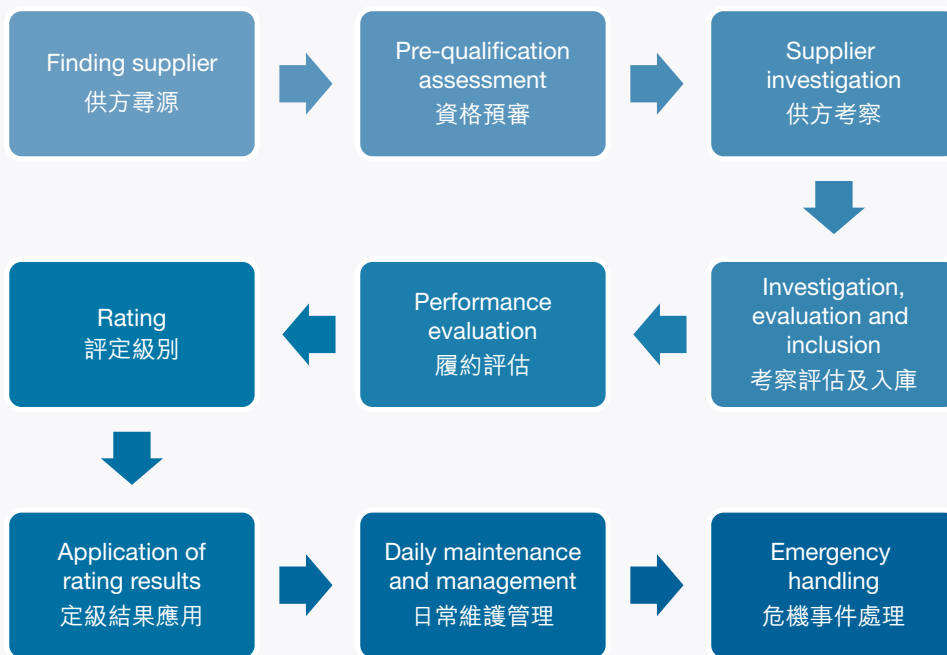
- 《勞動法》
- 《勞動合同法》
- 《未成年人保護法》
- 《禁止使用童工規定》

RESPONSIBLE PURCHASING

責任採購

Dexin always focuses on maintaining long-term relationships with suppliers that provide high quality goods and services. We believe that long-term relationship with suppliers will be one of the main driving forces for the Group's rapid development and could optimise the product and service quality. We continuously monitor our supplier management measures and strictly follow the nine-step method and standardised the supplier management procedure.

德信一向致力於與供應商維持長期合作關係，提供高質素貨品及服務。我們相信，與供應商的長期關係將為本集團快速發展的主要推動力，並能優化產品及服務質素。我們持續監督供應商管理措施，嚴格執行九步法及標準化供應商管理程序。



Nine-step method for supplier management
供應商管理九步法

Supplier assessment will be performed and reviewed by few relevant parties and only qualified suppliers are allowed to include in the supplier list. All qualified suppliers are required to sign the Supplier Integrity Commitment to ensure the supplier behavior are aligned with the Group requirement.

供應商評估將由各方相關人員聯合進行及審視，且僅合資格供應商可列入供應商名單。所有合資格供應商須簽署《供應商廉潔承諾書》，以確保供應商行為符合本集團要求。

RESPONSIBLE PURCHASING

責任採購

Dexin will evaluate every supplier performance fairly and without any bias. We have established the Performance Assessment Form for Various Suppliers of Dexin Real Estate and have standardised the process of process assessment, completion assessment and post-completion assessment for every supplier.

德信將公平公正、不偏不頗地評估每個供應商的表現。我們已制定《德信地產各類供應商表現評估表》，並規範對每個供應商的過程評估、完工評估及完工後評估的流程。



Daily performance assessment mechanism
日常履約評估機制

The Group will conduct the annual stock take, organise stock clearance campaigns and continuously monitor the product or service provided by the suppliers in order to ensure the quality is maintained. For supplier with unsatisfactory performance, management may remove the supplier from the supplier list or terminate the contract with the supplier.

本集團將執行年度盤點，安排清庫行動，持續監督供應商提供的產品或服務，以維持其質素。對於表現欠佳的供應商，管理層可從供應商名單中移除或終止與該供應商的合約。

Furthermore, the Group has established precautionary risk control on new onboarding suppliers. We will base on the supplier risk level to determine the order quantity, decide whether to continue or terminate the contract with the supplier or take any other appropriate actions to enhance the management on supply chain, ensuring no corrupted activities are happening.

此外，本集團已制定新增供應商風險預控措施。我們將根據供應商風險水平釐定訂貨量、決定是否繼續或終止與供應商的合約，或採取任何其他適當措施加強供應鏈管理，以確保不會發生貪污行為。

During the Reporting Period, the Group has a total of 3709 suppliers. There are 2859 suppliers located in Eastern China, 652 in Central China and other 198 are located in Southern China.

於報告期內，本集團有合共3709名供應商。2859名供應商位於華東地區、652名位於華中地區，其他198名位於華南地區。

RESPONSIBLE PURCHASING

責任採購

Green supply chain

The Group abides by the latest national, industrial and local standards, and has formulated internal purchasing and technical construction standards for floors and cupboards in interior decoration to strictly limit the concentration of formaldehyde and hazardous substances, to ensure the health of users.

To enhance suppliers' awareness of environmental responsibility, the Group has stated in its centralised purchase agreements that suppliers shall meet the environmental management system ISO14001 qualifications or comply with RoHS production requirements for green products. Additionally, suppliers are required to adhere to relevant national and local environmental protection policies and regulations and ensure all production processes comply with the latest policies and regulations. The Group also ensures that rare materials are avoided during the selection of materials and instead employs new materials technology and processes which are more environmentally friendly.

綠色供應

本集團實施追蹤國家、行業及地方最新標準，對於室內裝修所用的地板、櫥櫃制定了內部的採購及施工技術標準，嚴格限制其甲醛及有害物質的濃度，以保障用戶的身體健康。

為提高供應商的環境責任意識，本集團在集中採購協議中明確供應商應達到環境管理體系ISO14001資質或者RoHS綠色產品生產要求。此外，供應商亦須遵守國家級地方相關環保政策及法規，並確保所有生產過程符合最新政策及法規。本集團在選材時亦避免使用稀有材料，而採用更環保的新材料技術及工藝。

Throughout the Reporting Period, the Group has made consistent efforts to enhance its reputation by prioritising three key branding concepts: “knowing the customer”, “maintaining integrity”, and “striving for long-term development” (「知己德信」、「開發者德信」、「長跑者德信」). To achieve its objective of building a strong brand reputation through quality maintenance, the Group has focused on conducting research to improve product quality, standardise internal control systems and enhance product development.

The Group has established and strictly implemented the Operating Guidelines for Product Quality Control of Dexin Real Estate. We actively manage every aspect of our projects to ensure we are meeting the quality standards, including quality risk management, project development quality management, engineering project quality management and operating quality management. Our goal is to not only improve the overall quality of our projects but also enhance the quality of living and comfort while minimising any negative impact on the environment.

QUALITY RISK MANAGEMENT

The Group has maintained the three-level risk management and control mechanism, which includes the Group’s operation management centre, regional subsidiaries and projects. This mechanism has been put in place to identify, classify and conduct ratings against potential risks in the project. To further enhance project risk alert and control, the Group has set up a red and yellow card system for quality control of engineering projects, upgraded the evaluation content of construction projects, and documented and displayed emergency response mechanisms. These measures have effectively improved the project risk management and controls, and strengthened the Group’s risk prevention capability throughout the construction process.

於報告期內，本集團一貫致力於提升品牌聲譽，優先考慮「知己德信」、「開發者德信」、「長跑者德信」三大品牌理念。為實現透過品質維護建立良好品牌聲譽的目標，本集團重點研究以提高產品品質、規範內部監控系統並加強產品開發。

本集團已制定並嚴格遵循《德信地產產品質量控制操作指引》。我們積極管理項目的各個方面，以確保符合質量標準，包括質量風險管理、項目開發質量管理、工程項目質量管理及營運質量管理。我們的目標不僅是提高項目的整體質量，而且是提高生活品質及舒適度，同時盡量減少對環境的負面影響。

質量風險管理

本集團延續了包括本集團運營管理中心、區域附屬公司及項目在內的三級風險管控機制。設立該機制對項目潛在風險進行識別、分類及評級。為進一步加強項目風險預警及管控，本集團建立了工程項目質量控制紅黃牌制度，升級了施工項目評估內容，並記錄展示突發事件響應機制。該等措施有效提升項目風險管控水平，增強了本集團施工過程風險防範能力。

QUALITY FIRST

質量為先



During the Reporting Period, the Group carried out fire safety inspections, identified and promptly rectified the issues to eliminate potential risk.

報告期內，本集團進行消防安全檢查，並對發現的問題認真落實整改，切實消除隱患。

Project development quality management

項目開發質量管理

The Group has standardised the quality controls during the project development stage to ensure product quality and better risk controls. In addition, the Group has formulated a quality management system, which includes product positioning, market research, and product design to improve the quality management standards during project development.

本集團在項目開發階段規範質量控制，確保產品質量及更好的風險控制。此外，本集團制定了包括產品定位、市場研究、產品設計等在內的質量管理體系，以提高項目開發過程中的質量管理水準。

Our quality control process during the project development stage can be divided into three main stages:

- **Product positioning**

Classify according to the levels and locations of the city, and subdivide the customer groups based on household structure, customer affordability and other attributes. Analyse customer types by correlating to the city locations and restrictions on land usage.

- **Market research**

Conduct research based on customer demands and understand their major concerns, adhere to the principle of “product fulfil market demand, pay attention to customer needs”, analyse competitors’ projects and develop residential projects that cater to specific needs.

- **Product design**

Appoint a third-party design institute or consulting agency to design products, compare and conduct comprehensive evaluations among the third-party agencies based on indicators such as “idea, value, quality, cost, and service”.

Engineering project quality management

The project quality has been monitored and controlled at all construction stages throughout the Project Cycle by following the engineering management process and key control points of each phase that have been set from the commencement of the project to the post-completion evaluation of the properties.

To specify the minimum requirements of quality control in Dexin project management and strengthen risk management during the construction process, the Group has formulated and reviewed the quality standard guidelines and systems for our sub-contractors during the Reporting Period. The guidelines have indicated the details of relevant rectification requirements, and research and analysis of the root cause for potential risks. This measure has improved the technical or management skills and provides city companies and project companies with supporting management tools in aspects of safety, quality and progress.

我們的項目開發階段的質量管理流程分為以下三個主要階段：

- **產品定位**

依城市層級及地點分類，按家庭結構、客戶承受能力等屬性細分客戶群。透過與城市位置和土地使用限制相關聯來分析客戶類型。

- **市場調研**

根據客戶需求進行研究，了解客戶關注點，堅持「產品滿足市場需求，關注客戶需求」的原則，分析競爭對手項目，開發適合特定需求的住宅項目。

- **產品設計**

委託第三方設計院或諮詢機構進行產品設計，以「理念、價值、質量、成本、服務」等指標為依據，對第三方機構進行多家比選及綜合評估。

工程項目質量管理

遵循從項目開工到物業竣工後評估所設定的工程管理流程及各階段的關鍵管控點，在整個項目週期的各個施工階段對項目質量進行監督與控制。

於報告期間內，為明確德信項目管理中質量控制的最低要求，加強施工過程中的風險管理，本集團已制定並檢討了分包商的質量標準指引及制度。該指引明確了相關整改要求，並對潛在風險根源進行了研究分析。該措施提高了技術或管理水平，為城市公司及項目公司提供了安全、質量、進度等方面的配套管理工具。

QUALITY FIRST

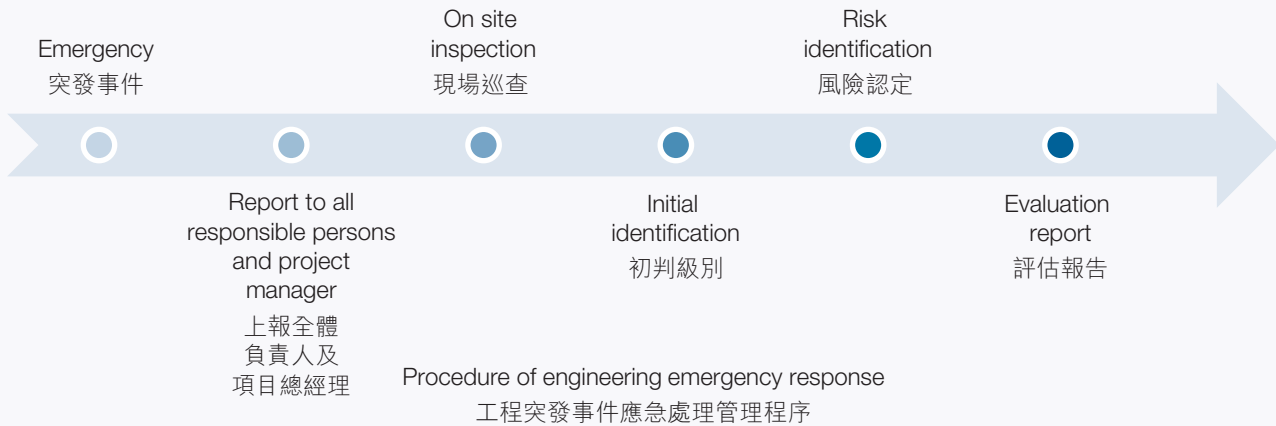
質量為先

Emergency response

The Group has formulated the Engineering Emergency Management Measures of Dexin Real Estate, specifying the principles of treatment, classification and grading, the process of treatment and corresponding penalties.

突發事件應急處理

本集團已制定《德信地產工程突發事件應急處理管理辦法》，明確了其處置原則、分類分級、處理流程和配套處罰辦法。



Operation quality management

The Group not only pays attention to the quality management of the project development and engineering projects, but also improves operation efficiency and quality management through system guarantee, incentive orientation, differentiated authorization, standard formulation, production policy preposition, new city assistance, and external benchmarking. The Group has developed refined operation assessment systems and relevant indicators for its subsidiary city companies to maintain each city company's operating efficiency and level.

運營質量管理

本集團在關注項目開發與工程項目的質量管理的同時，通過制度保障、激勵導向、差異化授權、標準化制定、產策前置、新城市幫扶、外部對標實現運營效率提高和質量的管理。本集團針對下屬城市公司制定細化的運營考核體系及指標，盡力保證各城市公司穩健的運營效率與水平。

During the Reporting Period, the Group did not recall any projects due to safety and health reasons during the construction process or sales.

報告期內，本集團並無因安全與健康原因而於施工或銷售期間召回任何項目。

Compliance with laws and regulations

The Group strictly complied with the Construction Law of the People's Republic of China, Regulations on Quality Management of Construction Projects and other laws and regulations related to quality assurance in the construction industry.

遵守法律法規

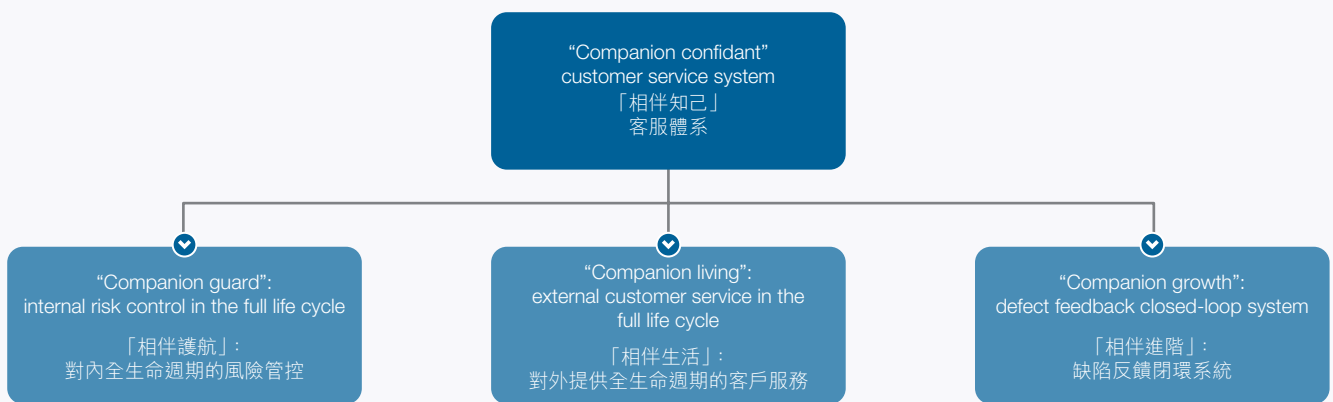
本集團嚴格遵循《中華人民共和國建築法》及《建設工程質量管理條例》等其他有關建築業品質保障的法律法規。

CUSTOMER SERVICES

客戶服務

Dexin puts customers at the centre of its business, adhering to the brand proposition of “Your life’s companion.” 「你的生活知己」 It has built a comprehensive “Companion” 「相伴知己」 customer service system, consisting of three parts: “Companion Escort,” “Companion Advanced,” and “Companion Life.” 相伴護航」、「相伴進階」和「相伴生活」 This is a key element in helping Dexin shape its “Hangzhou-style precision” 「杭派精工」 quality image, and continuously promoting the upgrading and iteration of Dexin’s product and service capabilities.

德信以客戶為中心，秉持「你的生活知己」品牌主張，搭建全面的「相伴知己」客服體系，由「相伴護航」、「相伴進階」和「相伴生活」三部分組成。它是助力德信塑造「杭派精工」品質形象的關鍵要素，持續助推德信產品力和服務力的升級迭代。



The Group is concerned about the impression and expectations of our customers and potential customers from the purchase experience to living standard. Feedback and comments are collected through services, interactions with customers and investigations. Consolidated feedback and comments are reviewed and make possible refinements in our products and services. During the Reporting Period, we continued to improve our internal standardization work, including system construction and optimization, internal training on various topics, delivery experience sharing and product upgrading.

本集團關注客戶及潛在客戶自購買體驗到生活水平的感官及期望。我們通過服務、與客戶的互動和調查來收集反饋及意見。審查綜合的反饋及意見，並對我們的產品及服務進行可能的改進。報告期內，我們持續完善內部標準化方面的工作，包括制度體系建設和優化、各專題的內部培訓、交付經驗分享和產品升級。



CUSTOMER SERVICES

客戶服務

CUSTOMER RELATIONSHIP MANAGEMENT

Adhering to the service principle of “customer first”, the Group have continuously improved the online and offline customer complaint feedback system and provides the function of “one-click application for repair” and consultation services on the WeChat app. Furthermore, Dexin organised training programmes that provides the knowledge of handling customer complaints and requested employees to display and share customer complaints hotlines and other channels details to the public during sales and handover of the project to ensure customer can easily assessable to the complaint channels. We have implemented policies related to the Dexin Real Estate Management and Requirements of complaints received from Major and Potential Customer and strictly comply with the policies. For daily complaints, response will be provided professionally within 24 hours and not later than 48 hours. The solutions provided would be executed according to the timeline provided to the customer to ensure the problems are resolved in a timely matter.

During the Reporting Period, the Group received 242 complaints in total, including 170 service-related complaints and 45 product-related complaints, with the complaint closure rate up to 86%.

Complaint feedback channel

- E-mail: the Group has shared a customer service email address with the public to collect customer opinions.
- Hotline: Every subsidiary that located in different cities has set up customer services hotlines.
- “One-click application for repair”: Owners may request maintenance and have consultation through our official account on social media.

客戶關係管理

本集團秉持「客戶至上」的服務原則，持續改善客戶的線上、線下的投訴反饋制度，及在微信應用程式提供「一鍵報修」和諮詢功能。此外，德信組織了有關處理客戶投訴的培訓課程，並要求員工在項目銷售及交付時向公眾展示和分享客戶投訴熱線及其他渠道詳情，以確保客訴渠道通暢。我們執行有關《德信地產主要及潛在客戶投訴管理要求》的政策，嚴格遵照執行。針對日常投訴，在24小時內並不晚於48小時內提供專業回覆。提供的解決方案將根據提供予客戶的時間表執行，以確保客訴問題得到及時解決。

報告期內，本集團共接到投訴總量約242件，其中因為服務問題的投訴約170件，因為產品問題的投訴約45件，投訴關閉率達86%。

投訴反饋渠道

- 郵箱：本集團已與公眾分享客戶服務電郵地址，收集客戶意見。
- 熱線：各城市附屬公司均設有客戶服務專線。
- 「一鍵報修」：業主可通過我們的社交媒體公眾號進行報修和諮詢。

The Group, always standing in the customer's perspective, listens to every meticulous need, and makes efforts to improve customers' quality of life from every small detail. During the Reporting Period, Dexin employed a third-party survey company to carry out customer satisfaction assessments. The Group conducted a satisfaction survey on the owners during the sales, delivery, and stay periods through Internet and telephone interviews. The main indicators include overall satisfaction, sales service, post-contract care, delivery service, community environment and planning, housing design, housing quality, rectification and maintenance, complaint handling and property services. We carried out targeted closed-loop treatment according to the problems found to continuously improve customer satisfaction.

CUSTOMER PRIVACY AND INFORMATION SECURITY

The Group fully recognized the importance of protecting customer privacy and information security, and attached great importance to customer privacy and information security. We have always strictly abided by the laws and regulations related to information security protection such as the Cybersecurity Law of the People's Republic of China and the Provisions on the Protection of Personal Information of Telecommunications and Internet Users. Our major measures for protecting customer privacy and information are stated below:

本集團始終站在客戶的角度，傾聽每一個細微的需求，從細節出發，提升客戶生活品質。報告期內，德信聯動第三方調查公司，進行客戶滿意度測評，通過互聯網以及電話訪問的形式對銷售期、交付期、入住期的業主開展滿意度調查，主要指標涉及整體滿意度，銷售服務、簽約後關懷、交付服務、小區環境和規劃、房屋設計、房屋質量、整改維修、投訴處理以及物業服務，並按照發現的問題有針對性地開展閉環處理，不斷提升客戶滿意度。

客戶隱私安全

本集團充分意識到保障客戶隱私和信息安全的重要性，並高度重視客戶隱私和信息安全保護工作。一直以來，我們嚴格遵守《中華人民共和國網絡安全法》及《電信和互聯網用戶個人信息保護規定》等信息安全保護相關法律法規。我們保障客戶隱私和信息安全採取的主要措施載列如下：

Customer's data management system 客戶資料管理系統

- Ad-hoc inspection on customer data management work of relevant departments
不時對相關部門的客戶資料管理工作進行巡檢
- Zero-tolerance on any misbehaviors and report to corresponding government bodies if necessary
對任何不當行為零容忍，必要時向相應政府機關進行舉報

Access control to the server room 機房的訪問控制

- Only authorised personnel of the I.T. department may access the server room after registration
僅IT部門獲授權人員可以登記後進出機房
- Any unauthorised people are not allowed
任何未授權人員不得進入

Inspection of server 服務器巡檢

- Conduct inspection on daily-used softwares and system server
對日常使用的各類軟件及系統服務器進行巡檢
- Instant response to the potential safety issues
對安全隱患作出及時反應

CUSTOMER SERVICES

客戶服務

Intellectual property management

The Group consist of an intellectual property centre and it is responsible for application, maintenance and protecting intellectual property such as trademarks, copyrights and patents. While maintaining constant innovation, the Group has also strictly complied with the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Copyright Law of the People's Republic of China and other related laws and regulations. Moreover, we formulated and implemented the Management System for Intellectual Property of Dexin Real Estate. The Group strictly investigates infringements and focuses on strengthening relevant personnel's awareness of intellectual property protection in daily management to ensure that the Group's intangible assets are not infringed.

RESPONSIBLE PROMOTION

Focusing on the connection between "city, people and life", the Group paid attention to the individual needs of customers and users, continued to get the customers' opinions and visions, improved its product construction and deeply operated, and brought warmth to customer experience and services. Based on the contacts of full life cycle of customers, focusing on the customer's concerns in all stages ranging from housing purchasing to living, Dexin established a professional service system. In this process, Dexin got the needs of the owners by various contact methods such as services, activities and investigations, and constantly fed back to the front-end and back-end to realize the update of products and services with a view to realizing the brand proposition of "Your Life Companion".

The Group strictly abides by the Advertisement Law of the People's Republic of China and other national laws and regulations and requirements of local policies, ensuring compliance and standardization in the promotion and marketing process. On this basis, we promote the advocacy of responsible promotion and help consumers make rational decisions to buy and make responsible consumption through system construction and behaviour control. The Group strictly controls external publicity in accordance with the risk control mechanism to ensure the comprehensiveness and authenticity of information.

知識產權管理

本集團設有一個知識產權中心組成，負責如商標、版權及專利等知識產權的申請、維護和保障。在持續創新的同時，本集團亦嚴格遵守《中華人民共和國專利法》、《中華人民共和國商標法》及《中華人民共和國著作權法》等相關法律法規，此外，我們制定並遵循《德信地產知識產權管理制度》。本集團嚴查侵權行為，在日常管理中注重加強相關人員對知識產權的保護意識，保障本集團的無形資產不被侵害。

責任營銷

本集團聚焦「城市、人、生活」之間的聯繫，關注客戶和用戶的個性需求，不斷獲得客戶的想法和願景，以改進自身的產品營造、深入運營，為客戶的體驗和服務注入更具溫度感的落地與延申。按照客戶全生命周期觸點，聚焦客戶從購房到居住各階段的關注點，形成一套服務體系。在過程中，通過服務、活動、調查等各類接觸方式，了解業主的需求，並不斷向前端、後端反饋，實現產品與服務的更新迭代，以實現「你的生活知己」品牌主張。

本集團嚴格遵守《中華人民共和國廣告法》等國家法律法規及地方政策要求，以確保宣傳推廣過程中的合規性與規範性。在此之上，我們推動負責任營銷的倡導，並通過制度建設與行為管控兩方面舉措，助力消費者作出理智的購買決策，進行負責任的消費。本集團按照風控機制，嚴格把控對外宣傳，確保信息的全面和真實。

Carry out publicity of compliance awareness on the Advertisement Law of the People's Republic of China and other national laws and regulations and requirements of local policies together with the legal department, ensuring compliance and standardisation in the promotion and marketing process.

聯合法務部門宣貫《中華人民共和國廣告法》等國家法律法規及地方政策要求，以確保宣傳推廣過程中的合規性與規範性。

System controls 管控體系

- Improvement in the construction of internal promotion system, review and refine the management measures, systems, guidelines, guidance and other documents.
- 提升內部營銷制度體系建設，審核及細化管理辦法、制度、指引、指導書等文件。

Integrated audit mechanism 聯動審查機制

- Cross-departmental integrated audit mechanism, especially strengthen the role of brand, customer service and legal affairs.
- 跨部門聯動審查機制，尤其是強化品牌、客服、法務的作用。

Supervision 監察

- Random inspection at companies and project sites.
- 不定期抽查公司及項目建設所在地。

Learning and training 學習培訓

- Combining the practical situation in training, to ensure timely and effectively avoiding risks and corruption and preventing non-standardization.
- 結合培訓過程中的實際情況，確保及時有效地規避風險、遠離腐敗，防止不規範問題的發生。

ANTI-CORRUPTION AND ANTI-MONEY LAUNDERING

反腐敗及反洗錢

The Group believes that honesty, integrity and fairness are fundamental elements in the Group. It is committed to protecting the legitimate rights of shareholders and investors. The Group takes a zero-tolerance policy for fraud, extortion, bribery, money laundering and other behaviours or activities in violation of any provision, and will not allow the employees, suppliers, customers and all partners of the Group to commit any corruption activities and other misconduct.

The Group has formulated and implemented a series of internal systems in order to create a fair, open and impartial working environment. The staff manual which serve as a clear guidance on employees' conduct, including rules regarding the acceptance of gifts and managing conflicts of interest is provided to the employees, to further enhance awareness of the employees. Furthermore, all existing employees have signed the Staff Integrity Undertaking while new employees sign on the undertaking together with the labour contract when joining the company. If any employee is found to have engaged in corrupt activities after a thorough investigation, the Group will take disciplinary actions against the employee involved, including the termination of labour contracts with immediate effect. We also encourage our staff to report suspected corruption cases anonymously. The Group has also issued the Dexin Group Supplier Integrity Undertaking and all contracted suppliers are required to sign an integrity agreement in writing.

Meanwhile, the Group also prepare various channels, including e-mail, telephone and social media platforms for public and stakeholders to report any suspicious activities. All reports are timely handled and follow-up by designated persons and all information provided will be in strict confidentiality.

The Group also attaches great importance to the enhancement of employees' awareness of integrity. Trainings related to anti-corruption and anti-bribery are included in our regular training throughout the years. During the Reporting Period, the Group did not have any corruption or malpractice lawsuit brought against the Group and our employees.

COMPLIANCE WITH LAWS AND REGULATIONS

During the course of operations, the Group strictly complies with the Anti-unfair Competition Law of the People's Republic of China, the Interim Provisions on Banning Commercial Bribery and other relevant laws and regulations.

本集團相信誠實、正直、公平為營運基本宗旨，致力保障股東及投資者的合法權利。本集團對欺詐、敲詐、賄賂、洗錢及其他違規行為或活動採取零容忍政策，且不容許本集團的僱員、供應商、客戶及所有合作夥伴參與任何貪腐活動及其他不當行為。

本集團已制定並實施一系列的內部制度，以創造一個公平、公開、公正的工作環境。員工手冊就員工行為提供清晰指引，包括向員工提供收受禮物及管理利益衝突的規則，以進一步加強僱員的警覺性。此外，所有在職僱員均已簽署《員工廉潔承諾書》，而新員工於加入本公司時與勞動合同一併簽署。倘經調查後證實任何僱員貪污，本集團將會對涉案僱員採取紀律處分，包括即時終止勞動合同。我們亦鼓勵員工匿名舉報疑似貪污行為。本集團亦已發佈德信集團供應商廉潔承諾書，所有合約供應商須簽署書面廉潔協議。

同時，本集團亦設有電子郵件、電話及社交媒體平台等多種渠道，供公眾及利益相關方舉報任何可疑活動。所有舉報都由指定人員及時處理及跟進，且提供的所有信息都將嚴格保密。

本集團非常重視提高僱員的廉潔意識。全年定期培訓中納入有關反貪污及反賄賂的培訓。報告期內，並無發生任何針對本集團及僱員貪污或不法行為的訴訟案件。

遵守法律法規

於營運過程中，本集團嚴格遵守《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》及其他相關法律法規。

The Group always regards social responsibility as an important part of its development strategy. To promote social well-being and create a harmonious social atmosphere, the Group has implemented efforts to support public welfare activities. During the Reporting Period, the Group has through the Dexin Blue Scholarship Foundation held a series of welfare activities and projects, actively participated in the development of social public welfare undertakings and gave back to society with love and warmth.

Dexin Blue Scholarship Foundation has initiated a programme named “Tong Xiang Lan Tian” to subsidise living expenses and sponsor essentials to underprivileged children to ensure they have sufficient resources and complete their primary and secondary education. In order to assist high achieving but underprivileged teenagers in completing their high school education, Dexin Blue Scholarship Foundation has subsidised RMB2,500 annually for every student that studies in Taijiang High School Dexin Class located in Guizhou province.

Moreover, Dexin Blue Foundation has collaborated with other organisations and organised a campaign to raise awareness of autism. The employees have been involved in the hiking activities with autistic individuals and other participants, share the correct and positive understanding regarding autism with the public.

本集團一直將社會責任視為其發展策略的重要部分。本集團大力開展支持公益活動，以促進社會福祉，營造和諧的社會氛圍。報告期內，本集團透過德信藍助學基金會展開了一些列公益活動和項目，積極投身社會公益事業的發展，用愛心和暖意回饋社會。

德信藍助學基金會發起「童享藍天」計劃，為貧困兒童提供生活補貼和贊助生活必需品，以確保彼等有足夠資源完成中小學教育。為幫助成績優異但家境貧困的青少年完成高中教育，德信藍助學基金會為就讀於貴州省台江縣民族中學德信班的每名學生每年資助人民幣2,500元。

此外，德信藍助學基金會與其他機構合作舉辦了一項提高對自閉症認識的活動。僱員與自閉症患者及其他參與者一起參與遠足活動，與公眾分享對自閉症的正確、積極認識。

APPENDIX I: LIST OF DISCLOSURE POLICIES, LAWS AND REGULATIONS

附錄一：披露政策與法律規例一覽表

This appendix includes laws and regulations which are applicable to the Company in the sequence of ESG indicators in accordance with “policies” and “relevant laws and regulations that have a significant impact on the issuer” mentioned in “General Disclosure” in guidelines released by HKEx.

該部分主要遵循聯交所指引「一般披露」中涉及的「政策」及「對發行人產生重大影響的相關法律與規例」要求，對適用於本公司的法律規例按照ESG指標順序進行整理和羅列。

Company Law of the People’s Republic of China
《中華人民共和國公司法》

Audit Law of the People’s Republic of China
《中華人民共和國審計法》

Anti-unfair Competition Law of the People’s Republic of China
《中華人民共和國反不正當競爭法》

Interim Provisions on Banning Commercial Bribery
《關於禁止商業賄賂行為的暫行規定》

Construction Law of the People’s Republic of China
《中華人民共和國建築法》

Regulations on Quality Management of Construction Projects
《建設工程質量管理條例》

Patent Law of the People’s Republic of China
《中華人民共和國專利法》

Trademark Law of the People’s Republic of China
《中華人民共和國商標法》

Copyright Law of the People’s Republic of China
《中華人民共和國著作權法》

Cybersecurity Law of the People’s Republic of China
《中華人民共和國網絡安全法》

Provisions on Protecting the Personal Information of Telecommunications and Internet Users
《電信和互聯網用戶個人信息保護規定》

Environmental Protection Law of the People’s Republic of China
《中華人民共和國環境保護法》

Environmental Impact Assessment Law of the People’s Republic of China
《中華人民共和國環境影響評價法》

APPENDIX I: LIST OF DISCLOSURE POLICIES, LAWS AND REGULATIONS

附錄一：披露政策與法律規例一覽表

Regulations on Environmental Protection Management of Construction Projects

《建設項目環境保護管理條例》

Law on the Management of the Environmental Inspection of Completed Construction Projects

《建設項目竣工環境保護驗收管理辦法》

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》

Green Building Regulations of Zhejiang Province

《浙江省綠色建築條例》

Evaluation Standard for Green Buildings

《綠色建築評估規範》

Environmental Noise Emission Standard at the Construction Site Boundary

《建築施工場界環境噪聲排放標準》

The Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Enterprises of Other Industries(Trial)

《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》

Advertisement Law of the People's Republic of China

《中華人民共和國廣告法》

Labor Law of the People's Republic of China

《中華人民共和國勞動法》

Labor Contract Law of the People's Republic of China

《中華人民共和國勞動合同法》

Work Safety Law of the People's Republic of China

《中華人民共和國安全生產法》

Prevention and Control of Occupational Diseases Law of the People's Republic of China

《中華人民共和國職業病防治法》

Occupational Safety Health Ordinance

《職業安全及健康條例》

Regulations on Minimum Wage of the People's Republic of China

《中華人民共和國最低工資規定》

Employment Ordinance

《僱傭條例》

APPENDIX II: CONTENT INDEX OF HKEX ESG REPORTING GUIDE

附錄二：聯交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and Overview of Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及關鍵績效指標概覽		Section 章節
A. Environment A. 環境		
Aspect A1: 層面A1：	Emissions 排放物	
General Disclosure	Information on: <ul style="list-style-type: none"> (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer <p>relating to exhaust and greenhouse gas emissions, discharges into water and soil, generation of hazardous and non-hazardous wastes, etc.</p>	BUILD A GREEN CITY
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： <ul style="list-style-type: none"> (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 <p>的資料。</p>	建設綠色城市
KPI A1.1	Types of emissions and respective emission data.	ENVIRONMENTAL PERFORMANCE
關鍵績效指標A1.1	排放物種類及相關排放數據。	環境績效
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, if appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PERFORMANCE
關鍵績效指標A1.2	溫室氣體排放總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	環境績效
KPI A1.3	Hazardous wastes generated in total (in tonnes) and, if appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PERFORMANCE
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(如以每產量單位、每項設施計算)。	環境績效
KPI A1.4	Non-hazardous wastes generated in total (in tonnes) and, if appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PERFORMANCE
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(如以每產量單位、每項設施計算)。	環境績效

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KPI A1.5	Description of the emissions targets and the steps taken to achieve them.	ENVIRONMENT GOALS IN CARBON EMISSIONS AND ENERGY USE
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。	碳排放及能源使用的環境目標
KPI A1.6	Description of treatment of hazardous and non-hazardous wastes, and description of the waste reduction targets and the steps taken to achieve them.	GREEN OFFICE, GREEN CONSTRUCTION MANAGEMENT
關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法，及描述減廢目標及為達到這些目標所採取的步驟。	綠色辦公、綠色施工管理
Aspect A2:	Use of Resources	
層面A2：	資源使用	
General Disclosure	Policies on efficient use of resources, including energy, water and other raw materials. Notes: The resources can be used for production, storage, transportation, buildings, electronic devices etc.	GREEN OFFICE, GREEN CONSTRUCTION MANAGEMENT
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。附註：資源可用於生產、儲存、運輸、樓宇、電子設備等。	綠色辦公、綠色施工管理
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PERFORMANCE
關鍵績效指標A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	環境績效
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PERFORMANCE
關鍵績效指標A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	環境績效
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	ENVIRONMENT GOALS IN CARBON EMISSIONS AND ENERGY USE
關鍵績效指標A2.3	描述所訂立的能源使用效益計劃及所達到的結果。	碳排放及能源使用的環境目標
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	The Group did not have any issue in sourcing of water that fit for purpose.
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計劃及所達到的結果。	本集團在求取適用水源上並無任何問題。

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附錄二：聯交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and Overview of Key Performance Indicators (KPIs)		Section
主要範疇、層面、一般披露及關鍵績效指標概覽		章節
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The Group's operation does not involve the usage of any packaging materials.
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。	本集團營運不涉及包裝材料的使用。
Aspect A3: Environmental and Natural Resources		
層面A3：環境及天然資源		
General disclosure	Policies on minimizing the issuer's significant impact on environmental and natural resources.	GREEN CONSTRUCTION
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。	綠色施工
KPI A3.1	Description of the significant impacts of activities on environmental and natural resources and the actions taken to manage them.	GREEN CONSTRUCTION
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。	綠色施工
Aspect A4: Climate Change		
層面A4：氣候變化		
General Disclosure	Policies on identifying and responding to the material climate-related matters that have or may have an impact on the issuer.	RESPONSE TO CLIMATE CHANGE
一般披露	識別及應對已經或可能會對發行人產生影響的重大氣候相關事宜的政策。	應對氣候變化
KPI A4.1	Description of material climate-related matters that have or may have an impact on the issuer, and the countermeasures.	RESPONSE TO CLIMATE CHANGE
關鍵績效指標A4.1	描述已經或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。	應對氣候變化

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Subject Areas, Aspects, General Disclosures and Overview of Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及關鍵績效指標概覽		Section 章節
B. The Society		
B. 社會		
Employment and Labour Practices		
僱傭及勞工常規		
Aspect B1:	Employment	
層面B1:	僱傭	
General Disclosure	Information on:	TALENT ATTRACTION
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	
	relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：	人才吸納
	(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。	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	TALENT ATTRACTION
關鍵績效指標B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	人才吸納
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	TALENT ATTRACTION
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	人才吸納

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Subject Areas, Aspects, General Disclosures and Overview of Key Performance Indicators (KPIs)		Section
主要範疇、層面、一般披露及關鍵績效指標概覽		章節
Aspect B2:	Health and Safety	
層面B2：	健康與安全	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	HEALTH AND SAFETY
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	健康安全
KPI B2.1	Number and rate of work-related fatalities.	During the past three years, the Group did not have any safety accidents involving work-related fatalities or injuries.
關鍵績效指標B2.1	因工亡故的人數及比率。	過去三年，本集團未發生任何工傷安全死傷事故。
KPI B2.2	Lost days due to work injury.	During the past three years, the Group did not have any safety accidents involving work-related fatalities or injuries.
關鍵績效指標B2.2	因工傷損失工作日數。	過去三年，本集團未發生任何工傷安全死傷事故。
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	HEALTH AND SAFETY
關鍵績效指標B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	健康安全
Aspect B3:	Development and Training	
層面B3：	發展及培訓	
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	EMPLOYEE DEVELOPMENT
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。	員工發展

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Subject Areas, Aspects, General Disclosures and Overview of Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及關鍵績效指標概覽		Section 章節
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	EMPLOYEE DEVELOPMENT 員工發展
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。	EMPLOYEE DEVELOPMENT 員工發展
Aspect B4: 層面B4：	Labour Standards 勞工準則	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing use of child labour or forced labour. 有關防止僱用童工或強制勞工的：	LABOUR STANDARD 勞工準則
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	LABOUR STANDARD 勞工準則
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	During the Reporting Period, the Group did not have any violations of labour standards. 報告期內，本集團未發生任何涉及勞工準則的違規事件。

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Subject Areas, Aspects, General Disclosures and Overview of Key Performance Indicators (KPIs)		Section
主要範疇、層面、一般披露及關鍵績效指標概覽		章節
Operating Practices		
營運慣例		
Aspect B5: Supply Chain Management		
層面B5：供應鏈管理		
General Disclosure	Policies on managing the environmental and social risks of the supply chain.	RESPONSIBLE PURCHASING
一般披露	管理供應鏈的環境及社會風險政策。	責任採購
KPI B5.1	Number of suppliers by geographical region.	RESPONSIBLE PURCHASING
關鍵績效指標B5.1	按地區劃分的供應商數目。	責任採購
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	RESPONSIBLE PURCHASING
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。	責任採購
KPI B5.3	Description of the practices for identifying environmental and social risks at each stage of the supply chain, and the relevant implementation and monitoring method.	RESPONSIBLE PURCHASING
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。	責任採購
KPI B5.4	Description of the practices that facilitate the use of environmentally friendly products and services when selecting suppliers, and the relevant implementation and monitoring method.	RESPONSIBLE PURCHASING
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。	責任採購

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附錄二：聯交所環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and Overview of Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及關鍵績效指標概覽		Section 章節
Aspect B6: 層面B6：	Product Responsibility 產品責任	
General Disclosure	Information on:	CUSTOMER SERVICES, RESPONSIBLE PROMOTION
	(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, labeling and privacy matters in relation to products and services provided and methods of redress.	
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：	客戶服務、責任營銷
	(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。	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	During the Reporting Period, none of our properties sold were recalled due to health and safety 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。	報告期內，我們已出售的物業概無因健康與安全原因而被召回。
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	CUSTOMER RELATIONSHIP MANAGEMENT
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。	客戶關係管理
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	CUSTOMER PRIVACY AND INFORMATION SECURITY
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。	客戶隱私安全
KPI B6.4	Description of quality assurance process and recall procedures.	QUALITY FIRST
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	質量為先
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	CUSTOMER PRIVACY AND INFORMATION SECURITY
關鍵績效指標B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。	客戶隱私安全

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Aspect B7: 層面B7:	Anti-corruption 反貪污	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	ANTI-CORRUPTION AND ANTI-MONEY LAUNDERING
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	反腐敗及反洗錢
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.	ANTI-CORRUPTION AND ANTI-MONEY LAUNDERING
關鍵績效指標B7.1	於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	反腐敗及反洗錢
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	ANTI-CORRUPTION AND ANTI-MONEY LAUNDERING
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。	反腐敗及反洗錢
KPI B7.3	Description of the anti-corruption training provided to the directors and employees.	ANTI-CORRUPTION AND ANTI-MONEY LAUNDERING
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	反腐敗及反洗錢

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The Society		
社會		
Aspect B8:	Community Investment	
層面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.	SOCIAL WELL-BEING
一般披露	有關以社區參與來了解營運所在小區需要和確保其業務活動會考慮小區利益之政策。	社會福祉
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	SOCIAL WELL-BEING
關鍵績效指標B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	社會福祉
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	SOCIAL WELL-BEING
關鍵績效指標B8.2	在專注範疇所動用資源(如金錢或時間)。	社會福祉

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